

**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

Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances

**Index**

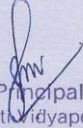
<b>Sr. No</b>	<b>Annual Report</b>
<b>1</b>	<b>Student Grievance Redressal Cell</b>
<b>2</b>	<b>ICC</b>
<b>3</b>	<b>Anti-Ragging</b>

## Student Grievance Redressal Committee Report – 2022-2023

### STUDENT GRIEVANCE REDRESSAL COMMITTEE REPORT ACADEMIC YEAR 2022-23

A meeting was convened at Bharti Vidyapeeth's College of Fine Arts on the morning of February 7, 2022, in the photography lab, chaired by the Chancellor.

- The primary agenda of this meeting was the selection of members for the Student Grievance Redressal Committee for the academic years 2022-2023 and 2023-2024. The committee members selected are as follows:
- **Committee Members:**
  - Dr. Anupama Patil - Principal
  - Professor Sudhir Pawar - Teaching Representative
  - Professor Sagar Pansare - Teaching Representative
  - Aruna Patil - Non-Teaching Representative
  - Priyanka Sawant- Student Representative
  - Rohit Khirade- Student Representative
- The meeting also addressed crucial aspects such as the resolution of grievances submitted in writing by students, fostering open communication between students and staff, and providing necessary information to newly admitted students regarding the committee's functions.
- The Principal issued several instructions to all staff members regarding these matters, emphasizing the importance of maintaining a conducive and supportive environment for student welfare.
- Subsequently, the Student-Grievance Redressal Committee of Bharti Vidyapeeth's College Of Fine Arts convened on 9th March 2023 for the academic year 2022-2023. Chaired by the Principal, the committee met in the designated committee room with all members present.
- During the session, it was noted that no grievances were raised by the students throughout the academic year, indicating a satisfactory academic environment and effective grievance redressal mechanisms in place.
- **Present Committee Members:**
  - Dr. Anupama Patil
  - Professor Sudhir Pawar
  - Professor Sagar Pansare
  - Mrs. Aruna Patil
- The absence of student grievances signifies the success of the college's efforts in fostering a supportive and conducive learning environment, reflecting positively on the effectiveness of the Student Grievance Redressal Committee.

  
Principal  
Bharti Vidyapeeth's  
College of Fine Arts  
Pune-Satara Road, Pune-43.



## ICC – 2022-2023

### **Bharati Vidyapeeth's College of Fine Arts, Pune**

Affiliated with Savitribai Phule Pune University

#### **Internal Complaints Committee (ICC) (Sexual Harassment of Women at Workplace Act 2013)**

**Academic Year - June 2022- March 2023**

The Internal Complaints Committee, BVCOFA functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

It is constituted on February 2014.

Academic Year 2020-2021 (June 2020 to March 2021) was governed by the reformed ICC Committee which was reformed in February 2017 as per guiding rules laid by UGC in March 2016.

#### **Members of ICC till July 2023**

- Prof. Dr. Pallavi Meshram, Presiding Officer
- Prof. Mugdha Kale, Teaching Staff, Member
- Prof. Dr.Sanjay Bhalerao, Teaching Staff, Member
- Usha Pawar , Non-Teaching Staff, Member
- Akshaya Kadam, Mawashi, Member
- Mr. Bhakti Paigude, UG Student TYBFA(Applied Art)
- Ashwini Durge UG Student TYBFA (Painting)
- Abhay Patil, UG Student TYBFA(Applied Art)
- Ms. Sae Mohite, UG Student SYBFA(Applied Art)

Committee was reformed after Asst. Prof. Mugdha Kale was promoted as Vice Principal Academic replacing her with Asst. Prof. Shivani Patil.

#### **Current Members of ICC**

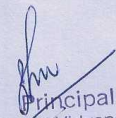
- Asso.Prof. Dr. Pallavi Meshram, Presiding Officer
- Asst Prof. Dr.Sanjay Bhalerao, Teaching Staff, Member
- Asst. Prof. Shivani Patil., Teaching Staff, Member
- Aruna Patil, Non-Teaching Staff, Member
- Akshaya Kadam, Mawashi, Member
- Bhakti Paigude, TYBFA(Applied Art)
- Ashwini Durge TYBFA (Painting)

- Abhay Patil, TYBFA(Applied Art)
- Saeed Mohite, SYBFA(Applied Art)

Prof. Dr. Pallavi Meshram serving as the Presiding Officer till date from February 2017.

