



Hon. Shri. Babanrao Pachpute Vichardhara Trust's Group of Institutions
Faculty of Pharmacy

A/P-Kashti, Tal-Shrigonda, Dist-Ahmednagar, Pin- 414701

Approved by PCI, New Delhi, Affiliated to Savitribai Phule Pune University, Pune & MSBTE, Mumbai.

Website – www.parikrama.edu.in, Phone – 9766126772, Email – pariphr@gmail.com

Vision – 'To serve with high quality education for development of students as competent pharmacy professionals for the upliftment of socio-economic status in rural areas'

5.1.4 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. 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.*



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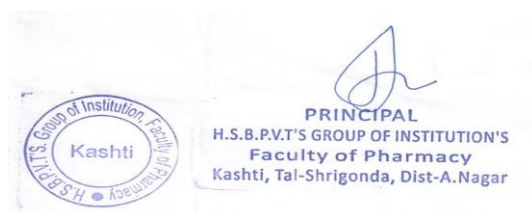
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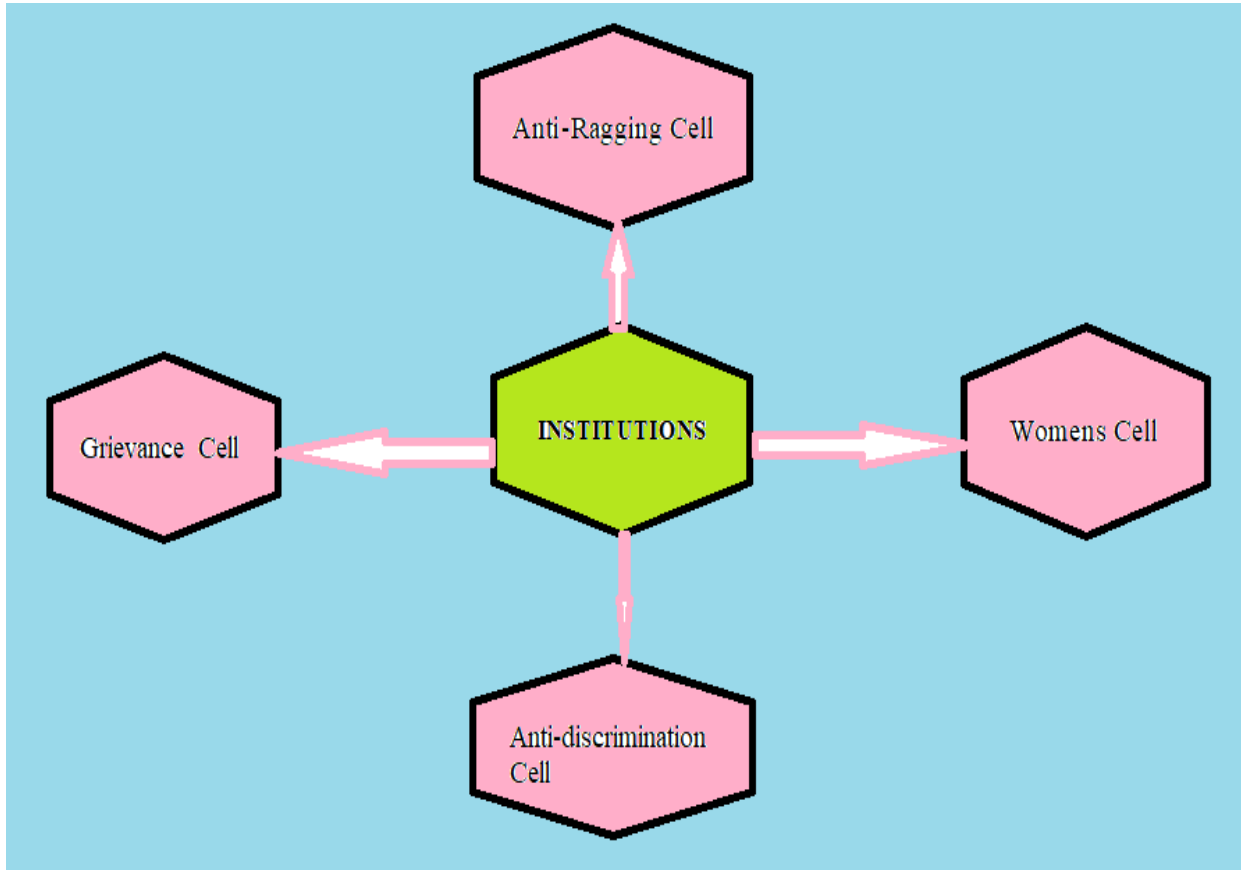
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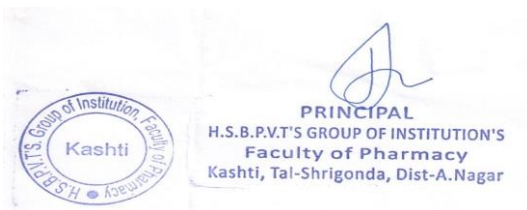
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1. Different Regulatory Bodies in Institution

The institute has following governing committees for redressal of grievances. There are no grievances reported in last five year.



1





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2. Governing regulations implemented

1. Implementation of guidelines of statutory/regulatory bodies.

Sr.No	Committee	Regulatory Bodies for Guidelines
1	Anti-Ragging Cell	Maharashtra Prohibition of Ragging Act 1999
2	Grievance Redressal Cell	AICTE's Establishment of Mechanism of grievance Redressal, Regulation 2019
3	Internal Complaints Committee/ Womens Cell	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,2018
4	Anti-discrimination Cell /SC-ST Committee	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,2018

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3. Awareness and undertakings

1. Rule book containing code of conduct and undertakings

2. Rule book and code of conduct on Website

3. Notice boards





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3.1 Rule book (Sample attached)

2. Organisation wide awareness and undertakings on policies with zero tolerance.

Rule Book

H.S.B.P.V.T's GOI, Faculty of Pharmacy

Kashti, Tal- Shrigonda, Dist- Ahmednagar-414701

Tel-02487232119



H.S.B.P.V.T's GOI, Faculty of Pharmacy, Kashti

“Revolution in Education”





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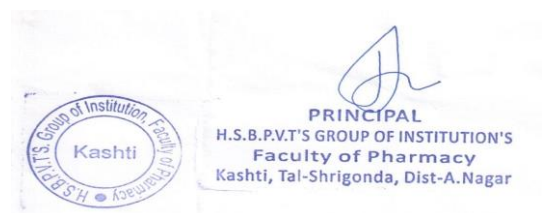
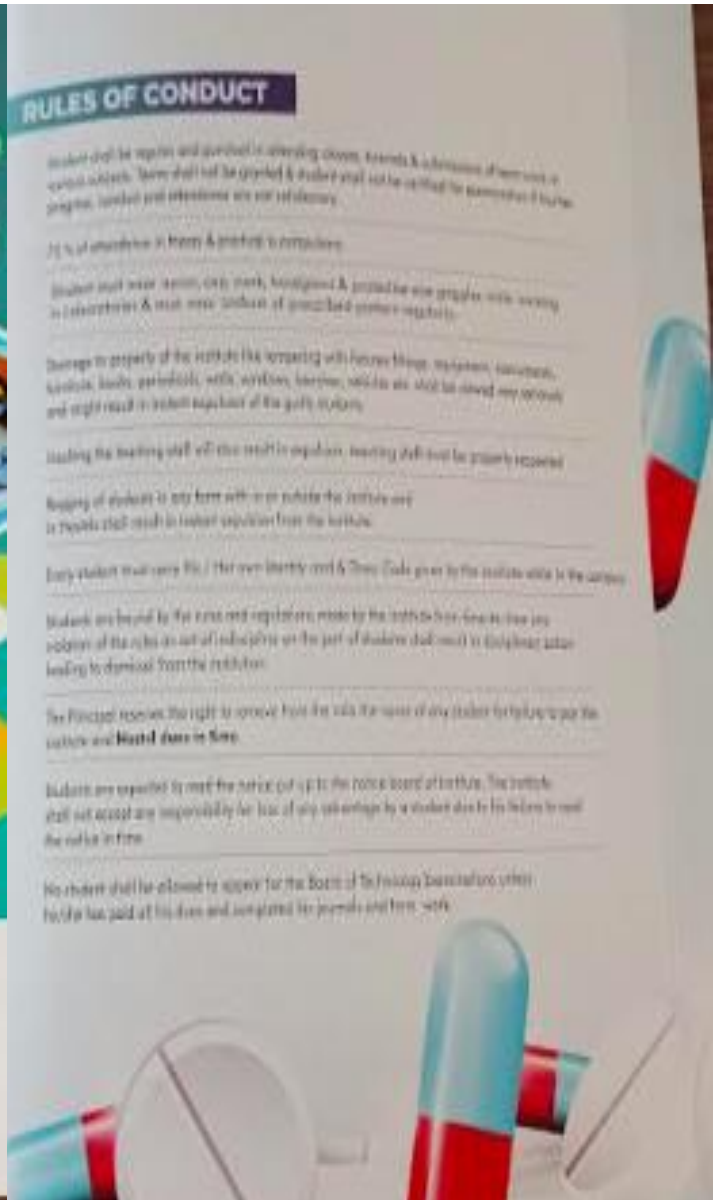
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Sample





