



Shri Govindsing Rathod Shikshan Prasarak Mandal, Dahatonda's
Shri Dr. R. G. Rathod Arts and Science College, Murtizapur
Dist.-Akola (MS)

Affiliated to Sant Gadge Baba Amravati University, Amravati

Website – <http://rgrcollmzr.ac.in>



5.1: STUDENT SUPPORT

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

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organisation 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**



Shri. Govindsing Rathod Shikshan Prasarak Mandal, Dahatonda's
Shri. Dr. R. G. Rathod Arts & Science College

Murtizapur, Dist. Akola, Pin Code 444107 (MS)
(Affiliated By S.G.B. Amravati University, Amravati)

www.rgrcollmzr.ac.in
Ph. No. 07256-243951

Email : artssciencecollege@rediffmail.com
Fax No. 07256-242021

Smt. D. R. Rathod
President

Dr. A. R. Rathod
Secretary

Dr. A. P. Charjan
Principal

Ref. RGRAC/2022-23/SSR

Date 10/03/2023

Declaration

This is to declare that the information, reports, true copies, numerical data, etc. furnished in this file as supporting documents are verified by IQAC and found correct.

Hence this certificate.

Dr. P. M. Makode
Coordinator
IQAC

Shri. Dr. R. G. Rathod Arts and Science
College, Murtizapur, Dist. Akola

Dr. A. P. Charjan
Principal

Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola





Shri Govindsing Rathod Shikshan Prasarak Mandal, Dahatonda's

**Shri. Dr. R. G. Rathod Arts and Science College
Murtizapur Dist. Akola (MS)**

Affiliated to Sant Gadge Baba Amravati University, Amravati (MS)

Website: <https://rgrcollmzr.ac.in/>

5.1.4

The Institution adopts the following for 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**

Academic Year: 2021-22 to 2017-18

Criterion 5- Student Support and Progression

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Annual Return On cases of Sexual Harassment

Period: 1st April 2021 to 31st March, 2022

Name of University: Sant Gadge Baba Amravati University Amravati

Name of College: Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Sr. No.	Content	Number of Cases
1	Number of complaints of sexual harassment received in the year	NIL
2	Number of complaints disposed of during the year	NIL
3	Number of cases pending for more than 90 days	NIL
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	NIL
5	Nature of action	-----



Dr. R. P. Shirsat
Coordinator



Dr. A. S. Chavan
Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

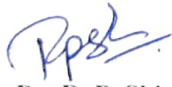
Annual Return On cases of Sexual Harassment

Period: 1st April 2020 to 31st March, 2021

Name of University: Sant Gadge Baba Amravati University Amravati

Name of College: Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

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Dr. R. P. Shirsat
Coordinator




Dr. Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

Annual Return On cases of Sexual Harassment

Period: 1st April 2019 to 31st March, 2020

Name of University: Sant Gadge Baba Amravati University Amravati

Name of College: Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

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Dr. R. P. Shirsat

Coordinator



Dr. R. G. Rathod
Principal
**Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola**

Annual Return On cases of Sexual Harassment

Period: 1st April 2018 to 31st March, 2019

Name of University: Sant Gadge Baba Amravati University Amravati

Name of College: Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Sr. No.	Content	Number of Cases
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Dr. R. P. Shirsat

Coordinator



Dr. A. B. Charian

Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

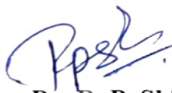
Annual Return On cases of Sexual Harassment

Period: 1st April 2017 to 31st March, 2018

Name of University: Sant Gadge Baba Amravati University Amravati

Name of College: Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

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5	Nature of action	-----


Dr. R. P. Shirsat
Coordinator




Dr. P. P. Ghoshan
Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

To,

Principal,
Shri. Dr. R. G. Rathod Arts & Science College
Murtizapur, Dist. Akola

Sub: Permission for Guest Lecture on Gender Equity for college Students

Respected Sir

Equal Opportunity Cell is going to organize Guest Lecture on Gender Equity for college Students in our college premises on dated 09 August 2017 .I request you to please permit for the said workshop

Thanking You

Dr. R. P. Shirsat- Co-ordinator Equal Opportunity Cell

RPS

Date : 07/08/2017

Permitted
(A) 17/8

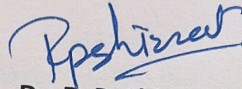
Shri Dr. R. G. Rathod Arts and Science College, Murtizapur Dist- Akola
Notice

All the students of B.Sc and B.A are kindly inform that they should present on 09 August 2017 at 10:00 am for "Guest Lecture on Gender Equity for college Students" in seminar hall. It is compulsory for all students.

