



Shaneshwar Shikshan Prasarak Mandal's V P COLLEGE OF PHARMACY, MADKHOL

Tal. Sawantwadi, Dist. Sindhudurg-416510 (Maharashtra)

ITE Code-3490

D. Pharmacy & B. Pharmacy

MSBTE Code-2010

Approved by: PCT, New Delhi, Govt. of Maha., DTE, Mumbai & Affiliated to DBATU, Lonere & MSBTE, Mumbai

GRIEVANCE REDRESSAL COMMITTEE (GRC)

Grievance Redressal Committee is a vital part of any administration. It is the responsibility of the College Administration to provide a secure and contented environment to all its Staff and Students. The Grievance Redressal Committee has been formed in the College as per the UGC guidelines to redress the grievances of both the staff and the students. Since the inception of the college, the Committee has been under the direct purview of the Principal.


The grievances received by the Principal are forwarded to the concerned Committee members who look in to the problems depending upon the seriousness of the issue.

The Committee has been continuously striving to take the best efforts possible to create a harmonious and conducive atmosphere to everyone in question.

Functions of the Grievance Redressal Committee:

- To accept written grievances from students and faculty members.
- To create and implement a mechanism to handle the reported grievances. To forward the findings to the Management if necessary for further action.
- To listen, record and scrutinize the grievances submitted to them by the Staff and Students and take necessary steps immediately.
- To attend to the grievances based on the authenticity and gravity of the criticisms made. To represent the grievances to the concerned section which may include maintenance, transport, academic, amenities etc.
- To convene periodical meetings to discuss whether the grievances have been settled. To make a follow-up of these matters at regular intervals till their final disposal.
- To maintain strict confidentiality, if necessary.




Principal
V.P. College of Pharmacy, Madkhol
Tal. Sawantwadi, Dist. Sindhudurg



Shaneshwar Shikshan Prasarak Mandal's V P COLLEGE OF PHARMACY, MADKHOL

Tal. Sawantwadi, Dist. Sindhudurg-416510 (Maharashtra)

ITE Code-3490

D. Pharmacy & B. Pharmacy

MSBTE Code-2010

Approved by: PCT, New Delhi, Govt. of Maha., DTE, Mumbai & Affiliated to DBATU, Lonere & MSBTE, Mumbai

If any problem arises and is not resolved informally, students may file a grievance with the College Grievance Redressal Committee (CGRC) of the College. The campus hearing body follows a set of formal procedures as per UGC Guidelines. The deadlines for filing any kind of a grievance is the last day of the concerned semester, post the semester during which the incident has occurred.

MECHANISM OF SUBMISSION OF OFFLINE GRIEVANCES:

College use a physical suggestion box where students or faculty members can drop their grievance/ suggestions.

The wall mounted suggestion boxes are kept at near College office, Near Exam Cell and at common places which provide easiest way for students to submit comments, complaints and suggestions.

The suggestion box is a great way for introverted students to share their concerns or suggestions.


MECHANISM OF SUBMISSION OF ONLINE GRIEVANCES:

The College implemented a suggestion box is putting it on intranet at the college website. Virtual mechanism processes suggestions quickly and in real time.

Virtual suggestion boxes are more accessible and confidential. It is beneficial to the college and students to share their suggestions/ grievances and allows to engage more.

Also students/faculty members can send their grievances through Email at vpcpm2017@gmail.com.




Principal
V.P. College of Pharmacy, Madkhol
Tal. Sawantwadi, Dist. Sindhudurg



Internal Complaints Committee (ICC)

VP College of Pharmacy is a coeducational institution providing equal opportunities to all. Men and Women work together in a congenial atmosphere, however if there are any complaints involving physical contacts or advances, demand for sexual favour, sexually tainted remarks and any unwelcome physical, verbal or nonverbal expressions of a sexual nature; it is addressed and appropriate action is taken. This committee aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the Committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

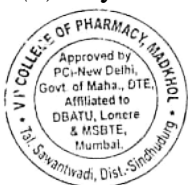
Why Internal Complaints Committee?


It is formed according to the provisions of the POSH ACT - Sexual Harassment of Women at Workplace Act of 2013, 9th December 2013. (Prevention, Prohibition and Redressal) and Vishaka Guidelines promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015- 2nd May 2016.

What is Internal Complaints Committee?

The POSH Act demanded an Internal Complaints Committee be made at all workplaces for the redressal of sexual harassment cases. "Sexual harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- (i) physical contact and advances; or
- (ii) a demand or request for sexual favors; or
- (iii) making sexually coloured remarks; or
- (iv) showing pornography; or
- (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;




Principal
VP College of Pharmacy, Madkhhol
Tal. Sawantwadi, Dist. Sindhudurg



Shaneshwar Shikshan Prasarak Mandal's V P COLLEGE OF PHARMACY, MADKHOL

Tal. Sawantwadi, Dist. Sindhudurg-416510 (Maharashtra)

ITE Code-3490

D. Pharmacy & B. Pharmacy

MSBTE Code-2010

Approved by: PCT, New Delhi, Govt. of Maha., DTE, Mumbai & Affiliated to DBATU, Lonere & MSBTE, Mumbai


FUNCTIONING OF THE COMMITTEE

1. Receive and acknowledge the receipt of the complaint.
2. An inquiry must be completed within 90 days from the date of complaint.
3. Meet and talk to the complaint to Explore options for Formal and Informal Resolutions.
4. Prepare the file includes documentations, review law and policy, make a list and supportive documents.
5. Prepare an Interview Plan for the Hearing: Complainant, Witnesses, Respondent
6. Assess the Completeness of the Information collected.
7. Complaints Committee will prepare a final report on completion of the Inquiry, the ICC will provide the report of its findings to the employer within a period of 10 days from the date of completion of enquiry and such report made be available to the concerned parties.
8. If allegations against the respondent have been proved, it shall recommend punishment actions to be taken against the respondent to the employer.
9. The employer shall act upon the recommendations within 60 days of receiving it.