### 1. Complaint Redressal

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
3	3	Nil	<b>No written complaint received. Only counselling solved the issue. The accused was counselled and given instructions to bring change in their behavior.  Warning was given to take the counselling seriously and this will be there only chance for improvement.</b>

  
Principal  
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(Deemed to be University)  
School of Visual Arts  
Pune-Satara Road, Pune-43.

**2. Programs taken for creating awareness about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Women Empowerment**

<b>Date</b>	<b>Time</b>	<b>Subject</b>	<b>Lecture by</b>
<b>14/09/2022 Wednesday</b>	10am to 12pm	<b>Get aware about Eve Teasing</b>	<b>API Manisha Tule and API Saurabh Kokate, Maharashtra Police</b>
<b>05/12/2022 Monday</b>	10am to 11am	<p>1<sup>st</sup> Address (For Students) "Unawareness to Awareness"</p> <p>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</p> <ul style="list-style-type: none"> <li>• Informed students about committee importance</li> <li>• Informed students about committee structure and procedures</li> <li>• Informed students about cybercrime and use of social media and its dangers</li> <li>• Informed students about code of conduct at educational institute</li> <li>• Informed students about their rights to speak against an assault</li> </ul>	<p>I/C Principal Anupama Patil</p> <p>Astt. Prof Mugdha Kale</p> <p>Prof. Dr. Pallavi Meshram</p>
<b>01/03/2023</b>	12pm to 2pm	<b>Self Defense</b>	<b>API Manisha Tule and API Saurabh Kokate, Maharashtra Police</b>

Program 1- Get aware about Eye Teasing

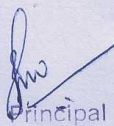


Program 2- Self Defense



**Program 3- Self Defense**



  
Principal  
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School of Visual Arts  
Pune-Satara Road, Pune-43.




## Anti Ragging – 2022-2023

### Anti- Ragging Committee Report

#### Academic Year 2022-23

- The following anti-ragging measures were taken during the academic year 2022-23 at the College of Fine Arts, Bharati Vidyapeeth:
- In accordance with UGC and Pune University regulations, the Anti-Ragging Committee and the Anti-Ragging Squad Committee were established on July 30, 2022.
- The members of these committees are as follows:
  1. Principal Dr. Anupama Patil - Chairperson
  2. Prof. Mugdha Kale - Women Faculty Representative
  3. Prof. Dr. Girish Charvad - Faculty Representative
  4. Aruna Patil - Staff Representative
  5. Kshirsagar Rohit - Student Representative
  6. Hambardhe Aboli - Student Representative
  7. Mr. Kshirsagar Vinod - Parent Representative
  8. Mr. Jhanje Sujit - Local Citizen Representative
  9. Ms. Minita Patil - Social Worker
  10. Mr. Dandge Kedar - Press Representative
  11. Mr. Swaraj Patil - Police Representative
- Posters regarding anti-ragging rules were displayed in the college premises.
- On November 22, 2022, Mr. Dhiraj Gupta provided guidance on anti-ragging rules to newly admitted students.

  
Principal  
Bharati Vidyapeeth's  
College of Fine Arts  
Pune Satara Road, Pune-43.





## Student Grievance Redressal Committee Report – 2021-2022

### STUDENT GRIEVANCE REDRESSAL COMMITTEE REPORT

#### ACADEMIC YEAR 2021-22

Due to the aftermath of Covid-19, the academic year 2021-22 commenced with delayed activities in colleges. Accordingly, a meeting of the Student Grievance Redressal Committee was held. This meeting took place in the photography lab under the leadership of the Principal. The following issues were discussed during this meeting:

- The appointment of the Student Grievance Redressal Committee members was finalized as follows:
  - Dr. Anupama Patil - Principal
  - Dr. Girish Charvad - Teaching Representative
  - Professor Sudhir Pawar - Teaching Representative
  - Aruna Patil - Non-teaching Representative
  - Kshitij Kulkarni - student representative
  - Maitrey Mahamuni, - student representative
- It was emphasized that grievances raised by students should be submitted in writing and addressed impartially.
- Students were encouraged to communicate respectfully with each other and to refrain from engaging in any form of prejudice.
- Staff members were advised to communicate with students respectfully and not to discriminate against them in any way.
- Efforts were made to assist students in resolving their grievances and to address any grievances raised by them in an appropriate manner.
- Information regarding the submission of grievances by students of all levels, including first-year students, was provided.
- In the second semester, a meeting of the Student Grievance Redressal Committee was convened at Bharti Vidyapeeth's College Of Fine Arts.
- The meeting was attended by the Vice-Chancellor, and there were no indications of any grievances raised by the students.

