



**JAGADAMBHA COLLEGE OF ENGINEERING & TECHNOLOGY,
YAVATMAL**

NAAC

Criteria V

5.1.5 *The Institution has a transparent mechanism for timely redressal of studentgrievances including sexual harassment & ragging cases*

- 1. Implementation of guidelines of statutory/ regulatory bodies*
- 2. Organization wide awareness and undertakings on policies with zero tolerance*
- 3. Mechanisms for submission of online/offline students' grievances*
- 4. Timely redressal of the grievances through appropriate committees*



**Jr. Hemant M. Baradkar
Principal**

Jagadambha College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal



JAGADAMBHA BAI JYODDESHIYA GRAMIN VIKAS SANSTHA'S

JAGADAMBHA

COLLEGE OF ENGINEERING & TECHNOLOGY, YAVATMAL



Approved by A.I.C.T.E. & Government of Maharashtra, Affiliated to S.G.B. Amravati University, Amravati.

Dr. Hemant M. Baradkar
M. Tech. (Electronics) Ph.D. (E & TC Engg.)
Principal

Dr. Shital A. Walle
M.Sc. Ph.D.
Secretary

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the Institution has a Transparent mechanism for timely Redressal of student Grievances including Sexual Harassment and Ragging cases. Institution has also formed committees such as Anti-Ragging & Anti-Ragging squad committee, Internal Complaint Cell Committee and Grievance & Redressal Committee.



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JAGADAMBHA BAHUUDDESHIYA GRAMIN VIKAS SANSTHA'S

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M.Sc., Ph.D

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

Sr. No.	Details	Option Available
1	Implementation of guidelines of statutory/regulatory bodies	Yes
2	Organisation wide awareness and undertakings on policies with zero tolerance	Yes
3	Mechanisms for submission of online/offline students' grievances	Yes
4	Timely redressal of the grievances through appropriate committees	Yes




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IMPLEMENTATION GUIDELINES OF STATUTORY OR REGULATORY BODIES

Sr. No.	Details	Link for relevant documents
1	Guidelines of statutory or regulatory bodies – Anti Ragging	Click here
2	Guidelines of statutory or regulatory bodies – Grievance and Redressal	Click here
3	Guidelines of statutory or regulatory bodies – Sexual Harassment	Click here




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**Anti – Ragging Committee
&
Anti – Ragging Squad**

Arni Road, Yavatmal - 445001 (M.S.) INDIA
Tel. / Fax : 07232-291444, Mob. : 9011083260

Website : www.jcoet.org Email : principal@jcoet.org, principal.coet@gmail.com

**GUIDELINES OF
STATUTORY/
REGULATORYBODIES**



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Date:- 21-08-2020

This is to certify that the Guidelines of Anti-Ragging, Establishment of Mechanism for Grievance Redressal and Handbook on Sexual Harassment of Women represents extracted from AICTE web portal.



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Principal**Dr. Shital A. Watile**

V.Sc. Ph.D.

Secretary

FUNCTIONS AND RESPONSIBILITIES OF ANTI-RAGGING COMMITTEE

Jagadambha College of engineering & technology, Yavatmal has to be Implemented Anti-Ragging cell, ragging in any form is prohibited in the campus. However, the College has an Anti-Ragging Committee as per norms, since its inception.

Anti-Ragging Committee

The duty of the Anti-Ragging Committee is

- To ensure compliance with the AICTE Regulations and the provisions of any law in force concerning ragging:
- To monitor and oversee the performance of the Anti-Ragging Squad in prevention of
- ragging in the institution.
- Apart from this, the students are closely monitored by the teaching and non-teaching faculty in the campus.
- These rigorous practices ensure absolute absence of ragging and no case is recorded.

Anti-Ragging Squad

The duties of the Anti-Ragging Squad

- To make surprise inspection of hostels, Students accommodations, mess, rest rooms and other places vulnerable to these incidents
- To take any measure to avert well in preventing/quelling ragging
- To ensure the communication of punishments if involved in ragging
- To display the anti-ragging posters at all prominent places in the campus
- To make aware of the anti-ragging helplines and websites, anti-ragging monitoring agency
- To take legal actions as per the law.

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This is to notify that the Jagadambha College of Engineering and Technology, Yavatmal has decided to constitute Anti-Ragging Committee Members. Following persons are hereby nominated as the member of **Anti-Ragging Committee**.

ANTI RAGGING COMMITTEE

Sr. No.	Name	Designation	Contact No.
1	Dr. H. M. Baradkar	Chairman	9011082360
2.	Dr. V. G. Neve	Nodal Member	9370159304
3.	Prof. R. M. Raut	Member Teaching	7581189111
4.	Prof. K. N. Kalspurkar	Member Teaching	9096447900
5.	Dr. M. B. Wasu	Member Teaching	9921255170
6.	Prof. M. A. Khan	Member Teaching	8600288221
7.	Mr. Prashant Borgaokar	Police Member	9823837764

ANTI RAGGING SQUAD COMMITTEE

Sr. No.	Name	Designation	Contact No.
1	Dr. H. M. Baradkar	Chairman	9011082360
2.	Dr. V. G. Neve	Nodal Member	9370159304
3.	Dr. V. L. Bhambere	Member Teaching	8308751751
4.	Prof. Sagar R. Raut	Member Teaching	9373983229
5.	Prof. A. V. Mahalle	Member Teaching	7276324335
6.	Prof. D. B. Pohare	Member Teaching	9923889973
7.	Prof. S. S. Ladvikar	Member Teaching	9518972756




Dr. Hemant M. Baradkar
Principal
Jagadambha College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal



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Secretary

JCOET/2020-21/405

Date:-18/08/2020

From:-

Dr. H.M. Baradkar

Principal,

Jagadambha College of Engineering & Tech.