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Our Vision:

To serve with high quality education for development of students as competent pharmacy professionals for the upliftment of socio-economic status in rural areas.

Our Mission

1. To improve quality of pharmacy education through qualified mentors and providing State of the art facilities for both theory and practical.
2. To furnish students with proficiency, team spirits that meets the pre-requisites of Talent acquisition in pharmaceutical and healthcare sectors.
3. To groom students as professional pharmacist entrepreneurs for socio-economic Upliftment.

Program Educational Objectives (PEOs)

1. To provide knowledge associated with pharmacy profession.
2. To inculcate professional and ethical attitude with lifelong learning habits in students To develop competent pharmacy professionals.
3. To develop entrepreneurship skills and leadership traits in students to facilitate Improvement in health and wellbeing of society.

General Rules

- It is mandatory for every student to attend all the lectures regularly and he should record him minimum 75% attendance in theory and the practical as per the university norms.
- Student seeking any type of leave, must take prior written permission of the principal.
- Student should come to the college in proper dress code.
- Mobile phones are strictly prohibited in the college campus.
- Students should read the notice board every day.
- Students should have to use ERP software for daily activities in college.
- Smoking and use of alcohol/drugs strictly prohibited within the campus.
- Students shall not cause damage of property or financial loss to the college.
- In the event the college suffers any damage or loss, financial or otherwise, the concerned student will be liable for compensation of such loss.

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- Writing on class room walls, desk, benches, door, toilet wall or pasting of posters on the wall are strictly banned.
- Students should not creating disturbance in the academic, administrative, sporting, social or other activities of the College whether on College campus or elsewhere in community.
- Student should expected to maintain discipline, dignity in the class room, college premises, library and laboratory & observe the rules, prescribed from time to time.
- Students are required to carry at all times their identity cards and produce them for inspection when requested by any member of the faculty or staff.
- Students must properly dispose of all chemical waste as directed. Students should wear appropriate personal apparel at all times in the laboratory and also avoid wearing loose or flammable clothing; long hair should be tied back. Students must report any incident (including all spills, breakages or other releases of hazardous materials) to the instructor immediately, no matter how insignificant it may appear.
- Students should not touch any equipment or chemicals unless specifically instructed to do so.
- Students must not eat, drink, apply cosmetics or chew gum in the laboratory. Wash hands thoroughly after participating in any laboratory activities.
- Student must present at least 2 papers during course completion tenure.
- ✓ Ragging is a crime and a strict disciplinary action will be taken as per the law.
- ✓ Ragging is a crime and a strict disciplinary action will be taken as per the law Maharashtra Prohibition of Ragging Act 1999 which is in effect from 15th May, 1999 has the following provisions for Action against Ragging:
- ✓ Ragging within ease of any educational institution is prohibited.
- ✓ Whoever directly or indirectly commits, participates in, abets, or propagates megin within hide any educational institution shall on conviction, enhed with imprisonment for a term up to 2 years and/or perals, bich may extend to ten thousand rupees.





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Composition of Anti-Ragging Committee

(Constituted as per Maharashtra Prohibition of Ragging Act 1999)

Academic Year-2022-23



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Ref: Pharm/2022-23/1023-G

Date: 19/02/2022

OFFICE ORDER

Anti-ragging Committee has been constituted with reference to Maharashtra Prohibition of Ragging Act 1999 and AICTE notification with the aim to prevent the menace of ragging and foster healthy interpersonal relations among students in the institute and campus.

Constitution of Anti-ragging Committee:

Sr. No.	Name of member	Position	Contact No.
1	Dr. Sunil A. Nirmal Principal, HSBPVT's GOI, FOP, Kashti	Chairman	9766126772
2	Ms. Shruti C. Sonawane Representative of Faculty Members	Member Secretary	7757938390
3	Mr. Pradip Pawar Representative of Civil Administration	Member	02487-222333
4	Mr. Ashok Vyawahare Representative of Police Administration	Member	9226259335
5	Mr. Dattatraya Pachpute Representative of Police Local Media	Member	9423464985
6	Mr. Jaydeep B. Pawar Representative of Faculty Members	Member	9422018236
7	Mr. Pramod Sathe Representative of Parents	Member	8380002666
8	Ms. Komal Sathe Representative of Students	Member	9834596956
9	Mr. Pritam Thorat Representative of Students	Member	7758980796
10	Mr. Sagar Jadhav Representative of Nonteaching	Member	9765278487
11	Mr. Viju Kale Hostel Warden	Member	9011035959

- **Frequency of meeting:** Committee shall meet at least two times in a year.
- **Tenure:** Period of three years.



DTE Code: 5303
PCI code: 851

PUN Code: CPHA017210
AISHE Code: C-41322

AICTE ID: 1-12614931
MSBTE Code: 2022



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Grievance Redressal Cell Constitution

(Constituted as per AICTE's Establishment of Mechanism of grievance Redressal, Regulation 2019)

Academic year 2022-23



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Ref: Pharm/2022-23/1035-F

Date: 13/08/2022

OFFICE ORDER

Grievance Redressal Cell (GRC) has been constituted as per the norms of AICTE (Redressal of Grievance of Students) Regulations, 2019 and UGC (Grievance Redressal) Regulations, 2018 with the aim to provide opportunities for redressal of certain grievances of students already enrolled in the institute to improve better stakeholder relationship and develop vibrant, friendly and conducive environment.

Sr. No.	Name of Member	Position
1	Dr. Nirmal Sunil Ashokrao Principal, HSBPVT's Parikrama GOI, Faculty of Pharmacy	Chairman
2	Ms. Raykar Meghana Hiranman Associate Professor, Pharmaceutics	Member Secretary
3	Dr. Zaware Manisha Sunil Senior Faculty, HSBPVT's GOI, FOP, Kashti	Member
4	Dr. Wayal Sandesh Rangnath Senior Faculty, HSBPVT's GOI, FOP, Kashti	Member
5	Ms. Giramkar Ankita Arjun Assistant Professor, Pharmaceutical Chemistry	Member
6	Ms. Ithape Pratiksha Student Representative, B. Pharmacy	Member
7	Ms. Shinde Arati Student Representative, M. Pharmacy	Member

- **Frequency of meeting:** Committee shall meet at least twice a year.
- **Tenure:** Period of two years.



DTE Code: 5303
PCI code: 851

PUN Code: CPHA017210
AISHE Code: C-41322

AICTE ID: 1-12614931
MSBTE Code: 2022



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Internal Complaints Committee/ Womens Cell

(Constituted as per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2018)

Academic year-2022-23

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Ref: Pharm/2022-23/1029-B Date: 18/08/2022

OFFICE ORDER

Women's Grievance Redressal Cell has been constituted with the aim to provide and maintain a dignified, congenial working environment for women employee (including faculty and staff) and students, where they can work, study and explore their potential to the fullest.