- Prof. Dr. Anupama Patil
- Prof. Dr. Girish Charvad
- Prof. Sudhir Pawar
- Mrs. Aruna Patil



I/C Principal  
B.V.'s College of Fine Arts  
Pune-Satara Road, Pune-43

## ICC -2021-2022

**Bharati Vidyapeeth's**  
**College of Fine Arts, Pune**  
Affiliated with Savitribai Phule Pune University

**Internal Complaints Committee (ICC)**  
**(Sexual Harassment of Women at Workplace Act 2013)**

(Academic Year (June 2021- March 2022))

**Date : 11/11/21 Thursday**      **Time : 12.00pm to 2.00pm**      **Venue : Photography Lab**  
**No of Students attended: 73**      **Staff In charge: Prof. Dr. Meshram Pallavi, Prof. Mugdha Kale**

The Internal Complaints Committee, BVCOFA functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. It is re-constituted on 20<sup>th</sup> February 2017.

ICC Committee organized lecture by **Sandhya Zope, Psychologist and Counselor, for ICC**, for students of Bharati Vidyapeeth College of Fine Arts for **creating awareness about self, living stress free life and women empowerment on 11/11/21 Thursday**.

Sandhya Zope, Psychologist and Counselor, is associated with many NGOs for empowerment of women as well as for Psychological guidance. She takes lectures, workshops on Art Therapy. She delivered a lecture and guided all students for awareness and understanding self, how to live stress free life and how to empower oneself through simple acts. Students were enthusiastic to know the different approach towards way of life.

The program was inaugurated and guest were welcomed by Principal Asst. Prof. Anupama Patil. ICC Committee Presiding officer Associate Prof. Dr. Pallavi Meshram, member Asst. Prof. Mugdha Kale, were present for the lecture.

Date	Time	Subject	Lecture by
11/11/21 Thursday	12.00pm to 2.00pm	Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013	I/C Principal Anupama Patil
		Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013	Astt. Prof Mugdha Kale
			Sandhya Zope, Psychologist and Counselor

		<ul style="list-style-type: none"><li>• Creating awareness about self, living stress free life and women empowerment</li></ul>	
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**Bharati Vidyapeeth's**  
**College of Fine Arts, Pune**  
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**Internal Complaints Committee (ICC)**  
**(Sexual Harassment of Women at Workplace Act 2013)**

**Academic Year -June 2021- March 2022**

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It is constituted on February 2014.

Academic Year 2020-2021 (June 2020 to March 2021) was governed by the reformed ICC Committee which was reformed in February 2017 as per guiding rules laid by UGC in March 2016.

**Current Members of ICC**

- Prof. Dr. Pallavi Meshram, Presiding Officer
- Prof. Mugdha Kale, Teaching Staff, Member
- Prof. Sanjay Bhalerao, Teaching Staff, Member
- Dr. Janardan Salunke , Non-Teaching Staff, Member
- Akshaya Kadam, Mawashi, Member
- Saniya Londhe , TYBFA, Student, Member
- Rohit Kshirsagar, TYBFA, Student, Member

Prof. Dr. Pallavi Meshram serving as the Presiding Officer till date from February 2017.

Coordinator: Astt. Prof. Mugdha Kale, Bharati Vidyapeeth's College of Fine Arts, Pune

Due to hit of Pandemic COVID 19 institution was close as per instructions given by government. The first address was taken after reopening of institution with following all restrictions and precautions for preventing COVID 19.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
<b>0</b>	<b>0</b>	<b>Nil</b>	-

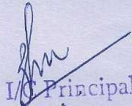
**1. Complaint Redressal**

**2. Programs taken for creating awareness about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Women Empowerment**

Date	Time	Subject	Lecture by
20/11/21 Saturday	10am to 11am	<p>1<sup>st</sup> Address (For Students)</p> <p><b>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</b></p> <p><b>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</b></p> <ul style="list-style-type: none"> <li>• Informed students about committee importance</li> <li>• Informed students about committee structure and procedures</li> <li>• Informed students about cybercrime and use of social media and its dangers</li> <li>• Informed students about code of conduct at educational institute</li> </ul>	<p><b>I/C Principal Anupama Patil</b></p> <p><b>Astt. Prof Mugdha Kale</b></p> <p><b>Prof. Dr. Pallavi Meshram</b></p>





  
Principal  
Bharati Vidyapeeth's  
College of Fine Arts  
Pune-Satara Road, Pune-43.