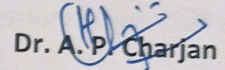
For any further information you may contact Dr. R. P. Shirsat

Place: Murtizapur

Date : 07/08/2017



Dr. R. P. Shirsat
Co-ordinator
Equal Opportunity Cell



Dr. A. P. Charjan
Principal

Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola



Shri Govindsing Rathod Shikshan Prasarak Mandal, Dahatonda's
Shri. Dr. R. G. Rathod Arts and Science College, Murtizapur
Dist. Akola (M.S.) 444 107

• Affiliated to S.G.B. Amravati University, Amravati • NAAC Accredited with B' with C.G.P.A. 2.63
Web : www.rgrcollmzr.org E-mail : artssciencecollege@rediffmail.com
Phone : (07256) 243951 Fax : (07256) 242021

Dr. R. G. Rathod
President

Dr. V. R. Rathod
Secretary

Dr. A. P. Charjan
Principal

RGRASC 881

07/08/2017

To,

Dr. S. P. Yadgirwar
Asst. Professor and HOD,
Amolakchand Vidhi Mahavidyalaya, Yavatmal

Subject: Invitation to deliver Guest Lecture

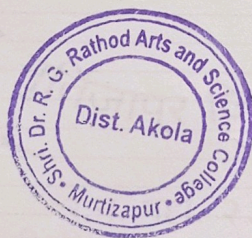
Respected Madam,

Our College is organizing a guest lecture under the banner of **Equal Opportunity Cell** on dated **09 August 2017**. As you are belonging to Law field and your experience in law is helpful to our students, authority is inviting you to deliver a guest lecture on topic "**Gender Equality**" for our college students.

Convey your availability and positive response.

With regards.....

Date: 07/08/2017




Principal

PRINCIPAL
Shri. Dr. R. G. Rathod Arts and Science College
Murtizapur, Dist. Akola

Guest Lecture :
GENDER EQUALITY

ORGANIZED BY

EQUAL OPPORTUNITY CELL,
SHRI DR. R. G. RATHOD ARTS AND COMMERCE COLLEGE,
MURTIZAPUR DIST- AKOLA (MS)

DATE- 9th Aug. 2017

(2017-2018)

Guest Lecture : Gender Equality

(A Report)

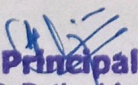
To improve the knowledge and create awareness about human rights and law in College students for their personality development, Placement cell and equal opportunity cell of Shri Dr. R. G. Rathod college, has organized guest lecture for college students on **09th August 2017**.

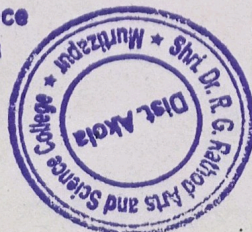
This programme of guest Lecture was inaugurated at the hands of **Dr. A. S. Tankar Sir**, Librarian, Shri Dr. R. G. Rathod Arts and Science College, Murtizapur. **Dr. Suprabha P. Yadgirwar, Asst. Professor and Head, Amolakchand Vidhi Mahavidyalaya, Yavatmal** was among the guests of honor. The dias was share by **Dr. P. M. Makode**, coordinator, IQAC of College and **Dr. R. B. Kalbande**, Asst. Professor and Head, Dept of Botany and **Dr. R. P. Shirsat**, Coordinator of Equal Opportunity Cell. The introductory speech was given **Dr. R. P. Shirsat** and after welcome speech by **Dr. P. M. Makode**.

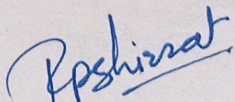
After formal Inauguration, Chief guest and speaker **Dr. Suprabha P. Yadgirwar** had guided the student about the fundamentals of Law, what is gender equality, behavior types etc. How to behave in college campus, in social place etc.

The second session was interactive one- where the students have asked different queries and questions related to law for abuse and protection to the guests and invited guests tried to solve the queries of students. The overwhelming response of student to this lecture was the key for success of this event.

Apart from this, after the lecture a plantation program was conducted by Botany Department; the sapling plantation was done by the hands of Honorable guests in the premises of college.


Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola




Dr. R. P. Shirsat,
Coordinator,
Equal Opportunity Cell,
Shri Dr. R. G. Rathod College, Murtizapur

**SHRI DR. R. G. RATHOD ARTS AND SCIENCE COLLEGE, MURTIZAPURDIST – AKOLA
ACTIVITY PHOTOS (YEAR: 2017-18)**

Equal Opportunity Cell

**Name of the Activity: GUEST LECTURE ON GENDER EQUITY FOR
COLLEGE STUDENTS**

Date: 09- August -2017




Principal
Shri. Dr. R. G. Rathod
Art's & Science College,
Murtizapur, Dist. Akola.

Annual Return On cases of Sexual Harassment

Period: 1st April 2016 to 31st March, 2017

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Name of College: Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

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4	Number of workshops on awareness programmes against sexual harassment conducted during the year	01 27/02/2017
5	Nature of action	-----



Dr. R. P. Shirsat

Coordinator



Dr. A. P. Chhajinn

Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

To,

**Principal,
Shri. Dr. R. G. Rathod Arts & Science College
Murtizapur, Dist. Akola**

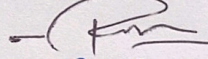
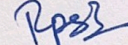
**Sub: Permission for Organization of One day Workshop on Sexual Harassment
of Women's at Workplaces.**

Respected Sir

Equal Opportunity Cell & Placement Cell are going to organize One day
Workshop on Sexual Harassment of Women's at Workplaces in our college premises
on dated 27 February 2017 for college students and staffs.