Yavatmal:- 445001

To,

Mr. Prashant Borgaokar

Police constable

Head Quarter, Yavatmal-445001

Anti-Ragging Committee

As per AICTE instruction F.No.37-3/Legal/AICTE/2009- In exercise of the powers conferred under section 23 read with section 10(b),(g),(p) and(q) of AICTE Act, 1987, the All India Council for Technical Education, We are requesting you to attend the Anti-Ragging committee meeting will be held on 21.08.2020 at 3.p.m on online mode for the academic year 2020-2021.



Jr.Hemant M. Baradka,
Principal

**Jagadambha College of Engineering &
Technology,Arni Road,Kinhi,Yavatmal**


Anti-Ragging Committee Member Acceptance Letter

To,
The Principal
Jagadambha College of Engineering & Tech.
Yavatmal:- 445001

Sir,

I accept to be member of Anti-ragging committee for Jagadambha College of engineering Yavatmal- 445001.

Thanking You,



Yours sincerely,

Name: Mr. Prashant Borgaokar
Designation: Police constable
Phone: 9823837764
Address: Police Head Quarter,
Yavatmal-445001

With reference to JCoET/2020-21/405

Received on 13/8/2020




Dr. Hemant M. Baradkar
Principal
Jagadambha College of Engineering &
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Minutes of Meeting

The Anti-Ragging Committee meeting was held on 21/08/2020 at 3 pm in the Online mode for the academic year 2020-2021. The Committee and Squad members were present in the online meeting. The meeting started with a short note of welcome by the Principal.

She thanked the management, staff and students for no complaints on Ragging in the campus in the last year. She requested the committee members to take the necessary steps to continue the same in this academic year also.

Further, the meeting was open for discussion about the different ways to prevent Ragging on the campus. The members expressed the following points,

1. Principal asked all the HODs to initiate an Anti-Ragging mechanism for **1 Year students** in order to achieve the objective of making our institution a Ragging Free Zone.
2. We have **Anti-ragging Squads** for this academic year 2020-2021 to conduct regular and surprise visits to the campus, hostels, and classrooms during Tea break, Lunch time. College Bus Boarding Point and other places vulnerable to incidents of ragging.
3. The squad members are advised to make surprise visits to other departments and report to the Principal.
4. Instructions to the members of all anti-ragging committees and Anti-Ragging squads to remain vigilant at all hours all around the campus, to make a ragging free zone.
5. The Anti-Ragging committee will periodically review the situation and the information supplied by the Anti-Ragging squads and recommend actions as per the regulations.
6. Keep close watch on the visitors of non-students/strangers in the college campus.
7. Advise the girl students to communicate to the principal parents and faculty, if any sort of such issues occurs.
8. Conduct awareness programmes among the students (Both Boys and Girls).
9. Insist the faculty members to communicate the students such a way that, such type of issues will be handled very seriously.



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10. If any fresher student is found in the room of the senior student or any senior student is found in the room of the fresher student during night hours in the Hostel, the senior student will be dealt with penal provisions of UGC regulations.

11. It was also decided that 1st year students should be kept separately from senior students as far as possible in the college hostel.

12. The committee decided convenience based on the requirement and once in a year during the start of the academic year.

13. The meeting ended with a vote of thanks.



Principal
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ANTI-RAGGING

PERIODICAL REPORT 2020-2021

Date: 22-08-2020

The anti-Ragging squad comprising teaching faculty, administrators and women representatives (various sections of the campus community) inspected places of potential ragging. It made surprise raids on hostel (Boys and Girls), Mess, Play Grounds, Class rooms and other hot spots regularly on all days in the month of July 2020 and continuously monitored.

Since the management has certain rules and regulations for discipline, no Ragging incident was found in the college campus.

The Institution level Anti-ragging squad (2020-2021)

1. Dr.H. M. Baradkar
2. Dr. V. G. Neve
3. Dr. V. L. Bhambere
4. Prof. S. R. Raut
5. Prof. A. V. Mahalle
6. Prof. D. B. Pohare
7. Prof. S. S. Ladvikar

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HAAAAA



**Foolishly I ragged
 & got suspended**

**Will I get
 prosecuted?**

**What about my
 Job prospects?**



MY FUTURE IS A BIG



Remember RAGGING is for LOSERS

Visit UGC Website i.e. www.ugc.ac.in & www.antiragging.in to see UGC Anti Ragging regulations.
 Are You Being Ragged ?
 Immediately call UGC Anti Ragging Helpline- 1800-180-5522 (24x7 Toll free)
 Or Send an E-mail to helpline@antiragging.in

Handwritten signature



MHRD DEPARTMENT OF HIGHER EDUCATION
 MINISTRY OF HUMAN RESOURCE DEVELOPMENT
 GOVERNMENT OF INDIA



Dr. Hemant M. Baradkar
Principal
 Jagadamba College of Engineering &
 Technology, Arni Road, Kinhi, Yavatmal

ANTI RAGGING UNDERTAKING BY THE STUDENT

I, SNEHA TAMBOLI s/o | d/o MR. RAJU TAMBOLI, having been admitted to JAGADAMBHA COLLEGE OF ENGINEERING & TECHNOLOGY, YAVATMAL, have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the Regulations) carefully read and fully understood the provisions contained in the said Regulations.