Constitution:

Sr. No.	Name of the Member	Position	Mobile No.
1	Dr. Nirmal Sunil Ashokrao Principal, HSBPVT's Parikrama GOI, Faculty of Pharmacy	Chairman	9766126772
2	Ms. Priyanka Manmode Assistant Professor, Pharmaceutics	Member	9422018236
3	Mr. Pawar Jaydeep Babasaheb Head of Department, D. Pharmacy.	Member	9370225242
4	Ms. Sonali Jadhav Lecturer, D. Pharm	Member	9579253552
5	Ms. Pratiksha Thokal Student Representative Final Year B. Pharm, FOP, Kashti	Member	7887329478
6	Ms. Kamini Bagal Student Representative S. Y. D. Pharm, FOP, Kashti	Member	7620264597

- **Frequency of meeting:** Committee shall meet at least twice a year.
- **Tenure:** Period of two years.

DTE Code: 5303 PCI code: 851 PUN Code: CPHA017210 AISHE Code: C-41322 AICTE ID: 1-12614931 MSBTE Code: 2022



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Anti-discrimination Cell /SC-ST Committee

(Constituted as per the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989, No.33 OF 1989, Dated 11.09.1989) 19.)

Academic Year-2022-23



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Ref: Pharm/2022-23/1039-H

Date: 15/08/2022

OFFICE ORDER

Anti-Discrimination Cell (formally known as SC/ST Cell) is constituted with the aim to look after the related matters (if any) of depriving a student or staff or group of students on the basis of caste, creed, language, ethnicity, gender, different ability.

Constitution:

Sr. No.	Name of Member	Designation in Cell
1.	Dr. Nirmal Sunil A. Principal, HSBPVT's GOI, FOP, Kashti	Chairman
2.	Mr. Dalimbe Ashok Y. Assistant Professor, Department of Pharmaceutics	Member Secretary
3.	Mr. Salve Rushikesh K. Assistant Professor, Department of Pharmaceutics	Member
4.	Prof. Sonawane Shruti C. Representative of Faculty Members	Member
5.	Mr. Suralkar Arpit R. Lecturer, D. Pharmacy	Member

- **Frequency of meeting:** Committee shall meet at least two times in a year.
- **Tenure:** Period of two years.



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PCI code: 851

PUN Code: CPHA017210
AISHE Code: C-41322

AICTE ID: 1-12614931
MSBTE Code: 2022



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Under Taking

I, -----, have carefully read all information, rules mentioned in the college rule book and undertake and abide by them.

Yours Sincerely

(Name and signature of students)

Place:

Date:





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I ----- have carefully read all information, rules and regulations of University and college and agree hereby that shall be binding upon my Son/ daughter/ ward.

Yours Sincerely

(Name and signature of Parents/Guardian)

Place:

Date:





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3.2 Rule book and code of conduct on Website

Rule book on Website: <http://parikramapharmacy.com/code-of-conduct/>

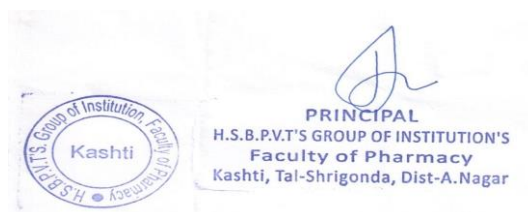
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R & D Section | News | Photo Gallery | Admissions | NIRF | Downloads | Students Corner | ERP | Faculty
Committees | Contact | Code of Conduct | Academics | Antiragging Cell | NSS | Examination | Social Welfare Cell

Code of Conduct

CODE OF CONDUCT FOR STUDENTS

- o It is mandatory for every student to attend all the lectures regularly and he should record him minimum 75% attendance in theory and the practical as per the university norms.
- o Student seeking any type of leave, must take prior written permission of the principal.
- o Student should come to the college in proper dress code.
- o Mobile phones are strictly prohibited in the college campus.
- o Students should read the notice board every day.
- o Students should have to use ERP software for daily activities in college.
- o Student seeking any type of leave, must take prior written permission of the principal.
- o Student should come to the college in proper dress code.
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- o Students should read the notice board every day.
- o Students should have to use ERP software for daily activities in college.
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- o Students shall not cause damage of property or financial loss to the college.
- o In the event the college suffers any damage or loss, financial or otherwise, the concerned student will be liable for compensation of such loss.
- o Writing on class room walls, desk, benches, door, toilet wall or pasting of posters on the wall are strictly banned.
- o Students should not creating disturbance in the academic, administrative, sporting, social or other activities of the College whether on College campus or elsewhere in community.
- o Student should expected to maintain discipline, dignity in the class room, college premises, library and laboratory & observe the rules, prescribed from time to time.
- o Students are required to carry at all times their identity cards and produce them for inspection when requested by any member of the faculty or staff.
- o Students must properly dispose of all chemical waste as directed. Students should wear appropriate personal apparel at all times in





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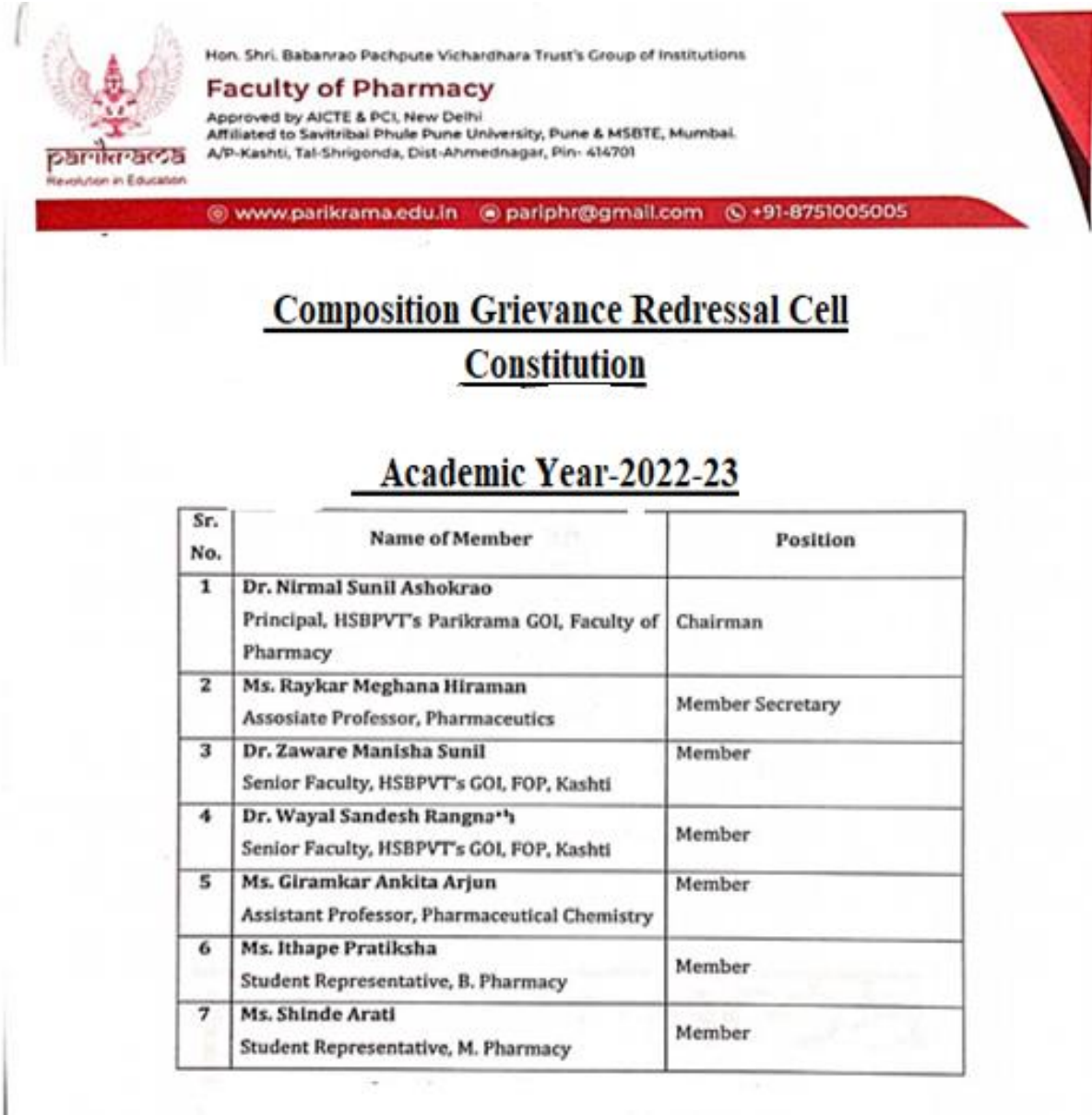
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4. Notice Boards