We request you to please permit for the said workshop

Thanking You

1. Dr. P. M. Makode- Co-ordinator Placement Cell 
2. Dr. R. P. Shirsat- Co-ordinator Equal Opportunity Cell 

Date : 25/02/2017

Permitted
(H) [Signature]

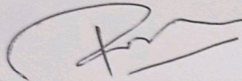
Shri Dr. R. G. Rathod Arts and Science College, Murtizapur Dist- Akola
Notice

All the students of B.Sc and B.A are kindly inform that they should present on 25 February 2017 at 11:00 am for "One day Workshop on Sexual Harassment of Women's at Workplaces" in seminar hall. It is compulsory for all students and staffs.

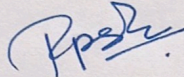
For any further information you may contact Dr. P. M. Makode and Dr. R. P. Shirsat

Place: Murtizapur

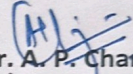
Date : 25/02/2017



Dr. P.M. Makode
Co-ordinator
Placement Cell



Dr. R. P. Shirsat
Co-ordinator
Equal Opportunity Cell



Dr. A. P. Charjan
Principal

Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola



PUSH
People United Against Sexual Harassment



महाराष्ट्र राज्य महिला आयोग, मुंबई

गो.रा.शि.प्र.मंडळ दहातोंडा द्वारा संचालित

श्री. डॉ. आर. जी. राठोड कला व विज्ञान महाविद्यालय
यांच्या संयुक्त विद्यमाने

“कामाच्या ठिकाणी महिलांचे लैंगिक छळ संरक्षण”

(प्रतिबंध, मनाई आणि निवारण) अधिनियम २०१३

एक दिवसीय कार्यशाळा

२७ फेब्रुवारी २०१७

कार्यक्रमाची रूपरेषा

सोमवार दि. २७ फेब्रुवारी २०१७

उदघाटन समारंभ

सकाळी १०.०० ते ११.००

प्रथम सत्र : सकाळी ११.०० ते १२.३०

मार्गदर्शक : कु. जूया चैनानी

विषय : कायदे विषयक माहिती

द्वितीय सत्र : १२.३० ते २.००

मार्गदर्शक : प्रा. डॉ. दया पांडे

विषय : लैंगिकछळ प्रतिबंध व मनाई

भोजन अवकाश २.०० ते ३.००

तृतीय सत्र : ३.०० ते ४.३०

मार्गदर्शक : प्रा. डॉ. मंगला कुलकर्णी

विषय : लैंगिकछळ निवारण

समारोपीय कार्यक्रम : ४.३० ते ५.००

श्री. डॉ. आर. जी. राठोड कला व विज्ञान महाविद्यालय, मुर्तिजापूर जि. अकोला.

‘कामाच्या ठिकाणी महिलांचा लैंगिक छळ संरक्षण
(प्रतिबंध मनाई आणि निवारण) अधिनियम-२०१३’

एक दिवशीय कार्यशाळा

२७ फेब्रुवारी २०१७

उद्घाटन समारंभ

कार्यक्रमाचे अध्यक्ष

मा. श्री. डॉ. आर. जी. राठोड

अध्यक्ष, श्री. गो. रा. शि. प्रसारक मंडळ, दहातोंडा

प्रमुख मार्गदर्शक

मा. प्रा. डॉ. दया पांडे

सहयोगी प्राध्यापक व विभारा प्रमुख, समाजशास्त्र विभाग

भारतीय महाविद्यालय, अमरावती

मा. डॉ. मंगला कुलकर्णी

प्राचार्य, छत्रपती शिवाजी महाराज कला महाविद्यालय,

आसेगांव पूर्णा जि. अमरावती.

मा. कु. जया चैनानी

विधीज्ञ, मुर्तिजापूर

आयोजक

डॉ. ए. पी. चर्जन
प्राचार्य

डॉ. पी. एम. माकोडे
समन्वयक,
रोजगार समुपदेशन केंद्र

डॉ. आर. पी. शिरसाट
समन्वयक,
महिला सेल




Principal
Shri. Dr. R. G. Rathod
Art's & Science College,
Murtizapur, Dist. Akola.

श्री. डॉ. आर. जी. राठोड कला व विज्ञान महाविद्यालय, मुर्तिजापूर जि. अकोला.

‘कामाच्या ठिकाणी महिलांचा लैंगिक छळ संरक्षण
(प्रतिबंध मनाई आणि निवारण) अधिनियम-२०१३’

एक दिवशीय कार्यशाळा

२७ फेब्रुवारी २०१७

अहवाल

पुर्वनियोजित कार्यक्रमानुसार (कामाच्या ठिकाणी महिलांचा लैंगिक छळ संरक्षण प्रतिबंध मनाई आणि निवारण अधिनियम-२०१३) विषयावर एक दिवशीय कार्यशाळाचे महाविद्यालयामध्ये दि. २७ फेब्रुवारी २०१७ रोजी आयोजित करण्यात आली होती. या कार्यशाळेच्या आयोजनामागचा मुळ उद्देश हा सर्व विद्यार्थीनींना लैंगिक अत्याचाराबाबत प्रतिबंधक कायदे, मनाई आणि निवारण करण्यासाठी मार्गदर्शन करण्यात आले.

