




5.1.4

INDEX

Redressal of Student Grievances

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In-Charge Principal
Balaji Law College



ANTI RAGGING COMMITTEE POLICY 2023

Ragging is forbidden under the Maharashtra Prohibition of Ragging Act, 1999, and is also a crime under numerous sections of the Indian Penal Code, 1860. Higher education regulators such as the UGC, BCI and AICTE additionally responded aggressively by enacting the appropriate rules and regulations to combat ragging in all educational institutions.

The College has constituted a Committee as the Anti-Ragging Committee headed by the Head of the Institution, and a diverse mix of faculty, senior students and non-teaching staff to avoid any form of conflict that could take the ugly form of ragging.

Objectives of Anti Ragging Committee:

Anti-Ragging Committee will be the supervisory and advisory committee in preserving a Culture of Ragging Free Environment in the college Campus. The main objectives of this cell are as follows:

1. To aware the students of dehumanizing effect of ragging inherent in its perversity.
2. To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
3. To promptly and stringently deal with the incidents of ragging brought to our notice.
4. To generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.

What Constitutes Ragging?

As per the order of Supreme Court of India and subsequent Notification from University Grants Commission (UGC), ragging constitutes one or more of any intention by any student or group of students on:

1. Any act of Indiscipline, Teasing or Handling with Rudeness.
2. Any act that Prevents, Disrupts the Regular Academic Activity.

समुद्राजी गोशी
In-charge Principal.



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3. Any activity which is likely to cause Annoyance, hardship, Psychological Harm or creates Fear or Apprehension.
4. Any Act of Financial Extortion or Forceful Expenditure.
5. Any Act of Physical Abuse causing Assault, Harm or danger to Health.
6. Any Act of abuse by spoken words, emails, SMS or public insult etc.
7. Any Act of injury or infringement of the fundamental right to the human dignity.
8. Any Act of Wrongful Confinement, Kidnapping, molesting or committing unnatural offences, use of criminal forces, trespass or intimidation.
9. Any unlawful assembly or conspiracy to ragging.

Preventive Measures by College:

The college shall constitute the Anti Ragging Committee to curb the menace of ragging:

1. The college shall timely advertise and clearly mention that ragging is totally banned in the college and anyone found guilty of ragging or abetting ragging is liable to be punished appropriately.
2. The college campus has boards mentioning "ZERO TOLERANCE POLICY TOWARDS RAGGING" & "EVE TEASING IS PROHIBITED."
3. The Prospectus' as well as the website shall contain all the directions of Supreme Court, Central/state government regulations, and consequences of Ragging.
4. The college has constituted Anti Ragging Squad which conducts surprise visits to college and hostel.
5. The class in-charges should address the students in every academic year in order to make them aware of what constitutes ragging, punishment for ragging & the redressal mechanism present in the college.
6. In the Induction programme of the fresh batch, a special orientation to be given to the freshers about the college's zero tolerance policy towards ragging.



मयुराजी
In-charge Principal
Balaji Law College

Composition of Anti Ragging Committee:

Head of the institution - Principal, Teaching faculty, Non-Teaching Faculty and student member.

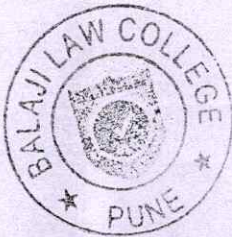
Composition of Anti Ragging Squad:

The college shall constitute an Anti-Ragging Squad comprises of the Principal or any faculty member nominated by Principal & two Senior Teaching Faculty Members.

Anti Ragging squad shall make surprise visits to the college and hostel and shall submit report to the Principal.

Functions of Anti-Ragging Committee:

1. To uphold and comply with the directions of the Hon'ble Supreme Court and be vigilant on any actions amounting to ragging;
2. To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging;
3. To consider the complaints received from the students and conduct enquiry and submit report to the Anti- Ragging Committee along with punishment recommended for the offenders;
4. To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls
5. To take all necessary measures for prevention of Ragging inside the Campus/ Hostels.



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In-charge Principal
Balaji Law College

Functions of Anti-Ragging Committee:

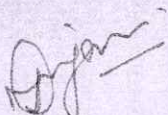
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3. To consider the complaints received from the students and conduct enquiry and submit report to the Anti- Ragging Committee along with punishment recommended for the offenders;
4. To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls
5. To take all necessary measures for prevention of Ragging inside the Campus/ Hostels.