I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.

I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against me in case I am found guilty for abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

I hereby solemnly aver and undertake that I will not indulge in any behavior or act that maybe constituted as ragging under clause 3 of the Regulations. I will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

I hereby affirm that, if found guilty of ragging, I am liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against me under any penallaw or any law for the time being in force. I hereby declare that I have not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, I am aware that my admission is liable to be canceled.

Declared on 10/02/2021

Sneha
Signature of deponent

Name : SNEHA TAMBOLI

VERIFICATION

Verified that the contents of this undertaking are true to the best of my knowledge and no part of the undertaking is false and nothing has been concealed or misstated therein.

Verified at Yavatmal on 10/02/2021

Sneha
Signature of deponent

Hemant M. Baradkar
Principal
Jagadambha College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal

M. R. S.
Principal
Jagadambha College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal



Annual Report of Antiragging

Academic Session 2020-2021

From last Academic Session Antiragging Undertaking filling is compulsory to each student i.e. It is mandatory as per the Hon'ble Supreme Court & UGC/MHRD regulation that all the students fill in an Antiragging Undertaking, each year. To make the process easy MHRD has developed an ONLINE facility. Antiragging Undertaking was filled ONLINE at www.antiragging.in

For the same Antiragging Committee implemented for filling the procedure of Antiragging undertaking from first to final year students, those who were admitted in the academic session 2020-2021. As per the rule of Govt. of Maharashtra, every admitted student filled their Antiragging undertaking in an ONLINE and final one page report submitted department wise to the Antiragging cell.



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

- 1. Implementation of guidelines of statutory/regulatory bodies*
- 2. Organization wide awareness and undertakings on policies with zero tolerance*
- 3. Mechanisms for submission of online/offline students' grievances*
- 4. Timely redressal of the grievances through appropriate committees*

Grievance and Redressal Committee

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Secretary**GRIEVANCE REDRESSAL CELL**

Sr. No.	Name	Designation	Contact No.
1	Dr. H. M. Baradkar	Chairman	9011082360
2.	Dr. V. L. Bhambere	Member Teaching	8308751751
3.	Prof. S. D. Kale	Member Teaching	9730265349
4.	Prof. A. R. Dudhe	Member Teaching	7083477444
5.	Prof. E. A. Rangari	Member Teaching	9595469894
6.	Prof. Amol Rao	Member Non-Teaching	7789081085
7.	Mr. Santosh Dange	External Member	9657065704
8.	Mr. Mayuri Kohar	Student Member	7030120448
9.	Mr. Mayur Dange	Student Member	9112889953

Functions and Responsibilities:

- The objective of the Grievance Cell is to develop a responsive and accountable attitude in order to maintain a harmonious educational atmosphere in the college. The various functions and responsibility of this committee are as follows.
- To create a platform where students/faculty members can point out their problems regarding academic and non-academic matters.
- Get suggestion from the students/faculty members for improvement.
- Take necessary steps for improvement in the light of grievances.
- The grievance committee will meet as often as required whenever there is any grievance.
- Cases will be attended promptly on receipt of written grievances from the students/ Faculty.
- Cell formally will review all cases and will act accordingly as per policy.
- Cell will give report to the number of pending cases, authority about and the if any, which guidance from the higher authorities.

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- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

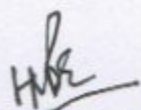
Mechanism for submission of student's grievances:

- 1) Any student or staff of the college may feel free to lodge a complaint.
- 2) Complaint should be made to Grievance Redressal Committee.
- 3) Complaint should be in written form.
- 4) Upon receipt of complaint by any member of GRC, the member should forward it to the cell.
- 5) Upon receipt of complaint, the Secretary of the committee will send a response to the complainant acknowledging the receipt of grievance immediately.
- 6) Based on the nature of complaint, the Secretary either address the issue directly with the help of concerned department or the Secretary may call for a meeting of GRC.
- 7) The committee, as required may also call to the person against which the complaint has been made.
- 8) Final decision of the committee has to be communicated to complainant within 15 days of the receipt of the complaint.
- 9) If the complainant is not satisfied with the decision of the redressal committee, he/she can submit an appeal to the Secretary within a week of the receipt of decision with all relevant details.

Time Guidelines

If the college is not in session, then additional time may be required because of the complexity of the case, unavailability of the parties or witnesses, or other circumstances, at the request of any party or individual involved in the grievance procedure. If a period is extended, the student and the person against whom the grievance has been filed will be so informed.




Dr. Hemant M. Baradkar
Principal



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Minutes of Meeting

Date: 22/08/2020

Grievance and Redressal Committee (GRC) was held on 20.08 2020 From 4.00 p.m. onwards and the following members attended.

The following AICTE and UGC guidelines about Grievance and Redressal mechanism were discussed by committee members,

- 1 Admission contrary to merit determined in accordance with the declared admission policy of the institution.
2. Irregularity in the process under the declared admission policy of the institution.
3. Refusal to admit in accordance with the declared admission policy of the institution.
4. Non-publication of prospectus by the institution, in accordance with the provisions of these regulations.
5. Publication by the institution of any information in the prospectus, which is false or misleading, and not based on facts.
6. Withholding of or refusal to return, any document in the form of certificates of degree, diploma or any other award or other document deposited by a student for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue.
7. Demand of money in excess of that specified to be charged in the declared admission policy of the institution.
8. Violation, by the institution, of any law for the time being in force in regard to reservation of seats in admission to different categories of students.
9. Non-payment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of such institution, or under the conditions, if any, prescribed by the Council.
10. Delay by the institution in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the institution, or in such calendar prescribed by the Council.