# Anti Ragging -2021 – 2022

## Anti- Ragging Committee Report

### Academic Year 2021-22

- **Introduction:**

A meeting addressing the critical issue of anti-ragging was convened on January 6, 2022, at Bharati Vidyapeeth College of Fine Arts. The objective of the meeting was to appoint members to the Anti-Ragging Committee and to discuss preventive measures to ensure a safe and welcoming environment for all students.

- **Committee Appointments:**

The following members were appointed to the Anti-Ragging Committee during the meeting:

1. **Dr. Anupama Patil** - Principal
2. **Mr. Girish Charwad** - Teacher Representative
3. **Ms. Mugdha Kale** - Female Teacher Representative
4. **Ms. Aruna Patil** - Staff Representative
5. **Mr. Rohit Kshirsagar** - Student Representative
6. **Ms. Aboli Hambarde** - Student Representative
7. **Mr. Vinod Kshirsagar** - Parent Representative
8. **Mr. Kedar Dandge** - Graphic Designer
9. **Ms. Mitani Patil** - Social Worker
10. **Mr. Sujit Zanje** - Local Member
11. **Shri Dhiraj Gupta** - Police Inspector

- **Meeting Highlights:**

It was communicated during the meeting that, up until that point, the college had not encountered any problems related to ragging. Additionally, as a precautionary measure, information regarding new students is shared annually. The meeting strictly adhered to COVID-19 regulations, ensuring the safety and well-being of all participants.

- **Lecture by Mr. Dhiraj Gupta:**

On January 22, 2022, Mr. Dhiraj Gupta, Police Inspector at Bharati Police Station, delivered a comprehensive lecture to all incoming students at Bharati Vidyapeeth College of Fine Arts. The

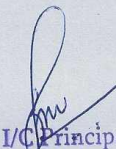
lecture focused on providing guidance on anti-ragging laws and emphasized the numerous benefits associated with adhering to these regulations.

The lecture was attended by both students and staff members, underscoring the collective commitment to fostering a culture of respect and safety within the college community.

- **Conclusion:**

These proactive measures, including the formation of the Anti-Ragging Committee and the informative lecture by Mr. Dhiraj Gupta, signify Bharati Vidyapeeth College of Fine Arts' dedication to preventing ragging incidents and promoting a secure and inclusive educational environment.




  
I/C Principal  
Bharati Vidyapeeth's  
College of Fine Arts  
Pune-Satara Road, Pune-43.



## Student Grievance Redressal Committee Report – 2020 – 2021

### STUDENT GRIEVANCE REDRESSAL COMMITTEE REPORT ACADEMIC YEAR 2020-21

- A meeting of the Student Grievance Redressal Committee was convened for the academic year 2020-2021, considering the impact of COVID-19.
- In adherence to safety regulations, appropriate distancing measures were strictly observed, and masks were worn during the meeting held on 17/08/2021 in the college's ground floor foyer.
- Given the challenges posed by the pandemic, lectures were predominantly conducted online, and students attending offline were duly informed.
- **Committee Members:**
  - Professor Anupama Patil - Chairperson Principal
  - Professor Girish Charvad –Teaching Representative
  - Professor Sagar Panasre - Teaching Representative
  - Mrs. Aruna Patil - Non-Teaching Representative
  - Mrs. Radha Sanjay Joshi - Student Representative
  - Ms. Mohammad Basarai Kureshi - Student Representative
- Due to the reduced presence of students on campus and the prevailing circumstances, the Student Grievance Redressal Committee for the academic years 2018 to 2020 was reconstituted to address the ongoing situation effectively.
- However, owing to the substantial absence of students on campus, the Student Grievance Redressal Committee meeting for the second semester was postponed until further notice. This decision was made in consideration of the limited engagement of students with on-campus activities during the academic year

  
I/C Principal  
B.V. College of Fine Arts  
Pune-Satara Road, Pune-43



## ICC – 2020 - 2021

**Bharati Vidyapeeth's  
College of Fine Arts, Pune**  
Affiliated with Savitribai Phule Pune University

### **Internal Complaints Committee (ICC) (Sexual Harassment of Women at Workplace Act 2013)**

**Academic Year -June 2020- March 2021**

The Internal Complaints Committee, BVCOFA functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

It is constituted on February 2014.