PUNISHMENTS:

- Warning or Written Apology.
- Adverse remarks in the confidential report.
- Debarring from supervisory duties.
- Denial of membership from statutory bodies.
- Denial of re-employment/ re-admission.
- Stopping of Promotions/ Increments.
- Reverting Demotion.
- Suspension (or) Dismissal.




Principal
V.P. College of Pharmacy, Madkhol
Tal. Sawantwadi, Dist. Sindhudurg



VISHAKA GUIDELINES

The **Vishaka Guidelines** were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.


Background:

Pre-1997 the person facing sexual harassment at workplace had to lodge a complaint under Section 354 of the Indian Penal Code 1860 that deals with the 'criminal assault of women to outrage women's modesty', and Section 509 that punishes an individual /individuals for using a 'word, gesture or act intended to insult the modesty of a woman.

During the 1990s, Rajasthan state government employee Bhanwari Devi who tried to prevent child marriage as part of her duties as a worker of the Women Development Programme was raped by the landlords of the community. The feudal patriarchs who were enraged by her (in their words: "a lowly woman from a poor and potter community") 'guts' decided to teach her a lesson and raped her repeatedly. The rape survivor did not get justice from Rajasthan High Court and the rapists were allowed to go free. This enraged a women's rights group called Vishaka that filed a public interest litigation in the Supreme Court of India.

This case brought to the attention of the Supreme Court of India, "the absence of domestic law occupying the field, to formulate effective measures to check the evil of sexual harassment of working women at all work places."




Principal
V.P. College of Pharmacy, Madkhol
Tal. Sawantwadi, Dist. Sindhudurg



ANTI-RAGGING COMMITTEE (ARC)

VP College of Pharmacy has a strict, zero- tolerance policy towards ragging. The learners admitted in the Counselling are therefore directed to strictly desist from any kind of ragging in the college premises. The college educates students on what constitutes ragging, the destructive impact of it, as well as the repercussions and punishments of such activity. Students are educated through skits, flash mobs, posters, and banners. Contact information of relevant anti-ragging authorities including the Anti-Ragging Committee is prominently displayed and promoted.

ANTI-RAGGING COMMITTEE:


Ragging is Unsocial, Illegal and Punishable. On Directions of the Honourable Supreme Court of India, The University Grants Commission has reiterated the ban on ragging of learners in Institutions of Higher Education.

Anti-Ragging Committee (ARC) is the Supervisory and Advisory Committee in preserving a Culture of Ragging Free Environment in the college Campus. Anti-Ragging Committee is involved in designing strategies and action plan for curbing the Menace of Ragging in the college by adopting an array of activities.

FORMS OF RAGGING:

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




Principal
VP College of Pharmacy, Madkhol
Tal. Sawantwadi, Dist. Sindhudurg



Shaneshwar Shikshan Prasarak Mandal's V P COLLEGE OF PHARMACY, MADKHOL

Tal. Sawantwadi, Dist. Sindhudurg-416510 (Maharashtra)

ITE Code-3490

D. Pharmacy & B. Pharmacy

MSBTE Code-2010

Approved by PCI, New Delhi, Govt. of Maharashtra, DTE, Mumbai & Affiliated to DBATU, Lonere & MSBTE, Mumbai

It instructs the Head of the Departments to screen the videos to counsel to senior student on ill effects of ragging.

It allocates the duty to the Anti Ragging Squads based on the strength of the students, number of blocks and common places so that anti ragging measures can be effectively implemented.

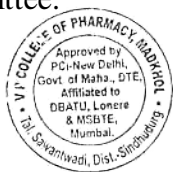
- To monitor and oversee the performance of anti-ragging squad in prevention of ragging in the institution
- To do random checking in college buses and surprise inspection of hostels, canteen, toilets, and bus stop will be carried out.
- To conduct on the spot enquiry/ action about any incident of ragging if noticed or reported by anti-ragging squad.
- It instructs the hostel wardens to provide separate floor for fresher's and asked to carry on periodic supervision to check ragging at hostel premises.


It arranges the installment of the following:

- Grievance box at Main block, near Exam cell.
- Warning boards with Anti-ragging committee members list along with Boards with slogans to develop friendship among the senior and junior students in and around the campus.
- CCTV cameras at every block, at vital points inside the campus.

ROLE OF ANTI RAGGING SQUAD:

- To make surprise raids on academic blocks/ hostels and other places vulnerable to incidents of and having the potential of ragging.
- Anti-ragging squad will immediately enquire and report any incidence of Ragging or abetment of ragging noticed by them immediately to the Head of the Institution and also to the Anti-ragging Committee.




Principal
V.P. College of Pharmacy, Madkhol
Tal. Sawantwadi, Dist. Sindhudurg



Shaneshwar Shikshan Prasarak Mandal's
V P COLLEGE OF PHARMACY, MADKHOL

Tal. Sawantwadi, Dist. Sindhudurg-416510 (Maharashtra)

ITE Code-3490

D. Pharmacy & B. Pharmacy

MSBTE Code-2010


Approved by PCI, New Delhi, Govt. of Maha., DTE, Mumbai & Affiliated to DBATU, Lonere & MSBTE, Mumbai

Punishment for Participation in/or Abetment of Ragging:

Ragging is banned in the institution and anyone indulging in ragging is liable to be punished appropriately as per the norms of the government.

The Anti-Ragging Committee of the institution shall take an appropriate decision, with regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging.




Principal
V P College of Pharmacy, Madkhhol
Tal. Sawantwadi, Dist. Sindhudurg