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11. Failure by the institution to provide student amenities as set out in the prospects, or is required to be extended by the institution under any provisions of law for the time being in force.

12. Non-transparent or unfair practices adopted by the institution for the evaluation of students.

13. Delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospects, or as may be notified by the Council.

14. Complaints of alleged discrimination of students from Scheduled Castes, Scheduled Tribes, Other Backward Classes, Women, Minority or persons with disabilities categories.

PRINCIPAL
Dr. Hemant M. Baradkar
Principal
Jagadamba College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal

Committee Members:

1. Dr. H. M. Baradkar
2. Dr. V. L. Bhambere
3. Prof. S. D. Kale
4. Prof. A. R. Dudhe
5. Prof. E. A. Rangari
6. Prof. Amol Rao
7. Mr. Santosh Dange
8. Ku. Mayuri Kohar
9. Mr. Mayur Dange



ARNI ROAD, YAVATMAL - 445001 (M.S.) INDIA

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Website : www.jcoet.org, Email : principal@jcoet.org, principal.jcoet@gmail.com



JAGADAMBHA BAHUJEDSHIYA GRAMIN VIKAS SANSTHA'S

JAGADAMBHA
COLLEGE OF ENGINEERING & TECHNOLOGY, YAVATMAL



Approved by A.I.C.T.E. & Government of Maharashtra, Affiliated to S.G.B. Amravati University, Amravati.

Dr. Hemant M. Baradkar
M.Tech. (Electronics) Ph.D. (E & TC Engg.)
Principal

Dr. Shital A. Watile
M.Sc., Ph.D.
Secretary

STUDENTS' GRIEVANCES

Suggestions box

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JAGADAMBHA
COLLEGE OF ENGINEERING & TECHNOLOGY, YAVATMAL

VISION
"To be an Organization providing Quality Education, to the Masses, to Bring About a Social Change in the Region."

MISSION
"To Nurture and Maintain Quality Environment for Academic Excellence, Research and Development of entrepreneurship through Dedicated Staff and Transparent Management for Bringing about a Social Change through Affordable Education."

GPS Map Camera



Yavatmal, Maharashtra, India
Yavatmal - Arni Rd, Wadgaon, Yavatmal, Maharashtra
Long 78.087667°
Lat 20.353640°
13/7/2022 05:42 PM

Google



Dr. Hemant M. Baradkar
Principal
Jagadamba College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal



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Secretary

INTERNAL COMPLAINTS COMMITTEE

CIRCULAR

DATE: 22.08.2020

JCOT/2020-21/410

The Internal Complaints Committee meeting will be held on 20.08 2020 online mode at 2.00 pm. All the members and student representatives of the committee are requested to attend the meeting.

Sr. No	Name of The member	Designation	Position	Signature
1	Dr. H. M. Baradkar	Principal	Chairman	
2	Dr. V. G. Neve	HOD	Member	
3	Prof. V. R. Thakare	Assistant Prof.	Member	
4	Prof. A. A. Zade	Assistant Prof.	Member	
5	Prof. D. B. Pohare	Assistant Prof.	Member	
6	Prof. Nilesh Ade	Non-Teaching	Member	
7	Mr. Santosh Dange	Student	External Member	
8	Ms. Mayuri Kohar	Student	External Member	
9	Mr. Kunal Kale	Student	External Member	

Copy to:

Principal

All the members concerned

Heads of the Department
Office



Dr. Hemant M. Baradkar
Principal

Jagadamba College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal

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Principal

Dr. Shital A. Watile

M.Sc., Ph.D.
Secretary

INTERNAL COMPLAINTS COMMITTEE

22.08.2020

Minutes of meeting

The Internal Complaints Committee meeting was held on 20.08.2020 at 2:00 pm in online mode.

Discussion/Action taken:

1. The main role of this committee is to create awareness about sexual harassment.
2. The mechanism for registering complaints should be safe, accessible and sensitive.
3. Continuous counselling is required to prevent the occurrence of harassment.
4. If any harassment activities are found it must be brought to the notice of principal and chairperson of the committee.
5. No complaints from students and employees were recorded.

Sr. No	Name of The member	Designation	Position	Signature
1	Dr. H. M. Baradkar	Principal	Chairman	
2	Dr. V. G. Neve	HOD	Member	
3	Prof. V. R. Thakare	Assistant Prof.	Member	
4	Prof. A. A. Zade	Assistant Prof.	Member	
5	Prof. D. B. Pohare	Assistant Prof.	Member	
6	Prof. Nilesh Ade	Non-Teaching	Member	
7	Mr. Santosh Dange	Student	External Member	
8	Ms. Mayuri Kohar	Student	External Member	
9	Mr. Kunal Kale	Student	External Member	



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Secretary



**JAGADAMBHA COLLEGE OF ENGINEERING & TECHNOLOGY,
YAVATMAL**

NAAC

Criteria V

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

- 1. Implementation of guidelines of statutory/regulatory bodies*
- 2. Organization wide awareness and undertakings on policies with zero tolerance*
- 3. Mechanisms for submission of online/offline students' grievances*
- 4. Timely redressal of the grievances through appropriate committees*

Internal Complaints Committee

Arni Road, Yavatmal - 445001 (M.S.) INDIA

Tel. / Fax : 07232-291444, Mob. : 9011083260

Website : www.jcoet.org Email : principal@jcoet.org, principal.coet@gmail.com

**Dr. Hemant M. Baradkar**

M.Tech. (Electronics), Ph.D. (E & TC Engg.)