या कार्यशाळेचे उद्घाटन दि. २७ फेब्रुवारी २०१७ रोजी सकाळी १०.०० वाजता झाले. उद्घाटकीय कार्यक्रमासाठी महाविद्यालयाचे तसेच संस्थेचे संस्थापक अध्यक्ष, मा. डॉ. आर. जी. राठोड हे अध्यक्ष म्हणून उपस्थित होते. तसेच प्रमुख पाहूणे व मार्गदर्शक म्हणून मा. डॉ. मंगला कुलकर्णी, प्राचार्य, छत्रपती शिवाजी महाराज कला महाविद्यालय, आसेगांव पूर्णा जि. अमरावती, मा. डॉ. दया पांडे विभाग प्रमुख समाजशास्त्र विभाग, भारतीय महाविद्यालय, अमरावती, कु. जया चैनानी, विधीज्ञ मुर्तिजापूर.

तसेच महाविद्यालयाचे प्राचार्य, डॉ. ए. पी. चर्जन, डॉ. पी. एम. माकोडे, व डॉ. आर. पी. शिरसाट हे मंचकावर उपस्थित होते. तसेच महाविद्यालयातील सर्व प्राध्यापक, शिक्षकेत्तर कर्मचारी व विद्यार्थी कार्यक्रमला उपस्थित होते.

सर्व प्रथम उपस्थित मान्यवरांचे सत्कार करण्यात आला व प्रमुख पाहूणे म्हणून बोलतांना मा. डॉ. मंगला कुलकर्णी, यांनी कार्यशाळेचे उद्घाटन झाल्याचे जाहिर केले. पाहण्यांच्या उद्घाटकीय भाषणानंतर कार्यक्रमाचे अध्यक्ष, आदरणीय डॉ. आर. जी. राठोड यांचे अध्यक्षीय भाषण झाले. कार्यक्रमाच्या उद्घाटकीय कार्यक्रमाचे सुत्रसंचालन

डॉ. आर. पी. शिरसाट, सहायक प्राध्यापक, वनस्पतीशास्त्र विभाग यांनी केले. तद्नंतर लगेच कार्यशाळेच्या पहिल्या सत्राला सुरुवात करण्यात आली.

या सत्राचे मुख्या मार्गदर्शक होत्या कु. जया चैनानी व त्यांचा विषय ' कामाच्या ठिकाणी महिलांचा लैंगिक छळाबाबत असणारे कायदे' हा होता. वक्त्यांचा परिचय डॉ. डॉ. पी. एम. माकोडे यांनी करून दिला. कु. जया चैनानीयांनी कायदयाविषयी उत्तम मार्गदर्शन केले व ते उदाहरणादाखल पटवून देण्याचा यशस्वी प्रयत्न केला.

द्वितीय सत्रात डॉ. दया पांडे, विभाग प्रमुख समाजशास्त्र भारतीय महाविद्यालय, अमरावती यांनी ' कामाच्या ठिकाणी महिलांचा लैंगिक छळाविषयी प्रतिबंधक व मनाई या बाबत वेगवेगळी उदाहरणे देवून विद्यार्थीनींना मार्गदर्शन केले.

जेवणानंतर कार्यशाळेच्या तीस-या सत्राला दुपारी ३.०० वाजता सुरुवात करण्यात आली. या सत्राचे वक्ते होते डॉ. मंगला कुलकर्णी व त्यांचा विषय होता कामाच्या ठिकाणी महिलांचा लैंगिक छळ निवारणाबाबत बरेच मार्गदर्शन केले. विशेष करून जे कायदे व निवारण विद्यार्थीनींच्या किंवा स्त्रियांच्या संदर्भात आहेत त्याबद्दल त्यांनी विशेष मार्गदर्शन केले.

तद्नंतर लगेच कार्यशाळेच्या समारोपीय कार्यक्रमाला सुरुवात झाली. कार्यक्रमाचे अध्यक्षस्थान मा. डॉ. आर. जी. राठोड यांनी भुषविले या प्रसंगी उपस्थित पाहूणे डॉ. दया पांडे, डॉ. मंगला कुलकर्णी, कु. जया चैनानी, डॉ. ए. पी. चर्जन प्राचार्य डॉ. पी. एम. माकोडे व डॉ. आर. पी. शिरसाट हे व्यासपीठावर उपस्थित होते. मान्यवरांचे आभार मानुन कार्यशाळेची सांगता करण्यात आली. सुमारे १०० विद्यार्थीनींनी या कार्यशाळेमध्ये सहभाग नोंदविला. या कार्यक्रमाचे आभार प्रदर्शन डॉ. पी. एम. माकोडे यांनी केले. महाविद्यालयातील सर्व प्राध्यापकवृंद व शिक्षकेत्तर कर्मचा-यांच्या मदतीने ही कार्यशाळा यशस्वी पारपाडण्यात आली.




Principal
Shri. Dr. R. G. Rathod
Art's & Science College,
Murtizapur, Dist. Akola.

SHRI DR. R. G. RATHOD ARTS AND SCIENCE COLLEGE, MURTIZAPURDIST – AKOLA
ACTIVITY PHOTOS (YEAR: 2016-17)

Equal Opportunity Cell and Placement Cell

Name of the Activity: ONE DAY WORKSHOP ON SEXUAL HARRASHMENT OF
WOAMEN'S AT WORKPLACES

Date: 27-February-2017



APL
Principal
Shri. Dr. R. G. Rathod
Art's & Science Collogo,
Murtizapur, Dist. Akola.