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Composition Grievance Redressal Cell Constitution

Academic Year-2022-23

Sr. No.	Name of Member	Position
1	Dr. Nirmal Sunil Ashokrao Principal, HSBPVT's Parikrama GOI, Faculty of Pharmacy	Chairman
2	Ms. Raykar Meghana Hiranman Associate Professor, Pharmaceutics	Member Secretary
3	Dr. Zaware Manisha Sunil Senior Faculty, HSBPVT's GOI, FOP, Kashti	Member
4	Dr. Wayal Sandesh Rangna'sh Senior Faculty, HSBPVT's GOI, FOP, Kashti	Member
5	Ms. Giramkar Ankita Arjun Assistant Professor, Pharmaceutical Chemistry	Member
6	Ms. Ithape Pratiksha Student Representative, B. Pharmacy	Member
7	Ms. Shinde Arati Student Representative, M. Pharmacy	Member




PRINCIPAL
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Faculty of Pharmacy

A/P-Kashti, Tal-Shrigonda, Dist-Ahmednagar, Pin- 414701

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Website – www.parikrama.edu.in, Phone – 9766126772, Email – pariphr@gmail.com

Vision – 'To serve with high quality education for development of students as competent pharmacy professionals for the upliftment of socio-economic status in rural areas'



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Composition of Anti-Ragging Committee

(Constituted as per Maharashtra Prohibition of Ragging Act 1999)

Academic Year-2022-23

Sr. No.	Name of member	Position	Contact No.
1	Dr. Sunil A. Nirmal Principal, HSBPVT's GOI, FOP, Kashti	Chairman	9766126772
2	Ms. Shruti C. Sonawane Representative of Faculty Members	Member Secretary	7757938390
3	Mr. Pradip Pawar Representative of Civil Administration	Member	02487-222333
4	Mr. Ashok Vyawahare Representative of Police Administration	Member	9226259335
5	Mr. Dattatraya Pachpute Representative of Police Local Media	Member	9423464985
6	Mr. Jaydeep B. Pawar Representative of Faculty Members	Member	9422018236
7	Mr. Pramod Sathe Representative of Parents	Member	8380002666
8	Ms. Komal Sathe Representative of Students	Member	9834596956
9	Mr. Pritam Thorat Representative of Students	Member	7758980796
10	Mr. Sagar Jadhav Representative of Nonteaching	Member	9765278487
11	Mr. Viju Kale Hostel Warden	Member	9011035959




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Internal Complaints Committee/ Womens Cell

Academic Year-2022-23

Constitution:

Sr. No.	Name of the Member	Position	Mobile No.
1	Dr. Nirmal Sunil Ashokrao Principal, HSBPVT's Parikrama GOI, Faculty of Pharmacy	Chairman	9766126772
2	Ms. Priyanka Manmode Assistant Professor, Pharmaceutics	Member	9422018236
3	Mr. Pawar Jaydeep Babasaheb Head of Department, D. Pharmacy.	Member	9370225242
4	Ms. Sonali Jadhav Lecturer, D. Pharm	Member	9579253552
5	Ms. Pratiksha Thokal Student Representative Final Year B. Pharm, FOP, Kashti	Member	7887329478
6	Ms. Kamini Bagal Student Representative S. Y. D. Pharm, FOP, Kashti	Member	7620264597




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Anti-discrimination Cell /SC-ST Committee

Academic Year-2022-23

Constitution:

Sr. No.	Name of Member	Designation in Cell
1.	Dr. Nirmal Sunil A. Principal, HSBPVT's GOI, FOP, Kashti	Chairman
2.	Mr. Dalimbe Ashok Y. Assistant Professor, Department of Pharmaceutics	Member Secretary
3.	Mr. Salve Rushikesh K. Assistant Professor, Department of Pharmaceutics	Member
4.	Prof. Sonawane Shruti C. Representative of Faculty Members	Member
5.	Mr. Suralkar Arpit R. Lecturer, D. Pharmacy	Member





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3. Mechanism for submission of online and offline students grievances

ONLINE SUBMISSION THROUGH WEBSITE

<https://portal.vmedulife.com/institute/e-grievance/home/hsbpvt-pharmacy-kashti>

The screenshot displays the website interface for the grievance redressal portal. The header includes the institution's name: "Hon. Shri. Babanrao Pachpute Vichardhara Trust, Group of Institutions, Faculty of Pharmacy, Kashti" and the title "ONLINE GRIEVANCE REDRESSAL PORTAL". A navigation menu on the right side lists various user roles: Students, Faculty, Parents, Alumni, Non Teaching Staff, and Management. Below the header, there is a form titled "Email Verification" with the following fields and buttons:

- 1. Email ID: Enter Email ID
- 2. Confirm Email ID: Confirm Email ID
- 3. Send OTP





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OFFLINE SUBMISSION

LIBRARY COMPLAINT BOX

Students can deposit their complaints /Grievances in the complaint box kept in library.





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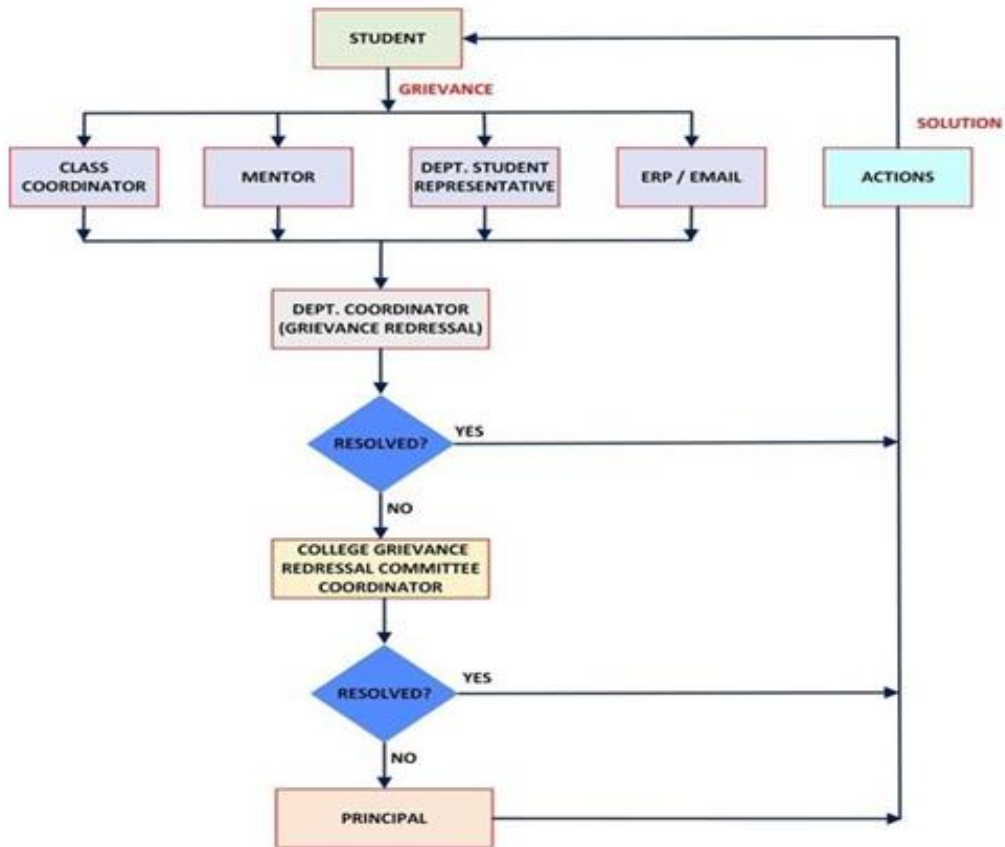
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4. Timely redressal of the grievances through appropriate committees.



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Faculty of Pharmacy, Kashti.