Academic Year 2020-2021 (June 2020 to March 2021) was governed by the reformed ICC Committee which was reformed in February 2017 as per guiding rules laid by UGC in March 2016.

**Due to Pandemic COVID 19, institution was close as per instructions given by government. The first address was taken online to inform students about the committee.**

#### **Current Members of ICC**

- Prof. Dr. Pallavi Meshram, Presiding Officer
- Prof. Mugdha Kale, Teaching Staff, Member
- Prof. Mangesh Tambe, Teaching Staff, Member
- Dr. Janardan Salunke , Non-Teaching Staff, Member
- Akshaya Kadam, Mawashi, Member
- Aditi Kolhalkar , TYBFA, Student, Member
- Sandhy Zope, Outside representation

Prof. Dr. Pallavi Meshram serving as the Presiding Officer till date from February 2017.

Coordinator: Astd. Prof. Mugdha Kale, Bharati Vidyapeeth's College of Fine Arts, Pune

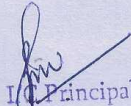
**As students were at home no complaints were registered.  
No programs were taken because of restrictions of pandemic.**

#### **1. Complaint Redressal**

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	Nil	-

Date	Time	Subject	Lecture by
25/08/20 Tuesday	10am to 11am	<b>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</b>	Asst. Prof Mugdha Kale Asst. Prof Mangesh Tambe



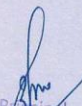
  
 I/O Principal  
 Bharati Vidyapeeth's  
 College of Fine Arts  
 Pune-Satara Road, Pune-43.

## Anti – Ragging - 2020 - 2021

### Anti- Ragging Committee Report

#### Academic Year 2020-21

- Anti-ragging measures taken during the academic year 2020-21 at the College of Fine Arts, Bharati Vidyapeeth, were as follows:
- In accordance with UGC and Pune University regulations, on August 17, 2020, the Anti-Ragging Committee and the Anti-Ragging Squad Committee were established.
- The members of these committees are as follows:
  1. Principal Anupama Patil - Chairperson
  2. Prof. Shruti Nigudkar - Women Faculty Representative
  3. Prof. Girish Charvad - Faculty Representative
  4. Ms. Aruna Patil - Staff Representative
  5. Mr. Hemant Khengare - Student Representative
  6. Ms. Samruddhi Khair - Student Representative
  7. Mr. Malhar Khengare - Parent Representative
  8. Mr. Vilas Patil - Local Citizen Representative
  9. Ms. Minita Patil - Social Worker
  10. Mr. Dandge Kedar - Press Representative
  11. Ms. Vaishali Bhosale - Female Police Representative
- Posters related to anti-ragging were displayed in the college premises.
- Posters are put up in the college premises every year. However, due to the outbreak of COVID-19 during the academic year 2020-21, no programs of any kind were organized.

  
I/C Principal  
B.V.'s College of Fine Arts  
Pune-Satara Road, Pune-43



## Student Grievance Redressal Committee Report – 2019 – 2020


### STUDENT GRIEVANCE REDRESSAL COMMITTEE REPORT ACADEMIC YEAR 2019-20

- A meeting of the Student Grievance Redressal Committee was convened at Bharati Vidyapeeth's College of Fine Arts for the academic year 2019-20. The committee members who served during the academic year 2018-19 continued their roles, and discussions were held regarding the committee's operations for the upcoming academic year.
- **Members Present:**
  - Professor Anupama Patil - Chairperson Principal
  - Professor Girish Charvad –Teaching Representative
  - Professor Sagar Panasre - Teaching Representative
  - Mrs. Aruna Patil - Non-Teaching Representative
  - Mrs. Radha Sanjay Joshi - Student Representative
  - Ms. Mohammad Basarai Kureshi - Student Representative
- Information pertaining to the committee's functioning was disseminated to newly admitted students for the academic year 2019-20 through their class teachers.
- Students were encouraged to voice any grievances they might have without fear and were assured of resolution through the committee.
- It was emphasized that all staff members should maintain a respectful relationship with students and promptly address any issues that arise.
- Students were also instructed on the procedure for submitting their grievances in writing to the Student Grievance Redressal Committee, along with the various formats available for doing so within the college.
- Additionally, it was reiterated that the committee would thoroughly investigate and address all grievances in an appropriate manner. Students who were unable to personally attend committee meetings were informed that they could submit their grievances in writing.
- During the second semester of the academic year 2019-2020, a meeting of the Student Grievance Redressal Committee was held in the Principal's office at Bharati Vidyapeeth's College of Fine Arts.
- Chaired by the Principal, Professor Anupama Patil, the committee members convened to discuss any grievances raised by students during the first semester of the academic year.