Annual Return On cases of Sexual Harassment

Period: 1st April 2015 to 31st March, 2016

Name of University: Sant Gadge Baba Amravati University Amravati

Name of College: Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Sr. No.	Content	Number of Cases
1	Number of complaints of sexual harassment received in the year	NIL
2	Number of complaints disposed of during the year	NIL
3	Number of cases pending for more than 90 days	NIL
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	NIL
5	Nature of action	-----



Dr. R. P. Shirsat

Coordinator



Dr. A. P. Charijan
Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

ANTI-RAGGING POLICY

1. INTRODUCTION

1.1: Merit and ethics being the core driving values towards turning out professional of high caliber with strong sense of ethical judgment, social integration of students population coming from different part of the country with most divert culture and social background become the matter of prime importance. Ragging a social means as such has no place in academic environment of the institute and concerted efforts are required to be in place to prevent its occurrence at any point of time. Hence the need for balanced anti ragging policy to be adopted by the institute.

1.2: Hon'ble Supreme Court of India during December 2007 has expressed concern over the incident of ragging occurring in higher educational institution and the need to eliminate it all together

1.3 The ministry of human resource development Govt. of India has taken a serious note of the incidents of ragging of the view that stern action should be taken against those indulging in ragging, So that these incidents are not repeated and exemplary punishment is noted out to those indulging in it. Strict implementation of the guidelines issued by Hon'ble Supreme Court on this issue has also been stressed by the ministry.

1.4 Ragging is criminal offence and lowers the standard of education. The anti ragging policy adopted by the institute take care of preventives procedure and punitive aspects of the ragging based on the guidelines provided by the Hon'ble supreme court of India recommendation of the Raghavan committee instruction guidelines issued by ministry of HRD(Govt. India)

2: ANTI-RAGGING POLICY

2.1 This policy encourages socialization of the students to the academic environment of the institute, simultaneously discouraging and preventing any negative acts on part of senior students which goes against the basic purpose of socio-academic integration. The anti- ragging policy adopted by the institute therefore is aimed at:

- (a) Creation, development and nurturing a conducive, socio-academic environment within the student population.
- (b) Generating and maintaining a high level of confidence within new entrants and their parents/ guardian to perceive that fresh entrants to the institute are welcome and provided support, rather than being harassed and intimidated.
- (c) Keeping in place an integrated system to discourage and prevent any negative acts like, ragging, by the seniors, which disrupts socio-academic integration of new entrants.
- (d) Prescribing deterrent measures for any violation of the, Anti-ragging policy,, by way of disciplinary measures.

DEFINATION:

3.1 For the purpose of this policy the followings are defined as under:

INSTITUTION: Shri. Dr. R. G. Rathod arts and science college Murtizapur, Dist. Akola

STUDENTS: include any person who is enrolled for any course, whether full time or part time with institute. This also includes research associates/ scholar or a visitor and /or repeaters

RAGGING: constitute one or more of any of the followings acts:

- (a) A conduct by any student or a group of student whether by words spoken or written or by an act which has the effect of teasing, treating, or handling any other student with rudeness.
- (b) Indulging in rowdy or undisciplined activities by the student or a group of students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear apprehension thereof in any other student,
- (c) Asking a student to do any act which the student will not carry out in the ordinary course and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique psyche of such student (s);
- (d) Any act by a student that prevents, disrupts or disturbs the regular academic activity of any other student(s);

- (e) Exploiting the services of any student for completing the academic tasks assigned to an individual or group of students.
- (f) Any act of financial extortion or forceful expenditure burden put on the student by any other student or group of students;
- (g) Any act of physical abuse including all variants of it : sexual abuse ,homosexual assaults ,stripping ,forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- (h) Any act or abuse by spoken words ,emails , posts, social networking posts, public insults which would be also include deriving perverted pleasure , vicarious or sadistic thrill from actively or passively participating in the discomfiture to a student's (s)
- (i) Any act that affect the mental health and self –confidence of a student with or without an intent to derive a sadistic pleasure or showing off power , authority or superiority by any student or a group of students over any other student (s)

4. PREVENTIVE ASPECTS OF RAGGING:

4.1 SYSTEMIZED EFFORTS FOR SOCIO- ACADEMIC INTEGRATION OF NEW ENTRANTS,

(A) ADDRESS BY COMPETENT AUTHORITIES OG THE INSTITUTE,

The Director,, Academics, Chairperson Admission, Chairperson Academics programmes and other concerned other concerned official (s) during their address /discussion to/ with parents/ guardians, admission aspirants fresh entrants/ students at the time counseling meets, new batch induction on registration and parents about full protection and support against any attempts of ragging by seniors while briefly introduce the, Anti- Ragging policy, of the institute. The efforts during such meets are directed towards achieving socio-academic integration of new entrants with the specific merit oriented environment of mutuality and trusts of the institute.