GRIEVANCE REDRESSAL MECHANISM




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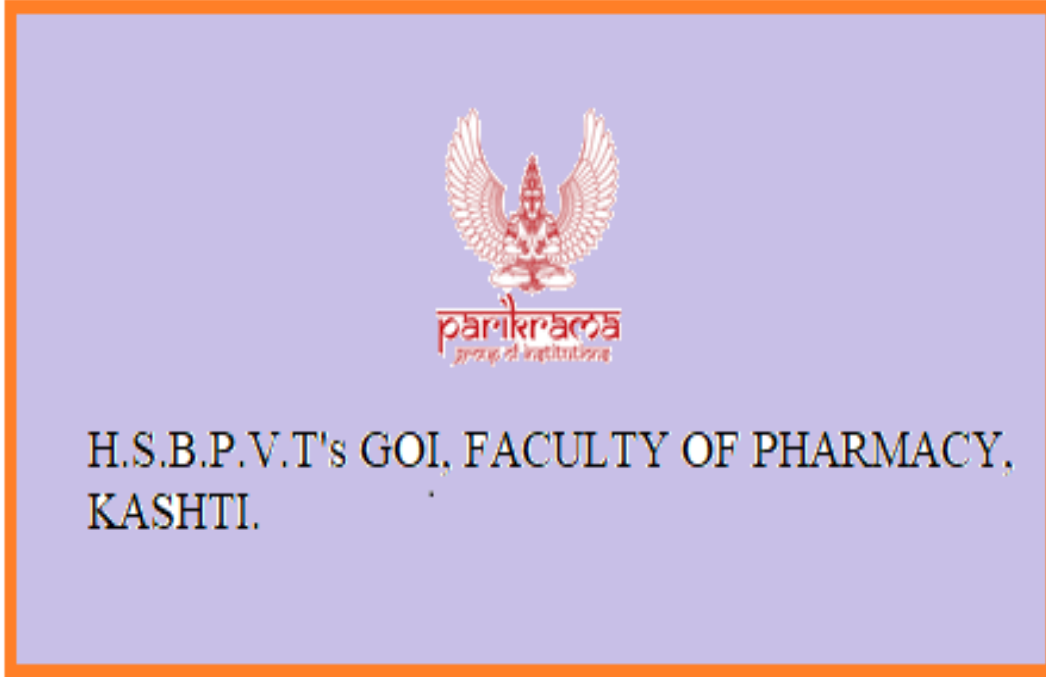
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ANTI-RAGGING COMMITTEE POLICY





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POLICY OF ANTI RAGGING COMMITTEE
(Constituted as per Maharashtra Prohibition of Ragging Act 1999)
Prevention and Prohibition of Ragging



INTRODUCTION

It has been rightly said that the end may not always justify the means. Behind the façade of 'welcoming' new students to college, ragging, in actuality, is a notorious practice wherein the senior students get an excuse to harass their junior counterparts, and more often than not, make them easy targets to satiate their own perverse sadistic pleasures. Apart from sustaining grievous physical injuries, those unfortunate students who succumb to ragging either develop a fear psychosis that haunts them throughout their lives, or worse, quit their college education even before it begins. The Supreme Court defined ragging in the Vishwa Jagriti matter (1999) as, "Any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause. So According to this we have Anti-Ragging committee is placed for prevention and prohibition of ragging.




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MEANING OF RAGGING

Ragging is any Cluttered conduct, whether by words spoken or written, or by an act which has the effect of teasing, treating or handling with rudeness any student, indulging in rowdy or indisciplined activities which cause or are likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the psyche of a fresher or a junior student.

Objective of Anti Ragging

- To prevent any physical or mental afflict or any cluttered conduct towards any students causing apprehension, dread, humiliation, or agitation.
- Maintain a ragging free, fear free, peaceful campus.
- Ensure students-friendly environment at all time.
- To facilitate campus monitoring to ensure nil ragging.




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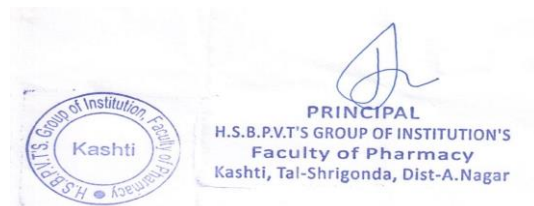
Role and Responsibility of Anti Ragging Committee

- Make aware student that ragging is strictly forbidden in or outside the college campus.
- Familiarize students with rules, regulations and guidelines on code of conduct, measures and discipline in the Institute.
- Organize the counseling sessions for 'new comers' from time to time.
- Make aware students about the dehumanizing effect of ragging inherent in its perversity and continuously watch over ragging so as to prevent its occurrence and recurrence.
- Deal promptly and stringently with the incidents of ragging. Conduct enquiry and submit report to the anti-ragging committee along with punishment recommended for the offenders.
- Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
- Conduct workshops against ragging menace and orient the students.
- Create awareness and provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls.
- Take all necessary measures for prevention of ragging inside the institute, campus and hostels.

Functions of Anti-Ragging Squad

- The Functions of Anti-Ragging Squad will be to keep a vigil and stop the incidences of Ragging, if any, happening / reported in the places of Student aggregation including, Classrooms, Canteens, Buses, Grounds, Hostels etc.
- Anti-Ragging Committee to ensure compliance with the provisions of Regulations as well as the provisions of any law for the time being in force concerning ragging; and also, to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.

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Mechanism of Anti-Ragging Committee

Action by Committee/Squad in the event of Ragging.


The Institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed herein under:

- a) The Anti-Ragging committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
- b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti- Ragging Squad, award, to those found guilty, one or more of the following punishments, namely:
 - I. Suspension from attending classes and academic privileges.
 - II. Withholding / withdrawing scholarships and other benefits.
 - III. Debarring from appearing in any test / Examination or other evaluation process.
 - IV. Withholding results.
 - V. Debarring from representing the institution in any Regional, National or International meet, tournament, youth festival, etc.
 - VI. Suspension / expulsion from the hostel.
 - VII. Cancellation of admission
 - VIII. Rustication from the institution for a period ranging from 1 to 4 semesters.
 - IX. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
 - X. Fine which may be collected through particular amount in rupees.

- Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective-punishment.
- An appeal against the order of punishment by the Anti-Ragging Committee shall lie, (i) in case of an order of an institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University; (ii) in case of an order of a University, to its Chancellor; (iii) in case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the institution, as the case may be.
- Where in the opinion of the appointing authority, a lapse is attributable to any member of the faculty or staff of the institution, in the matter of reporting or taking prompt action to prevent an incident of ragging or who display an apathetic or insensitive attitude towards complaints of ragging, or who fail to take timely steps, whether required under these Regulations or otherwise, to prevent an incident or incidents of ragging, then such authority shall initiate departmental disciplinary action, in accordance with the prescribed procedure of the institution, against such member of the faculty or staff. Provided that where such lapse is attributable to the Head of the institution, the authority designated to appoint such Head shall take such departmental disciplinary action; and such action shall be without prejudice to any action that may be taken under the penal laws for abetment of ragging for failure to take timely steps in the prevention of ragging or punishing any student found guilty of ragging.

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Anti Ragging Act Penaulty

This Act may be called the Maharashtra Prohibition of Ragging Act, 1999.


1. Penalty for ragging. - Whoever directly or indirectly commits, participates in, abets or propagates ragging within or outside any educational institution shall, on conviction, be punished with imprisonment for a term which may extend to two years and shall also be liable to a fine which may extend to ten thousand rupees.
2. Dismissal of student. - Any student convicted of an offence under section 4 shall be dismissed from the educational institution and such student shall not be admitted in any other educational institution for a period of five years from the date of order of such dismissal.
3. Suspension of student. - (1) Whenever any student or, as the case may be, the parent or guardian, or a teacher of an educational institution complains, in writing, of ragging to the head of the educational institution, the head of that educational institution shall, without prejudice to the foregoing provisions, within seven days of the receipt of the complaint, enquire into the matter mentioned in the complaint and if, *prima facie*, it is found true, suspend the student who is accused of the offence, and shall, immediately forward the complaint to the Police Station having jurisdiction over the area in which the educational institution is situated, for further action.
(2) Where, on enquiry by the head of the educational institution, it is proved that there is no substance, *prima facie*, in the complaint received under sub-section (1), he shall intimate the fact, in writing, to the complainant.
(3) The decision of the head for the educational institution that the student has indulged in ragging under sub-section (1), shall be final.
4. Deemed abetment. - If the head of the educational institution fails or neglects to take action in the manner specified in section 6 when a complaint or ragging is made, such person shall be deemed to have abetted the offence of ragging and shall, on conviction, be punished as provided for in section 4.
5. Power to make rules. - (1) The State Government may, by notification in the *Official Gazette*, make rules for carrying out all or any of the purposes of this Act.