Principal**Dr. Shital A. Watile**

M.Sc., Ph.D

Secretary**POLICY AGAINST SEXUAL HARASSMENT AT WORKPLACE**

The document was drafted by the working Committee on the policy against sexual harassment at the workplace.

Preamble:

The Parliament of India passed the "Sexual Harassment at Workplace (Prevention, Prohibition, and Redressal) Act," in the year 2013. The ACT provides protection against sexual harassment at work place and for the prevention and redressal of complaints of sexual harassment.

The guidelines state that:

"It shall be the duty of the employer or other responsible persons in work places to prevent the sexual harassment and to provide the procedures for solutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require. "

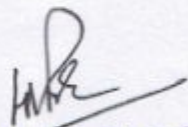
Commitment:

Educational institutions are bound by the Supreme Court's directive and Jagadambha College of Engineering and Technology, Yavatmal is committed to create and maintain a safe and secure environment which is free of gender violence, sexual harassment, and discrimination on the basis of sex, / gender for all its employees at workplace. College will operate zero tolerance policy for any form of sexual harassment in the work place.

SEXUAL HARASSMENT

According to THE SEXUAL HARASSMENT OF WOMEN AT THE WORK PLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013, sexual harassment includes series of the following unwelcome acts or behaviour (whether directly or by implication committed in person/ on print or via computer/phone/other media) namely:




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Principal

Dr. Shital A. Watile

M.Sc., Ph.D

Secretary

1. Physical contact e.g touching, pinching and sexual advances.

or

2. A demand or request for sexual favours as a condition of continued employment, job status, promotion, salary increment or career development; or showing phonography or posting sexual pranks.

or

3. Any other unwelcome physical, verbal or non- verbal conduct of sexual nature.

or

4. Physical conduct such as loaded comments, remarks or jokes, letters, phone calls, SMS, MMS or e-mails.

or

5. Making obscene/ sexually coloured remarks or remarks of a sexual nature about a person's clothing or body.

or

6. Stalking, whistling, leering.

JURISDICTION

The policy and the rules & regulations would apply to all members of college students, faculty and non-teaching staff. The policy would also apply on off the campus.

In the above the following definitions will apply:

1) Members- include faculty (permanent and temporary), staff (permanent and temporary), research scholars /students (full time and part time) and any other visitors.

2) Faculty-refers to a person or the staff of the Institute who is appointed to a faculty position, whether full time I temporary ad-hoc /part-time /visiting /honorary.





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3) Staff- refers to any person in the Institute who is not included in the category of faculty. It shall also include contract workers and daily wagers.

4) Students- includes all the students of UG and PG.

5) Campus refers to all places of work and residence. It includes all administration e section, academic section, library & computer centre, project offices as well as hostel & mess, guest house, staff quarters, security cabin and public places, etc. In order to implement the policy, a Committee shall be appointed would be as described below.


Internal Complaint Committee:

To prevent sexual harassment and receive, deal with complaints. Internal Complaint Committee has been appointed.

The committee comprises of

1. Chairman: A woman employed at a senior level in the organization at workplace.
2. Two members from teaching faculty and one member from non-teaching faculty.
3. One external member from Sandip university, Nashik.
4. Two students from UG.




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Secretary

INTERNAL COMPLAINTS COMMITTEE ACT

The 2015 UGC regulations state that Indian colleges and Universities need to have an Internal Complaints Committee that will conduct inquiries into sexual harassment complaints from students, faculty and non teaching staff. The committee is also required to provide assistance to complainants if they want to file a complaint with the police

In compliance with the directive of college/university. The Vishaka Committee of Pammalar Institute of Technology was set up in the year 2016-17. It is an active committee comprising of staff members and students of Panimalar Institute of Technology, and functions with an aim to prevent sexual harassment, promote well-being of all female students and staff members and create a gender sensitized community within campus as well as in the Society According to Supreme court of India, the following constitutes sexual harassment:

1. Physical contact and advances
2. A demand or request for sexual favours
3. Sexually coloured remarks
4. Showing pornography
5. Any other unwelcome physical, verbal or non-verbal contact of sexual nature.

Government of India proclaimed "The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013 which replaced Apex courts Vishaka guidelines of 1997. The act laid down a grievance redressal mechanism under which it is mandatory for all educational institutions to set up an Internal Complaints Committee (ICC) to look into such complaints. UGC has also enacted University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in Higher Education Institutes) Regulation, 2015.



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OFFICE ORDER No. Principal/JCOET/2020-21/122-

Date: 16/8/2020

Circular

Sub: Formation of Internal Complaints Committee.

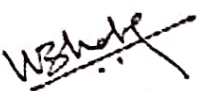
As per guide lines of Maharashtra Government and Sant Gadge Baba Amravati University, Amravati, Internal Complaint Committee (ICC) of our Institute for session 2020-21 is hereby constituted.

The members of the Committee are as follow.