(B) NEW BATCH INAUGURAL

The Director and faculty members, during new batch inaugurals may provide to the students, the guidelines on expected behavioral norms wherein a mention to the Anti ragging policy may be made.

(c) Orientation programme for new entrants:

College faculty senior students shall be encourage to organize a orientation programme for new entrants .For the said purpose an organizing committee may constituted comprising of selected faculty members will be head of the department .The chairperson- student affair and faculty members . to the extent possible, should participate in such programme.

(d) Mentoring Cells:

Mentoring Cell shall function under the guidance of the senior faculty and in direct supervision of the principal of the institute. There should be one senior faculty for a specific group of 10.Senior faculty nominating membership on year to year basis.

The senior faculty mentor will also monitor psychological behavior / behavioral aberration of the new student. If any abnormal behavior or environmental adjustment problem observed, the same shall be reported to the principle of the institute.

(e) SOCIAL, CULTURAL, SPORTS ACTIVITIES:

The membership of all student, clubs and committee will be coordinated on the lines of this (proposed anti- ragging) policy. The induction process to all students clubs and committees will be organized in line with the proposed anti- ragging policy.

4.2 WIDE- dissemination of Anti-Ragging Policy

Prospectus and Admission Forms

(j) All prospectus should contain a specific caution that „ragging is banned in the institute , and anyone found indulging in ragging , is likely to be punished appropriately which may include expulsioin from the institute.,,

(ii) All the students of the institute are required to sign an anti ragging declaration forms at the time of admission to the institute.

Erection of Posters

Academic programme office may put up posters in prominent places within the campus to exhort student to prevent or not to indulge in ragging, also mentioning the names of the officials and their

contact numbers, to be contacted in case of ragging. The same needs to be displayed on the website of the institute.

5. MONITORING ASPECTS OF RAGGING:

5.1 Anti-Ragging Surveys:

Anonymous random surveys, across first year students be carried out every day at institute time during first three months, at all the constituents of the institute to verify and check whether the campus is indeed free from ragging,.

5.2 Anti-Ragging Committee at institute Level (ARC):

An anti-ragging committee should be constituted at institute level to monitor the various aspects related to menace of ragging .The members of this committee can be nominated by the principal (of which one has to be necessarily a female members). The ARC may have Academic as chairperson and may also comprise of all the faculty members in order to carry out the compliance of this policy across the whole institute along with the manner in which the same are dealt with.

6. PROCEDURAL AND PUNITIVE ASPECTS OF RAGGING:

6.1 First Information Person (FIP):

- (a) First Information person (FIP) would be nominated by the institute at beginning of each academic year. The FIP would provide first instance intervention in case of any complaint of ragging.
- (b) FIP will also need to co-ordinate the preventive aspects of ragging, under guidance of the chairperson ARC aiming to create a ragging free environment,.
- (c) FIP will be responsible for taking steps to ensure that cases of ragging within the institute are brought to the notice of the chairperson ARC as soon as possible.
- (d) FIP is empowered to deal with informal complaints of ragging and / or take suo-moto cognizance of any such incident.

6.2 RAGGING REPORT PROCEDURE

- (a) If any individual believes that he or she has been subjected to ragging or has knowledge of any such incident, such person (or FIP, who may have assisted the complainants or those, who have

otherwise observed / known about ragging) shall have option to file a complaint with the chairperson ARC. This may be done in writing or orally. Written complaint is preferable.

(b) FIP or members of the ARC will also be available to discuss any concerns exhibited by any student or a group of student, about ragging.

(c) All formal /informal complaints of ragging may be made to the FIP within the constituent unit or directly to chairperson ARC as stated above

6.3 ARC as ENQUIRE COMMITTEE

ARC will investigate all reported cases of ragging, in such a way, so as to maintain confidentiality to the extent practicable under the circumstances. The investigation should start maximum within three days of reporting the incident and reports finalized by the ARC pinpointing the involvement of the accused along with recommendation relating to the punishment will be submitted to the competent authority maximum within a period of four weeks. In exceptional circumstances, the chairperson ARC may grant extension to the time limit under information to the complainant and the accused.

6.4 PROCESS OF ENQUIRE:

The process of enquiry should be such to ensure that principles of natural justice are adhered to. Details of the process would be identical as in the case of sexual harassment policy, adopted by the institute. If the ragging also includes an element of sexual harassment then in that case both committees i.e. ARC and sexual harassment committee will look into the matter independently of each other.

6.5 PUNISHMENT / PENALTIES FOR RAGGING:

Based on the report of enquire submitted by the ARC , the chairperson ARC will recommend to the competent authority any of the punishment (s) listed below or any other kind of punishment , which she / he may consider to be appropriate.

- (a) Withholding scholarships or other benefits
- (b) Debarring from representation
- (c) Withholding results
- (d) Expulsion from the institute
- (e) Debarring from examinations

- (f) Suspension from the institute or class for a limited period
- (g) Fine with public apology
- (h) Prosecuting for criminal offense
- (i) Filing FIR with the local police
- (j) Cancellation of admission


6.6 APPEAL

Appeal with regards to any action taken against the accused at any level and / or against the punishment awarded under this policy, shall lie with the Principal of the institute, which should be filed within a period of two week from such an action or award of punishment.