#### Present Committee Members:

- Professor Anupaama Patil, Principal
- Professor Sagar Pansare
- Professor Girish Charvad
- Mrs. Aruna Patil

The meeting primarily focused on documenting any grievances received from students during the first semester and ensuring that they were appropriately addressed.

  
Principal  
Bharati Vidyapeeth's College of Fine Arts  
Pune-Satara Road, Pune-43





## ICC – 2019 – 2020

**Bharati Vidyapeeth's  
College of Fine Arts, Pune**  
Affiliated with Savitribai Phule Pune University

### **Internal Complaints Committee (ICC) (Sexual Harassment of Women at Workplace Act 2013)**

#### **Annual Report (June 2019- March 2020)**

The Internal Complaints Committee, BVCOFA functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

It is constituted on February 2014.

Academic Year 2019-2020 (June 2019 to March 2020) was governed by the reformed ICC Committee which was reformed in February 2017 as per guiding rules laid by UGC in March 2016.

#### **Current Members of ICC**

- Prof. Dr. Pallavi Meshram, Presiding Officer
- Prof. Mugdha Kale, Teaching Staff, Member
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- Akshaya Kadam, Mawashi, Member
- Shashwati Pandharpurkar , TYBFA, Student, Member
- Akash Surwanshi,, TYBFA, Student, Member
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Prof. Dr. Pallavi Meshram serving as the Presiding Officer till date from February 2017.

Coordinator: Astd. Prof. Mugdha Kale, Bharati Vidyapeeth's College of Fine Arts, Pune

#### **1. Complaint Redressal**

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	Nil	-

**2. Programs taken for creating awareness about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Women Empowerment**

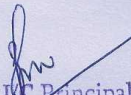
<b>Date</b>	<b>Time</b>	<b>Subject</b>	<b>Lecture by</b>
<b>12/07/19 Friday</b>	10am to 11am	<p>1<sup>st</sup> Address (For Students)</p> <p><b>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</b></p> <p><b>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</b></p> <ul style="list-style-type: none"> <li>• Informed students about committee importance</li> <li>• Informed students about committee structure and procedures</li> <li>• Informed students about cybercrime and use of social media and its dangers</li> <li>• Informed students about code of conduct at educational institute</li> </ul> <p>Taken feedback from students for any suggestions regarding their safety in the institute</p>	<p><b>I/C Principal Anupama Patil</b></p> <p><b>Astt. Prof Mugdha Kale</b></p>
<b>14/11/19 Thursday</b>	Discussion with counselor Sandhya Zope, (For Students)	<p><b>Regarding creating Safe working atmosphere in the institute</b></p> <ul style="list-style-type: none"> <li>• Understanding and addressing the issues of self esteem</li> <li>• Counselling students for addressing their issues timely</li> <li>• Procedure of actions to be taken</li> </ul>	<b>Sandhya Zope, Counselor</b>

**Program 1 - 1<sup>st</sup> Address**



**Program 2- Discussion with counselor Sandhy Zope**

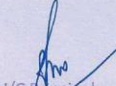


  
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## Anti – Ragging -2019-2020