- | | |
|------------------------------------|--|
| 1) Chairperson of Committee | Mrs. R.S. Sawant |
| 2) One Female Teacher | Ms. N.K. Chaukade |
| 3) One Male Teacher | Mr. K.N. Kalaspurkar |
| 4) One Female Nonteaching Employee | Mrs. S.R. Vyas |
| 5) One Male Nonteaching Employee | Mr. Akash Darne |
| 6) Female UG Students | Ms. Ritika Singh (4 th Yr Elect. Engg.) |
| | Ms. Kalyani Jat (4 th Yr Comp. Engg.) |
| 7) Male UG Students | Mr. Yash Mirase (4 th Yr Elect. Engg.) |
| | Mr. Kaustubh Ingole (4 th Yr Civil Engg.) |
| 8) Dr. Chetan Darane | (NGO Representative & Counsellor) |


The work responsibility of committee members is as follows-

- To consider the welfare, woman teaching & nonteaching faculty & girl students.
- To handle the issues related with sexual harassment woman faculty and students.
- To provide information regarding counseling and support services in college campus.
- To take proactive measures towards sensitization of the faculty and student on gender issues.



Dr. V.L. Bhambere
Coordinator I.Q.A.C.

Copy to:

Head of all Departments, All ICC Committee members, Admin Office, Notice Board.


Principal
Dr. Hemant M. Baradkar
Principal
College of Engineering & Technology, Yavatmal
Amravati University, Amravati




Dr. Hemant M. Baradkar
Principal
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Principal

Dr. Shital A. Watile

M.Sc., Ph.D.
Secretary

INTERNAL COMPLAINTS COMMITTEE

CIRCULAR

DATE: 22.08.2020

JCOT/2020-21/

The Internal Complaints Committee meeting will be held on 20.08 2020 online mode at 2.00 pm. All the members and student representatives of the committee are requested to attend the meeting.

Sr. No	Name of The member	Designation	Position
1	Mrs. R. S. Sawant	Assistant Prof.	Chairman
2	Ms. N. K. Chaukade	Assistant Prof.	Member
3	Mr. K. N. Kalasapurkar	Assistant Prof.	Member
4	Mrs. S. R. Vyas	Assistant Prof.	Member
5	Mr. Akash Dharne	Assistant Prof.	Member
6	Ms. Ritika Singh	Student	Student Member
7	Ms. Kalyani Jat	Student	Student Member
8	Mr. Yash Mirase	Student	Student Member
9	Mr. Kaustubh Ingole	Student	Student Member
10	Dr. Chetan Darane	Doctor	NGO Representative and Counsellor


Copy to:

Principal

All the members concerned

Heads of the Department
Office




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Principal
Jagadambha College of Engineering &
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**Dr. Hemant M. Baradkar**

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Principal**Dr. Shital A. Watile**

M.Sc., Ph.D.

Secretary**INTERNAL COMPLAINTS COMMITTEE**

22.08.2020

Minutes of meeting

The Internal Complaints Committee meeting was held on 20.08.2020 at 2:00 pm in online mode.

Discussion/Action taken:

1. The main role of this committee is to create awareness about sexual harassment.
2. The mechanism for registering complaints should be safe, accessible and sensitive.
3. Continuous counselling is required to prevent the occurrence of harassment.
4. If any harassment activities are found it must be brought to the notice of principal and chairperson of the committee.
5. No complaints from students and employees were recorded.

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1	Mrs. R. S. Sawant	Assistant Prof.	Chairman
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5	Mr. Akash Dharne	Assistant Prof.	Member
6	Ms. Ritika Singh	Student	Student Member
7	Ms. Kalyani Jat	Student	Student Member
8	Mr. Yash Mirase	Student	Student Member
9	Mr. Kaustubh Ingole	Student	Student Member
10	Dr. Chetan Darane	Doctor	NGO Representative and Counsellor

**Dr. Hemant M. Baradkar****Principal**

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Jagadamba College of Engineering & Technology, Arni Road, Yavatmal



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Principal

Dr. Shital A. Watile

M.Sc., Ph.D.
Secretary

OFFICE ORDER No.Principal/ICOET/2019-20/ 20

Date: 1/7/2019

Circular

Sub: Formation of Internal Complaints Committee.

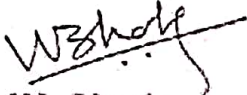
As per guide lines of Maharashtra Government and Sant Gadge Baba Amravati University, Amravati, Internal Complaint Committee (ICC) of our Institute for session 2019-20 is hereby constituted.

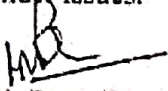
The members of the Committee are as follow.

- | | |
|------------------------------------|--|
| 1) Chairperson of Committee | Mrs. R.S. Sawant |
| 2) One Female Teacher | Ms. N.K. Chaukade |
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| 6) Female UG Students | Ms. Mayuri Kohar (4 th Yr Elect. Engg.) |
| | Ms. Shrushti Dongre (4 th Yr Civil Engg.) |
| 7) Male UG Students | Mr. Chetan Yelekar (4 th Yr Mech. Engg.) |
| | Mr. Dhiraj Deshmukh (4 th Yr Civil Engg.) |
| 8) Dr. Chetan Darane | (NGO Representative & Counsellor) |

The work responsibility of committee members is as follows-

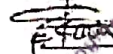
- To consider the welfare, woman teaching & nonteaching faculty & girl students.
- To handle the issues related with sexual harassment woman faculty and students.
- To provide information regarding counseling and support services in college campus.
- To take proactive measures towards sensitization of the faculty and student on gender issues.


Dr. V.L. Bhambere
Coordinator I.Q.A.C.


Dr. Hemant M. Baradkar
Principal
Jagadamba College of Engineering & Technology, Arni Road, Kihni, Yavatmal

Copy to:

Head of all Departments, All ICC Committee members, Admin Office, Notice Board.