7 SAVING AND REPEAK CLAUSE

Principal of the institute will possess the sole authority for any interpretation, modification, or amendment to the policy depending upon the need from time to time. She / He will also possess powers to exercise her /his discretion with respect to any or all of the clauses of this policy.

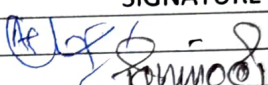
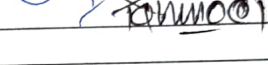
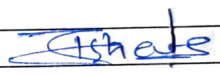



Principal
Sri. Dr. R. G. Rathod Arts & Science
College, Muruzapur, Dist. Akola

NOTICE

A 1st meeting anti- ragging committee of academic year 2020-21 was scheduled to be held on 8 August 2020 at seminar hall at college campus.

The following members attended meeting


MEMBERS	DESIGNATION	SIGNATURE
Dr. A.P. Charjan	Principal	
Dr. V. V. Kapile	Convenor	
Dr. A. S. Tankar	CO-Convenor	
Dr. R. P. Shirsat	Convenor(Female)	
Dr.A. S. Nimkar	Teaching staff repretative science	
Dr.S. S. Dhande	Teaching staff repretative science	
Prof.R. H. Khandare	Teaching staff repretative Arts	
Prof. G.D. Shende	Teaching staff repretative Arts	
Prof. S. S. Dange	CO-Convenor (Female)	

AGENDA:

The meeting discussed on various issues relating to anti- ragging activities and conduct the following it is resolved it

1. The committee was decided to advice to the students to strictly follow dress code.
2. Committee is required to conduct meeting with students regularly.
3. Strictly warning to be given to the students the admission may be cancelled or the students may be suspended from attaining the classes if found involved in sort of ragging in the college campus.

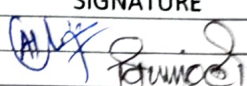
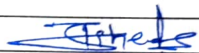



Principal
Shri. Dr. R. C. Rathod Arts & Science
College, Dist. Akola


NOTICE

A 2nd of meeting anti- ragging committee of academic year 2020-21 was scheduled to be held on 8 April 2021 at seminar hall at college campus.

The following members attended meeting

MEMBERS	DESIGNATION	SIGNATURE
Dr. A.P. Charjan	Principal	
Dr. V. V. Kapile	Convonor	
Dr. A. S. Tankar	CO-Convonor	
Dr. R. P. Shirsat	Convonor(Female)	
Dr.A. S. Nimkar	Teaching staff representative science	
Dr.S. S. Dhande	Teaching staff representative science	
Prof.R. H. Khandare	Teaching staff representative Arts	
Prof. G.D. Shende	Teaching staff representative Arts	
Prof. S. S. Dange	CO-Convonor (Female)	




Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murzapur, Dist. Akola

A

MINUTES OF 2ND ANTIRAGGING COMMITTEE MEETING

Date: (8TH April- 2021)

VENUE: SEMINAR HALL:

The 2ND Anti-Ragging committee meeting for the year 2020-2021 was held on 8th April-2021 under the chairmanship of the principal. The convener well come all the members and then began with the discussion the agenda points of the meeting.

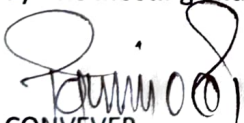
Discussion: 1) The convener well-come the members of the committee and began with the reading out minute of the previous meeting. The minutes of the meeting held on 11 July 2020 was confirmed.


2) **Matters related to complaints received from the campus:** It was reported that due to strict vigilance and constant supervision there were no ragging issues in the campus. The principal thanked all the members for initiating measure on strict vigilance by patrolling in term across the campus.

3) Dr. Shirsat informed that the regular patrolling in the campus revealed that there exists a very friendly environment in the campus. The fresher's party was well received by first year students shared their views on supportive seniors encouraging them to participate in the events.

4) The chairperson congratulated the committee members for the effective functioning of the committee by creating a congenial atmosphere towards the prevention of ragging in the campus.

5) The meeting ended with convener proposing the vote of thanks.


CONVEVER


CHAIRPERSON
Shri. Dr. R. G. Rathod Arts & Science
College, Murzapur, Dist. Akola



Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Annual Report of Anti Ragging Committee

Session 2021-22

All the members of the Anti-Ragging Committee were present at every meeting of the Anti-Ragging Committee in the college. But no complaints of any kind were received in the academic year 2021-22.



Dr. V. V. Kapile

Coordinator

Anti-Ragging Committee



Dr. A. P. Chaitanf

Principal

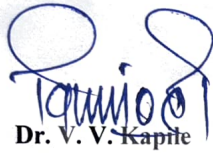
**Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola**

Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Annual Report of Anti Ragging Committee

Session 2020-21

All the members of the Anti-Ragging Committee were present at every meeting of the Anti-Ragging Committee in the college. But no complaints of any kind were received in the academic year 2020-21.



Dr. V. V. Kapile

Coordinator

Anti-Ragging Committee



Dr. A. P. Deshpande

Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Annual Report of Anti Ragging Committee

Session 2019-20

All the members of the Anti-Ragging Committee were present at every meeting of the Anti-Ragging Committee in the college. But no complaints of any kind were received in the academic year 2019-20.