### Anti- Ragging Committee Report Academic Year 2019-20

- In the College of Fine Arts, affiliated to Bharati Vidyapeeth, various measures were taken to prevent ragging during the academic year 2019-20. Here is a summary of the initiatives taken: As per the UGC and Pune University regulations, an Anti-Ragging Committee were established on July 27, 2019.
- The members of these committees are as follows:
  1. Principal Anupama Patil - Chairperson
  2. Prof. Shruti Nigudkar - Women Faculty Representative
  3. Prof. Girish Charvad - Faculty Representative
  4. Mr. Aruna Patil - Staff Representative
  5. Hemant Khengare - Student Representative
  6. Samruddhi Khair - Student Representative
  7. Mr. Malhar Khengare - Parent Representative
  8. Mr. Vivek Patil - Local Citizen Representative
  9. Ms. Minita Patil - Social Worker
  10. Mr. Dandge Kedar - Press Representative
  11. Vaishali Bhosale - Female Police Representative
- Posters regarding anti-ragging measures and regulations were displayed in the college premises.
- Orientation sessions were conducted for newly admitted first-year students to educate them about the anti-ragging rules and regulations. They were also required to submit an anti-ragging undertaking. Representatives from the first-year students, class teachers, and committee members were present during these meetings.
- On October 14, 2019, a guidance lecture on anti-ragging was organized for the first-year students. Mr. Vishnu Tamhane, Police Inspector (Crime), Bharati Vidyapeeth Police Station, provided information about anti-ragging laws. All first-year students, the Principal, and Vice-Principal attended the program, which was organized by Prof. Girish Charvad.

  
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## Student Grievance Redressal Committee Report – 2018 – 2019

### STUDENT GRIEVANCE REDRESSAL COMMITTEE REPORT ACADEMIC YEAR 2018-2019

**Date:** 7/08/2018

**Time:** 10:00am

**Location:** Bharati Vidyapeeth's College of Fine Arts, Pune

**Purpose:** The meeting convened to establish and organize the Student Grievance Redressal Committee for the academic years 2018-2019, 2019-2020, and 2020-2021.

**Attendees:**

- Professor Anupama Patil - Chairperson Principal
- Professor Girish Charvad –Teaching Representative
- Professor Sagar Panasre - Teaching Representative
- Mrs. Aruna Patil - Non-Teaching Representative
- Mrs. Radha Sanjay Joshi - Student Representative
- Ms. Mohammad Basarai Kureshi - Student Representative

**Agenda:**

1. **Formation of the Committee:** The following members were appointed to the Student Grievance Redressal Committee for the stated academic years:
  - Professor Anupama Patil: Chairperson Principal
  - Professor Girish Charvad: Teaching Representative
  - Professor Sagar Panasre: Teaching Representative
  - Mrs. Aruna Patil: Non-Teaching Representative
  - Mrs. Radha Sanjay Joshi: Student Representative
  - Ms. Mohammad Basarai Kureshi: Student Representative
2. **Addressing Student Grievances:**
  - Grievances raised by students newly admitted in the first semester of the academic year 2018-2019 were discussed. Class teachers were tasked with providing resolution strategies for these issues.
  - The Committee emphasized the timely issuance of academic documents and committed to resolving any issues students might face in this regard.

**3. Communication and Resolution Protocol:**

- All staff members were advised to maintain respectful communication with students.
- Staff were instructed to promptly address any grievances raised by students and to endeavor to understand the underlying reasons for these grievances.

**Follow-Up Meeting:**

**Date:** January 16, 2019

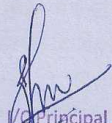
**Location:** Bharati Vidyapeeth's College of Fine Arts

**Discussion Topics:**

The meeting primarily focused on addressing grievances raised by students. Committee members engaged in discussions to find appropriate solutions.

**Conclusion:**

The Student Grievance Redressal Committee aims to create a conducive environment for addressing student concerns and ensuring smooth academic operations. The Committee is committed to upholding transparency and accountability in its processes to foster a positive learning environment within the college.

  
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# ICC - 2018 – 2019

**Bharati Vidyapeeth's  
College of Fine Arts, Pune**  
Affiliated to Savitribai Phule Pune University

## **Internal Complaints Committee (ICC) (Sexual Harassment of Women at Workplace Act 2013)**

### **Annual Report (June 2018- March 2019)**

The Internal Complaints Committee, BVCOFA functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

It is constituted on February 2014.

Academic Year 2018-2019 (June 2018 to March 2019) was governed by the reformed ICC Committee which was reformed in February 2017 as per guiding rules laid by UGC in March 2016.

#### **Current Members of ICC**

- Prof. Dr. Pallavi Meshram, Presiding Officer
- Prof. Mugdha Kale, Teaching Staff, Member
- Prof. Mangesh Tambe, Teaching Staff, Member
- Dr. Janardan Salunke , Non-Teaching Staff, Member
- Akshaya Kadam, Mawashi, Member
- Kshitij Marathe , TYBFA, Student, Member
- Sandhy Zope, Outside representation

Prof. Dr. Pallavi Meshram serving as the Presiding Officer till date from February 2017.