Civil - 

Electrical: 

Mech: 

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Dr. Hemant M. Baradkar
Principal

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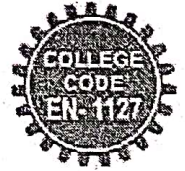
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M.Sc., Ph.D.
Secretary

OFFICE ORDER No.Principal/JCOET/2018-19/ 19

Date: 14/6/2018

Circular

Sub: Formation of Internal Complaints Committee.

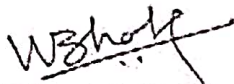
As per guide lines of Maharashtra Government and Sant Gadge Baba Amravati University, Amravati, Internal Complaint Committee (ICC) of our Institute for session 2018-19 is hereby constituted.


The members of the Committee are as follow.

- | | |
|------------------------------------|--|
| 1) Chairperson of Committee | Mrs. R.S. Sawant |
| 2) One Female Teacher | Ms. N.K. Chaukade |
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| | Ms. Rohini Chatke (4 th Yr Comp. Engg.) |
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| | Mr. Akash Chavhan (4 th Yr Mech. Engg.) |
| 8) Dr. Chetan Darane | (NGO Representative & Counsellor) |

The work responsibility of committee members is as follows-

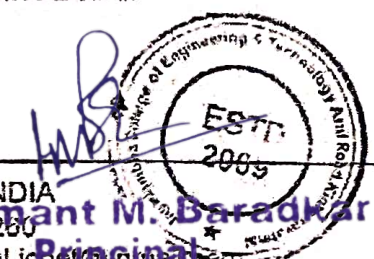
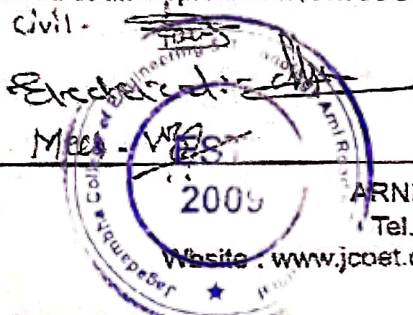
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- To provide information regarding counseling and support services in college campus.
- To take proactive measures towards sensitization of the faculty and student on gender issues.


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Coordinator I.Q.A.C.


Principal
Dr. Hemant M. Baradkar
Principal


Copy to:

Head of all Departments, All ICC Committee members, Admin Office, Notice Board,
Civil -



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M.Tech. (Electronics), Ph.D. (E & TG. Engg.)

Principal

Dr. Shital A. Watile

M.Sc., Ph.D.

Secretary

OFFICE ORDER No.Principal/JCOET/2017-18/19

Date: 20/6/2017

Circular

Sub: Formation of Internal Complaints Committee.

As per guide lines of Maharashtra Government and Sant Gadge Baba Amravati University, Amravati, Internal Complaint Committee (ICC) of our Institute for session 2017-18 is hereby constituted.

The members of the Committee are as follow.

- | | |
|------------------------------------|---|
| 1) Chairperson of Committee | Mrs. R.S. Sawant |
| 2) One Female Teacher | Ms. N.K. Chaukade |
| 3) One Male Teacher | Mr. K.N. Kalaspurkar |
| 4) One Female Nonteaching Employee | Mrs. S.R. Vyas |
| 5) One Male Nonteaching Employee | Mr. Akash Darne |
| 6) Female UG Students | Ms. Neha Kale(4 th Yr Elect. Engg.) |
| | Ms. Sapana Kamble (4 th Yr Comp. Engg.) |
| 7) Male UG Students | Mr. Hemant Meghrajani (4 th Yr EXTC Engg.) |
| | Mr. Sagar Jadhao (4 th Yr Civil Engg.) |
| 8) Dr. Chetan Darane | (NGO Representative & Counsellor) |

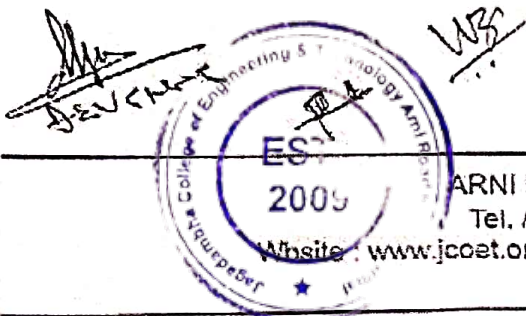
The work responsibility of committee members is as follows-

- To consider the welfare, woman teaching & nonteaching faculty & girl students.
- To handle the issues related with sexual harassment woman faculty and students.
- To provide information regarding counseling and support services in college campus.
- To take proactive measures towards sensitization of the faculty and student on gender issues.

Principal

Copy to:

Head of all Departments, All ICC Committee members, Admin Office, Notice Board,
Dr. Hemant M. Baradkar
Principal
Jagadamba College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal



ARNI ROAD, YAVATMAL - 445001 (M.S.) INDIA
Tel. / Fax : 020-291444, Mob. : 9011083260

Website : www.jcoet.org, Email : principal@jcoet.org, principal.jcoet@gmail.com

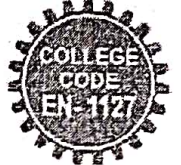
Dr. Hemant M. Baradkar
Principal
Jagadamba College of Engineering &
Technology, Arni Road, Kinhi, Yavatmal



JAGADAMBHA BAHUDDSHIYA GRAMIN VIKAS SANSTH'S

JAGADAMBHA

COLLEGE OF ENGINEERING & TECHNOLOGY, YAVATMAL



Approved by A.I.C.T.E. & Government of Maharashtra, Affiliated to S.G.B. Amravati University, Amravati.