Measures for Prevention of Ragging

- Make aware student that ragging is strictly forbidden in or outside the college campus.
- Familiarize students with rules, regulations and guidelines on code of conduct, measures and discipline in the Institute.
- Organize the counseling sessions for 'new comers' from time to time.
- Make aware students about the dehumanizing effect of ragging inherent in its perversity and continuously watch over ragging so as to prevent its occurrence and recurrence.
- Deal promptly and stringently with the incidents of ragging. Conduct enquiry and submit report to the anti-ragging committee along with punishment recommended for the offenders.
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- Conduct workshops against ragging menace and orient the students.
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Composition of Anti Ragging Committee 2022-23

Sr.No	Name of Member	Position
1	Dr. Sunil Nirmal Principal, HSBPVT's GOI,FOP, Kahti	Chairman
2	Prof. Sonawane Shruti Representative of Faculty Members	Member Secretary
3	Mr. Pradip Pawar Representative of Civil Administration	Member
4	Mr. Ashok Vyawahare Representative of Police Administration	Member
5	Mr. Dattatraya Pachpute Representative of Police Local Area	Member
6	Prof. Jaydeep Pawar Representative of Faculty Members	Member
7	Mr. Pramod Sathe Representative of Parents	Member
8	Ms. Komal Sathe Representative of Students	Member
9	Mr. Pritam Thorat Representative of Students	Member
10	Mr. Sagar Jadhav Representative of Nonteaching	Member
11	Mr. Viju Kale Hostel Warden	Member

Composition of Anti Ragging Squad 2022-23

SR.NO	NAME	DESIGNATION
1.	Prof. Raykar Meghana	Member
2.	Prof. Barke Sonali	Member
3.	Prof. Dalimbe Ashok	Member
4.	Prof. Wadurkar Gaurav	Member
5.	Prof. Jambhale Kanchan	Member




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GRIEVANCE CELL - POLICY





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POLICY OF GRIEVANCE REDRESSAL CELL

(Constituted as per AICTE's Establishment of Mechanism

Of grievance Redressal, Regulation 2019)




INTRODUCTION

H.S.B.P.V.T's GOI, FOP, Kashti. Is committed to provide excellent academics and professional knowledge to the students which will grow them as a better human being and excellent Pharma sector resource having values and moral.

Grievance Redressal Cell (GRC) has been constituted as per the norms of AICTE [Redressal of Grievance of Student Regulations, 2019 and UGC (Grievance Redressal) Regulations 2018 with the aim to provide opportunities for redressal of certain grievances of students already enrolled in the institute to improve better stakeholder relationship and develop vibrant, friendly and conducive environment.




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OBJECTIVE

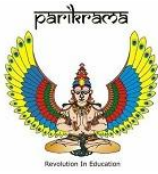
- Grievance Redressal Cell aims to facilitate the resolutions of complaints or grievances fairly and transparently maintaining confidentiality.
- The procedure allows all the stakeholders to express their concerns or problems without any fear.
- To provide an efficient and open process which is transparent and fair with everyone.
- A process designed to resolve the issues swiftly.
- To investigate the issues thoroughly.
- To record, monitor and report grievances accurately.
- To make improvements in the systems according to the feedbacks received.

Role and Responsibility

- Resolve grievances of students and other stakeholders within a reasonable time for further strengthening the bond of the students with the institution for maintaining a convenient ambience of academic teaching and learning.
- Develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institution and redress the problems reported by the students.
- Uphold the dignity of the Institution by ensuring conflict free atmosphere in the Institute through promoting cordial student-student relationship and student teacher relationship.
- Make teaching and supporting staff responsive, accountable and courteous in dealing with the students and ensure effective solution to the student grievances with an impartial and fair approach.
- Advise the students to respect the right of dignity of one another and encourage them to communicate their complaints and issues openly and honestly without worrying about being victimised.
- Advise all the students to refrain from inciting students against other students, teachers, institute and administration and not behave in a vindictive manner towards any of them for all reason.
- Ensure effective solution to the student's grievances with an impartial and fair approach and assure them that the grievance has been properly solved in a stipulated time limit provided by the cell.




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Mechanism of Grievance Committee

It is carried out in three levels in the Institution:

Level 1 Departmental Level

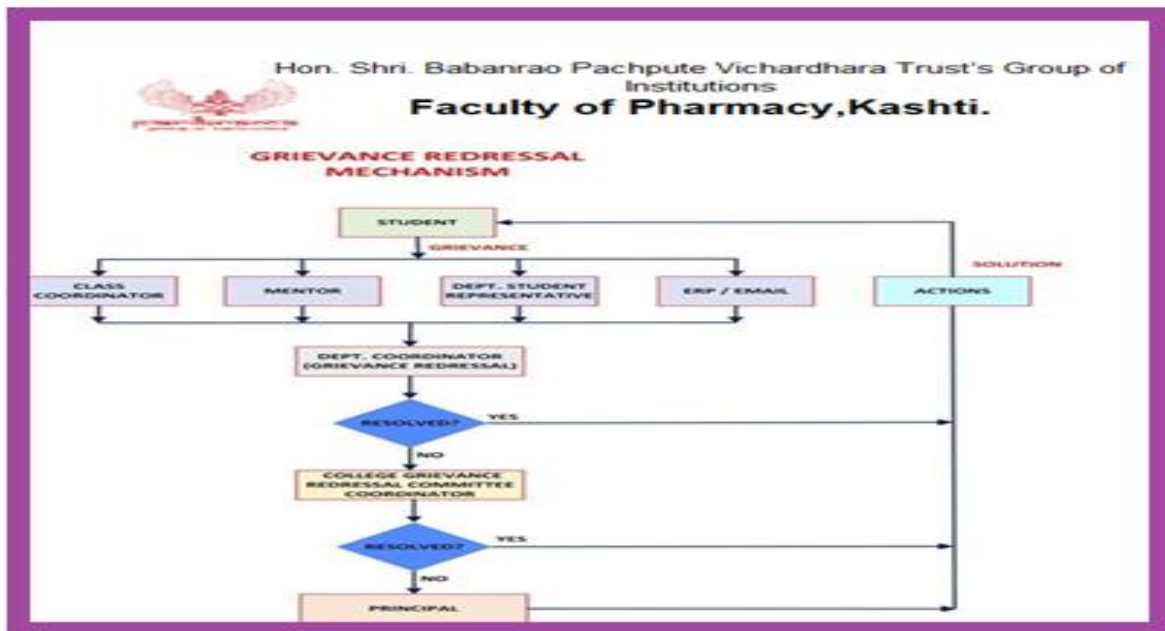
Grievances are attended and handled by the concerned department heads.

Level 2: Grievance Redressal Cell (GRC) Level

Unresolved grievances at the departmental level are referred to the Grievance Redressal Cell (GRC) of the Institution. The students can approach directly to the GRC with their complaints.

Level 3: Head of Institution Level

Depending on the seriousness of the problem, the issues are settled by the GRC or by the Principal in consultation with parents and faculty. With the collective efforts of all the Stakeholders the Management Principal, Department Heads and GRC resolves the Complaints promptly and efficiently.