Coordinator: Astt. Prof. Mugdha Kale, Bharati Vidyapeeth's College of Fine Arts, Pune

Coordination : Dr. Anagha Tambe, KSP Women's Studies Centre, SPPU

#### **1. Complaint Redressal**

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	Nil	-

**2. Programs taken for creating awareness about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Women Empowerment**

<b>Date</b>	<b>Time</b>	<b>Subject</b>	<b>Lecture by</b>
<b>10/07/18 Tuesday</b>	12pm to 1pm (For Staff)	<b>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</b>	<b>Astt. Prof Mugdha Kale Asso. Prof Dr. Pallavi Meshram</b>
<b>11/07/18 Wednesday</b>	12pm to 1pm	1st Address –For Students <b>Sensitization about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013</b>  <ul style="list-style-type: none"> <li>• <b>Informed students about committee importance</b></li> <li>• <b>Informed students about committee structure and procedures</b></li> <li>• <b>Informed students about cybercrime and use of social media and its dangers</b></li> <li>• <b>Informed students about code of conduct at educational institute</b></li> <li>• <b>Taken feedback from students for any suggestions regarding their safety in the institute</b></li> </ul>	<b>I/C Principal Anupama Patil Astt. Prof Mugdha Kale</b>
<b>Attended Program</b>			
<b>20/12/18 Thursday</b>	Meeting and discussion with Sandhya Gawali from SSPU	<b>Regarding Safe Campus workshop.</b>  <ul style="list-style-type: none"> <li>• <b>The procedure to take workshop/discussion</b></li> <li>• <b>How to derive data</b></li> <li>• <b>Submit a proposal to institute to take necessary actions.</b></li> </ul>	<b>Astt. Prof Mugdha Kale Prof. Dr. Pallavi Meshram</b>

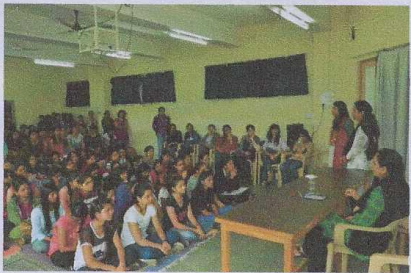


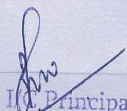
		<ul style="list-style-type: none"> <li>• The program is initiated for all classes for first step of discussion and collection of suggestions.</li> </ul>	
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**Program 1 - Sensitization about POSH (For Staff)**



**Program 2 - Sensitization about POSH (For Students)**



  
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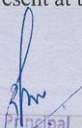
## Anti -Ragging - 2018 - 2019

### Anti- Ragging Committee Report Academic Year 2018-19

- In accordance with the regulations of the University Grants Commission (UGC) and Savitribai Phule Pune University, the Anti-Ragging Committee were established on 17/07/2018 at the College of Fine Arts, Bharati Vidyapeeth.
- The members of these committees are as follows:
  1. Dr. Anupama Patil - Chairperson
  2. Prof. Shruti Nigudkar - Female Faculty Representative
  3. Prof. Girish Charvad - Faculty Representative
  4. Mrs. Aruna Patil - Non-teaching Staff Representative
  5. Mr. Yogesh Arthaware - Student Representative
  6. Mrs. Shashwati Pandharpurkar - Female Student Representative
  7. Mr. Ramdas Pangare - Parent Representative
  8. Mr. Ashok Bhumkar - Local Civic Representative
  9. Ms. Minita Patil - Social Worker
  10. Mr. Dandge Kedar - Press Representative
  11. Mr. Suryavanshi Chandrakant Maruti - Police Representative
  12. Vaishali Bhosale - Female Police Representative

In the college, posters regarding anti-ragging were put up.

- In the first year, new admitted students were given information about the rules and regulations of this committee and regarding anti-ragging. They were also provided with an anti-ragging undertaking letter. For this meeting, first-year students, class teachers, and committee members were present.
- On 10/09/2018, a lecture was organized to guide first-year students regarding anti-ragging issues. In this program, Mr. Vishnu Tamhane, Police Inspector (Crime), Bharati Vidyapeeth Police Station, Mr. Chandrakant Suryavanshi, Assistant Police Inspector, Bharati Vidyapeeth Police Station, were present and provided information about the laws related to anti-ragging. All first-year students and staff, as well as Baba Mama Shinde, were present at this event. The event was organized by Prof. Girish Charvad.

  
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