Dr. V. V. Kapile

Coordinator

Anti-Ragging Committee



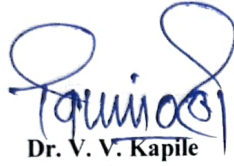
Dr. A. B. Charijan

Principal

**Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola**

Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola
Annual Report of Anti Ragging Committee
Session 2018-19

All the members of the Anti-Ragging Committee were present at every meeting of the Anti-Ragging Committee in the college. But no complaints of any kind were received in the academic year 2018-19.



Dr. V. V. Kapile
Coordinator
Anti-Ragging Committee




Dr. A. S. Patil
Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Annual Report of Anti Ragging Committee

Session 2017-18

All the members of the Anti-Ragging Committee were present at every meeting of the Anti-Ragging Committee in the college. But no complaints of any kind were received in the academic year 2017-18.



Dr. V. V. Kapile

Coordinator

Anti-Ragging Committee



Principal
Dr. A. P. Chaudhari
**Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola**

Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Annual Report of Anti Ragging Committee

Session 2016-17

All the members of the Anti-Ragging Committee were present at every meeting of the Anti-Ragging Committee in the college. But no complaints of any kind were received in the academic year 2016-17.



Dr. V. V. Kapite

Coordinator

Anti-Ragging Committee



Principal
Dr. A. P. Chaitjan
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola

Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Annual Report of Anti Ragging Committee

Session 2015-16


All the members of the Anti-Ragging Committee were present at every meeting of the Anti-Ragging Committee in the college. But no complaints of any kind were received in the academic year 2015-16.



Dr. V. V. Kapile

Coordinator

Anti-Ragging Committee



Dr. A. P. Chaturvedi
Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola



Shri. Dr. R. G. Rathod Arts and Science College, Murtizapur Dist:-Akola

Grievance Redressal Cell

The Grievance Redressal Cell (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. The students can state their grievance regarding any academic and non- academic matter within the campus through the grievance suggestion box. The institution aims at solving the grievances of the students within stipulated academic and non- academic matter within the campus through the grievance suggestion box. The institution aims at solving the grievances of the students within stipulated time.

Grievance Redressal Committee:

The function of this committee is to look into the complaints lodged by any student and judge its merits and de-merits. The Grievance Redressal committee is also empowered to look into matters of sexual harassment. The committee members for the academic year 2020-21 are –

Sr.No.	Name	Designation
01	Dr.A.P.Charjan	Chairman
02	Dr.A.S.Nimkar	Convenor
03	Dr.P.M.Makode	Member
04	Dr.S.S.Kawar	Member
05	Mr.R.H.Khandare	Member
06	Dr.R.P.Shirsat	Member
07	Mr.S.K.Shah	Member
08	Ms.S.S.dange	Member

Aim and Objectives:

The main aim of the Grievance Redressal cell is to develop a responsive and accountable attitude among all the stake holders in order to maintain a harmonious educational atmosphere in the college. The Grievance Redressal Cell has been developed to settle the grievances of the students and other stakeholders within a reasonable time period for further strengthening the bond of the students with the institution by providing them with all kind of facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning. Some important objectives are-

To solve their academic and administrative problem.

To support, those students who have been deprived of the services offered by the college, for which he / she is entitled.

To ensure effective solution to the students grievances with an impartial and fair approach.

Mechanism of the GRC-

Grievance redressal committee (GRC) shall consider only individual grievances between students and college. The grievance procedure is a machinery to sort out the issues. It is a device to settle the problem. It involves a process of investigation in which enquires and analyses the nature and pattern of the grievances in a strictly confidential manner. Matters are disclosed to only those, who have a legitimate role in resolving the matter. GRC shall consider redressing of grievances within a reasonable time. The cell will give report to the authority about the cases attended to and seek guidance from the higher authorities if required.

Procedure for lodging complaint :

- The students can lodge their grievance through online or to any one committee member.
- The students may feel free to drop the writing in the grievance suggestion box.
- The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.

Place: Murtizapur

Date:



Dr. A.S. Nimkar

Convenor,

Grievance Redressal Cell



Dr. A.R. Chajan
Principal

**Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola**



Shri. Dr. R. G. Rathod Arts and Science College Murtizapur Dist. Akola

Annual Report of Grievance Redressal Cell

Session 2021-22

All the members of the Grievance Redressal Committee were present at every meeting of the Grievance Redressal Committee in the college. But no complaints of any kind were received in the academic year 2021-22.



**Dr. A. S. Nimkar
Convenor
Grievance Redressal Cell**


Dr. A. P. Charkar

**Principal
Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola**

Shri. Dr. R. G. Rathod Arts and Science College, Murtizapur Dist:-Akola

Annual Report of Grievance Redressal Cell

Session (2020-21)

All the members of the Grievance Redressal committee were present at every meeting of the Grievance Redressal Committee in the college. But no complaints of any kind were received in the academic year 2020-21.

Place:Murtizapur

Date:



Dr.A.S.Nimkar

Convenor,

Grievance Redressal Cell



Dr.A.P.Chajan

Principal

**Shri. Dr. R. G. Rathod Arts & Science
College, Murtizapur, Dist. Akola**