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Composition of Grievance Cell

Sr.No	Name of Membar	Position
1	Dr. Nirmal Sunil Ashokrao Principal, HSBPVTs GOI, FOP, Kahti.	Chairman
2	Ms. Raykar Meghana Hiranman Associate Professor, Pharmaceutics	Membar Secretary
3	Dr. Zaware Manisha Sunil Senior Faculty HSBPVTs GOI, FOP, Kahti.	Membar
4	Dr. Wayal Sandesh Rangnath Senior Faculty HSBPVTs GOI, FOP, Kahti.	Membar
5	Ms. Giramkar Ankita Arjun Assistant Professor	Membar
6	Ms. Ithape Pratikha Student Representative, B.Pharm	Membar
7	Ms Shinde Arati Student Representative, M.Pharm	Membar





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WOMENS CELL POLICY

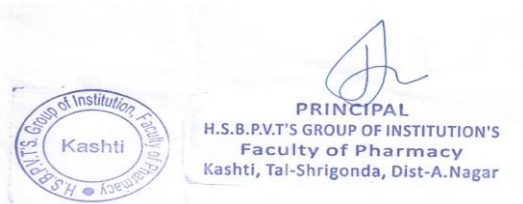
Policy of Internal Complaints Committee/ Womens Cell

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2018



OBJECTIVE OF POLICY

1. The Cell will deal with the cases/complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
2. The Cell shall process all the individual complaints and take immediate suitable action
3. The Cell will provide assistance to the Faculty for taking preventive steps in the matter of gender discrimination and sexual harassment.
- 4 The Cell may form/review the guidelines/policy for Redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.





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What is Sexual Harassment?

- Physical contact
- A demand or request for sexual favours
- Sexually colored remarks
- Showing pornography
- Any other physical, verbal or non-verbal conduct of a sexual nature

DEFINITION OF SEXUAL HARASSMENT

➤ **A form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:**

- ✓ **A person's job, pay, or career placed at risk**
- ✓ **An employee's employment or career placed in jeopardy**
- ✓ **It creates an intimidating, hostile, or offensive work environment**

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"Workplace" means

The campus including -

Any department, organization, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the Institute


Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in institute;

Any place visited by the employee or student arising out of or 20 during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in institute.'

FOLINDATION OF THE LAW

IN THE AFTERMATH OF THE NIRBHAYA INCIDENT OF 2012, GOVERNMENT OF INDIA PROMULGATED THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, TO THE UNIVERSITIES AS WORKPLACES AND PROHIBITION AND REDRESSAL) ACT, 2013 AND THE AFORESAID ACT OF 2013 SAKSHAM REPORT




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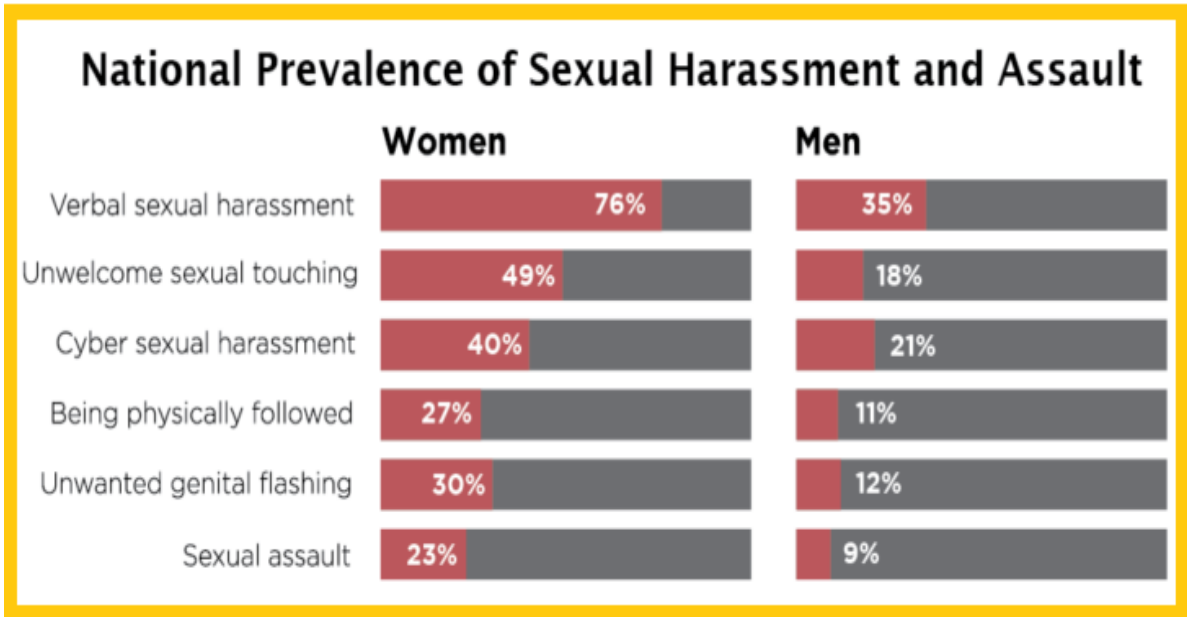
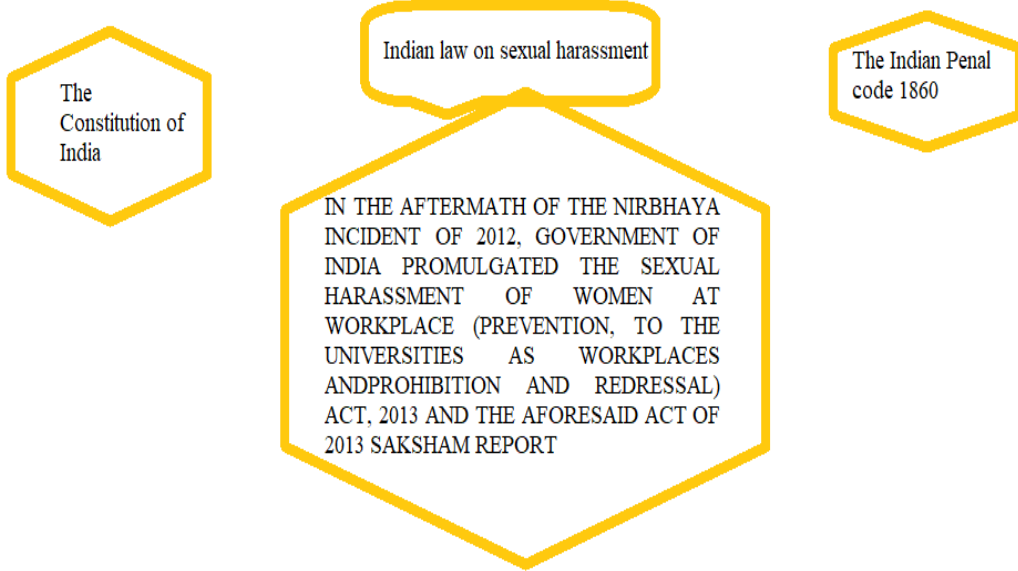
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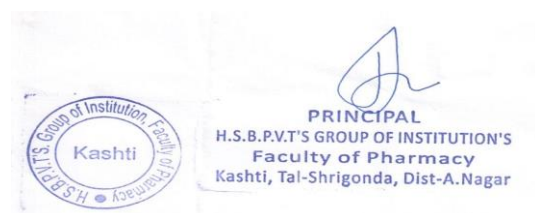
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What are the various legislations that allow women to seek redressal?

- » Dowry Prohibition Act, 1961
- » The Protection of Women from Domestic Violence Act, 2005
- » The Prohibition of Child Marriage Act, 2006
- » The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

What are the other initiatives took by GOI to protect and safeguard the interest of women?

- » In January 1992, the Government set-up National Commission for Women with a specific mandate to study and monitor all matters relating to the constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary, etc.
- » The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 came into force with effect from 9th December 2013. The Act seeks to cover all women, irrespective of their age or employment status and protect them against sexual harassment at all workplaces both in public and private sector, whether organized or unorganized.
- » The GOI has launched the Scheme for setting up One Stop Centres called as SAKHI to facilitate access to an integrated range of services including medical, legal, and psychological support to women affected by violence to be funded through Nirbhaya Fund.
- » A schematic proposal to enable the universalization of a Helpline specifically for women with a common number 181 across the country has been approved.
- » To provide security to women in emergency situations, facility of a physical panic button has been agreed to by the mobile phones manufacturers and service providers.