Dr. Hemant M. Baradkar

M.Tech. (Electronics), Ph.D. (E & TC. Engg.)
Principal

Dr. Shital A. Watile

M.Sc., Ph.D.
Secretary

OFFICE ORDER No.Principal/JCOET/2016-17/24

Date: 21/6/2016

Circular

Sub: Formation of Internal Complaints Committee.

As per guide lines of Maharashtra Government and Sant Gadge Baba Amravati University, Amravati, Internal Complaint Committee (ICC) of our Institute for session 2016-17 is hereby constituted.

The members of the Committee are as follow.

- 1) Chairperson of Committee
- 2) One Female Teacher
- 3) One Male Teacher
- 4) One Female Nonteaching Employee
- 5) One Male Nonteaching Employee
- 6) Female UG Students
- 7) Male UG Students
- 8) Dr. Chetan Darane

- Mrs. R.S. Sawant
Ms. N.K. Chaukade
Mr. K.N. Kalaspurkar
Mrs. S.R. Vyas
Mr. Akash Darne
Ms. Apurva Tidke (4th Yr EXTC. Engg.)
Ms. Pallavi Kelo (4th Yr Elect. Engg.)
Mr. Sumit Dikundwar (4th Yr Elect. Engg.)
Mr. Aniket Bansod (4th Yr Mech. Engg.)


(NGO Representative & Counsellor)

The work responsibility of committee members is as follows-

- To consider the welfare, woman teaching & nonteaching faculty & girl students.
- To handle the issues related with sexual harassment woman faculty and students.
- To provide information regarding counseling and support services in college campus.
- To take proactive measures towards sensitization of the faculty and student on gender issues.

Copy to:

Head of all Departments, All ICC Committee members, Admin Office, Notice Board, Jagadambha College of Engineering & Technology, Arni Road, Kinhi, Yavatmal

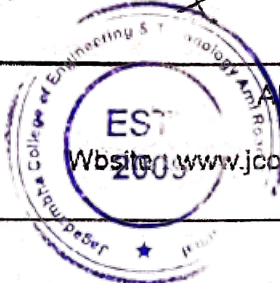

Principal

Dr. Hemant M. Baradkar

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Dr. Hemant M. Baradkar



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Dr. Hemant M. Baradkar
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M.Tech. (Electronics), Ph.D. (E & TC Engg.)
Principal

Dr. Shital A. Watile
M.Sc., Ph.D
Secretary

Meeting of the Committees:


The members of the Committee shall meet at least two times in a year. The Chairperson shall preside over the meeting. In the absence of the Chairperson, the next senior female faculty member shall preside over the meeting.

Mechanism of Redressal of sexual harassment cases as per the guidelines of Sexual harassment at workplace (prevention, prohibition and redressal) Act 2013

In pursuance of the Sexual Harassment Act in April 2013

- 1) Any aggrieved woman employee or student can make a complaint in writing to the ICC within a period 3 months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. (Sexual harassment at work place includes unwelcome acts or behaviour.)
- 2) If she is unable to make a complaint in writing, the ICC shall render all possible assistance to her for making the complaint in writing.
- 3) If the ICC 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.
- 4) Within a period of five working days from the date of such a communication of complaint, the chairperson shall call meeting to discuss the matter.
- 5) The complainant needs to submit six copies of complaints along with supporting documents and name and address of the witnesses to the ICC. 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 offender to file his reply to the complaint along with the 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.
- 6) The aggrieved woman and the offender shall be responsible for presenting their witnesses before the committee.




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Principal**Dr. Shital A. Watile**

M.Sc., Ph.D

Secretary**Disciplinary Actions**

Enhancement of disciplinary action, by the Committee, could depend on factors such as the nature and extent of injury caused to the complainant, the impact of the violation on the institutions as a whole, the position of the harasser in the power hierarchy, repetition of offence etc.

Redressal

1. The Committee will submit a report along with recommended disciplinary actions to the principal.
2. The Principal of KNCP upon receipt of the enquiry report shall implement the disciplinary action on the basis of the recommendations of the Committee under relevant service rules within two months.
3. The disciplinary action will be commensurate with the nature of the violation.

Policy for Grievance**Purpose:**

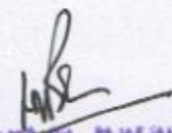
Any student who believes that he or she has been unjustly treated is encouraged to seek resolution of the issue through procedures established by the college to maintain effective and supportive relationships between students and faculty/staff members. Students are encouraged to discuss perceived unfairness or situations at the level where they occur.

Grievable Matters:

A grievance is defined as a formal written document submitted by a student against the institution claiming possible non-compliance with institutional policy and/or procedure. All grievances should be written as a letter to the signed by the grieving student. The letter should include the following:

- Description of incident
- Explanation d steps to resolve the problem




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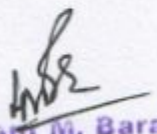
- Names of individuals you believe are responsible
- Date of situation
- Any individuals who witnessed or have knowledge of the incident

Non-Grievable Matters:

A student may not use this procedure for grievances related to the following matters of claim of discrimination or other conduct that falls within the jurisdiction of the Sexual Misconduct or Non-Discrimination Policies, petition regarding instructional or academic issues.

As per the rules and regulation specified by AICTE / UGC for students or other stake holders in a technical Institution, "Jagdamba College of Engineering and Technology, Yavatmal" has constituted "Grievance Redressal Cell" with staff members and students as mentioned below. The committee will enquire the nature and extent of grievance and resolve the grievance.




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