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प्रभात

गिात



परिक्रमा संकुलात मुलाना विले स्वसंरक्षणचे धडे

श्रीगांवा, दि. २८ - परिक्रमा शैक्षणिक संकुलातील अतिथिपधिकांशराल गकाविद्यालयात पुणे येथील प्राधिकांनीयार्डे मुले विद्यापीठ विद्याथी विकास संदक स्वार्थक रोदक कला, रीठ कलितेय व पुणे येथील पारेल आर्टे यांच्या संयुक्त विद्यमाने "गिांवा कला अखिया कायंवादा" आयोजित करण्यात आली होती. कर्तव्य प्रसंगांचा सामना केल्यानंतर सनाचा संयम करून देता खंबीरपणे त्यातून मार्ग काढावा, गालिगनी संकुलाच्या अणुपणा डॉ. प्राताभा पावपुरे यांनी मार्गदर्शन केले. अहिलानी कर्तव्य प्रसंगांचा सामना कला कलायथा व स्वसंरक्षण करी करायचे, याले प्रोत्साहन विद्यापीठाचा पारंपरागतत गायकगणसुत वेणुपार आरंभ. प्रविधान्य खंबीरतेय प्रथोश रांशेक, विवशंकव गळये यांनी आणिकाणीय्या प्रसंगी स्वसंरक्षणाला सोप्या पद्धतीची प्राथविके शिक्षाथनी याचकून सहाय करवून घेतला. प्राताभाविक प्राभावे डॉ.पुणेय निमीठ यांनी केले, वर विद्यापी विकास अखिकारी जयदीप मयार यांनी आरंभर मानले. संकुलातील सर्व प्राचांची उपस्थित होती.



Constitution of Womens Grievance Redressal Cell

Sr. No.	Name of members	Designation	Mobile No
1	Dr. Sunil Nirmal	Principal	9766126772
2	Prof. Jaydeep Babasaheb Pawar	Head of Department	9422018236
3	Prof. Priyanka Manmode	Assistant Professor	9370225242
4	Prof. Sonali Jadhav	Assistant Professor	9579253552
5	Pratiksha thokal	Students	7887329478
6	Kamini Bagal	Students	7602264597





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Anti-Discrimination Cell Policy





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Policy of Anti-Discrimination Cell /SC/ST Committee


(Constituted as per the Scheduled Castes and the Scheduled Tribes
(Prevention of Atrocities) Act 1989. No.33 of 1989, dated 11.09.1989) 19.

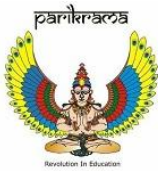


INTRODUCTION

'**Discrimination** is when someone is treated unfairly or differently.
Discrimination is when a person is treated unfairly or badly because the person is one of a particular group. The Universal Declaration of Human Rights affirms that all persons must be protected against any kind of **discrimination**, or even its inciting.




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Objective

- To prevent any kind of discrimination and protect employee's, student's well being from any harmful behavior.
- Employees should not be discriminated on basis of any kind based on race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situations etc.
- Give equal treatment to every individual which is free of discrimination and give opportunities on the basis of their abilities and merit.
- This cell is committed to give working environment which is healthy and harmonious, in which every individual is treated equally with dignity and respect. It assists in growth of every employee.
- Ensure to implement selections as per reservation policies.




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FUNCTIONS OF CELL

- Ensure implementation, monitoring and evaluation of the reservations policy of the provisions of the Constitution of India concerning the Scheduled Castes & Scheduled Tribes and OBC's.
- Guide the SC/ST/OBC/PWD students of the Institute, to optimally utilize the benefits of the schemes offered by the State Governments, Government of India (GOI) and UGC. Announce the schemes time to time. Update the students about form filling schedules.
- Offer professional trainings, development programs to staff and students to equip them to reach excellence.
- Offer guidance for competitive Examinations

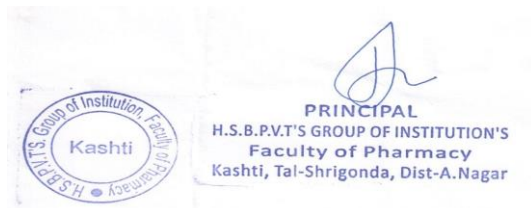
SCOPE OF CELL

This policy is applicable to all teaching staff, non-teaching staff and students belongs to Backward class.

Roles and Responsibilities:

1. Ensures that every individual inside the institute exercise equal rights and acquire in the process of offering or receiving education equally.
2. Try to uphold the dignity of the institution by addressing the concerns (if any) brought into the notice related to equality in offering or receiving education inside the campus.
3. Protect the rights of individuals without any prejudice to their appearance or lifestyle in the process of learning inside the campus.
4. Eliminate discrimination against or harassment of any individual in all forms by prohibiting it and by providing preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.

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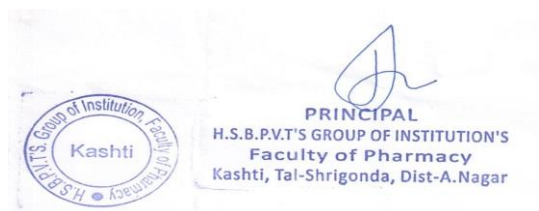
Registering a Complaint

1. Register a Written Complaint to Principal or email on pariphr@gmail.com
2. Through the online Grievance portal provided on the website of the Institution
3. Proper Applications through the grievance boxes kept in the library

Mechanism

- On receiving a complaint, the Committee shall call a meeting within 7 days of receipt of complaint
- Committee should address the issue related to discrimination
- The committee should arrange a Hearing to investigate the issue.
- Make Report of the issue with proper investigation remarks
- Action taken or dismissal of case both should be informed to the concerns.
- Resolution of the issue within 15 days.

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**Composition of Anti-Discrimination Cell SC/ST
Committee**

Sr. No.	Name of Member	Designation in Cell
1.	Dr. Nirmal Sunil A. Principal, HSBPVT's GOI, FOP, Kashti	Chairman
2.	Mr. Dalimbe Ashok Y. Assistant Professor, Department of Pharmaceutics	Member Secretary
3.	Mr. Salve Rushikesh K. Assistant Professor, Department of Pharmaceutics	Member
4.	Prof. Sonawane Shruti C. Representative of Faculty Members	Member
5.	Mr. Suralkar Arpit R. Lecturer, D. Pharmacy	Member


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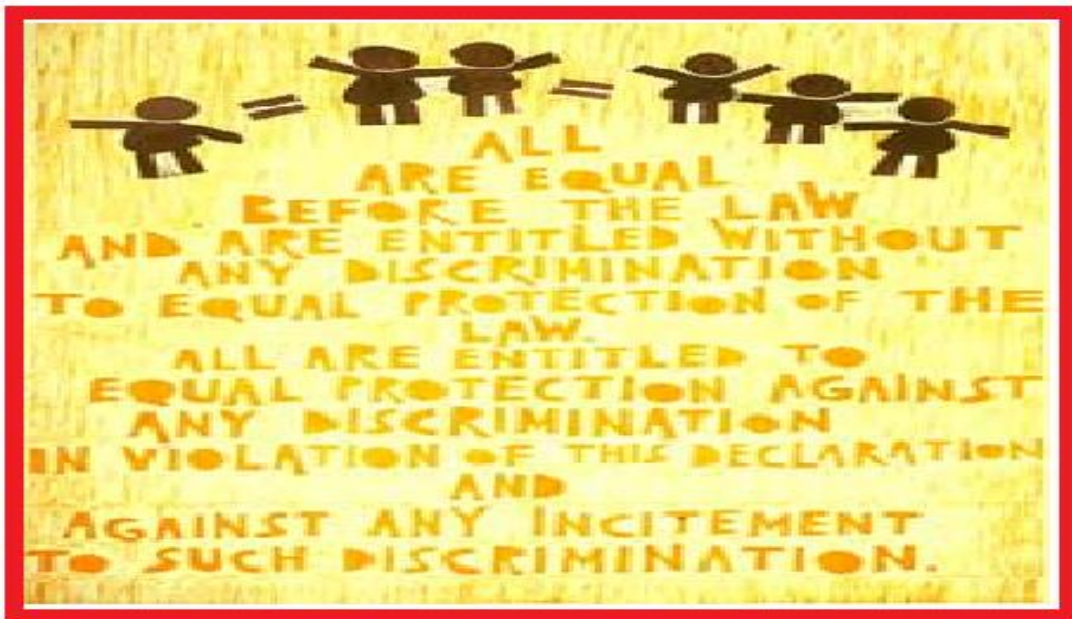
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