ANTI RAGGING COMMITTEE

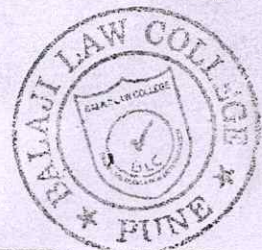
As per the UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009 to be followed while constituting the Anti-Ragging Committee. Regulation 6.3 states that any institution shall constitute an Anti-Ragging Committee. The following would be the Anti-Ragging Committee for the Academic Year 2023-24:

Sr. No.	Name	Designation	Position
1.	Dr. Tejaswi Avhad	In-charge Principal	Chairman
2.	Asst Prof Punam Muzumdar	Teaching Staff	Member
3.	Asst. Prof. Prashant Joshi	Teaching Staff	Member
4.	Asst. Prof. Shubhangee Singh	Teaching Staff	Member
5.	Levy Morning Star	Senior Student Representative	Member
6.	Prabhat Chaudhary	Junior Student Representative	Member
7.	Ramhit Chaudhary	Parent Representative	Member

As per the norms UGC Regulations on curbing the menace of ragging in Higher Educational Institutions, 2009 to be followed while constituting the Anti-Ragging Squad. The following would be the Anti-Ragging Squad for the Academic Year 2023-24:


In-charge Principal
Balaji Law College

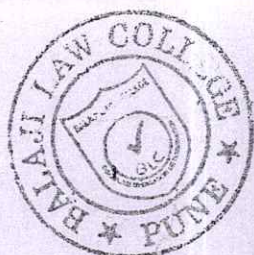
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Sr. No.	Name	Designation	Position held in the Squad
1.	Asst. Prof. Prashant Joshi	Teaching Staff	Chairman
2.	Asst. Prof. Punam Muzumdar	Teaching Staff	Member
3.	Asst. Prof. Shubhangee Singh	Teaching Staff	Member
4.	Asst. Prof Ajay Patil	Teaching Staff	Member

Dr. Tejaswi Avhad
In-charge Principal

In-charge Principal
Balaji Law College





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Date: 03/02/2024

NOTICE

This is to inform all the members of Anti-Ragging Committee that there will be a committee meeting on **06/02/2024, 2024 at 2:30 p.m.** at the Principal's office.

Dr. Tejaswi Avhad
Principal In-Charge





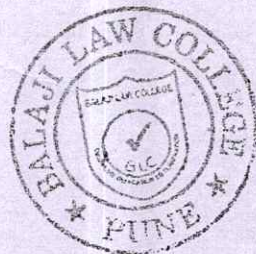
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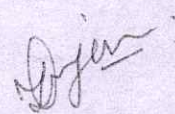


MINUTES OF MEETINGS HELD ON 06/02/2024.

Following members attended the meeting:

Serial No	Name of Attendees
1.	Dr. Tejaswi Avhad, Principal, BLC
2.	Mrs. Punam Mazumdar, Assistant Professor, BLC
3.	Mr. Prashant Joshi, Assistant Professor, BLC
4.	Ms. Shubhangee Singh, Assistant Professor, BLC
5.	Mr. Levi Morningstar, Senior Student Representative.
6.	Mr. Prabhat Chaudhary, Junior Student Representative.
7.	Mr. Ramhit Chaudhary, Parent Representative.

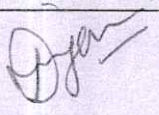
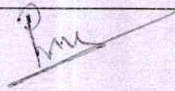

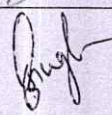
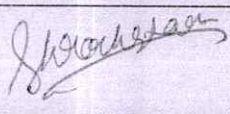
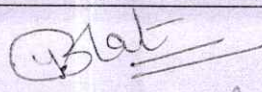
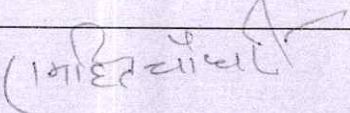



In-charge Principal
Balaji Law College

Date: 06/02/24

Time: 2:35 pm.

Location: Principal's Office, Balaji Law College

Attendees:	Sign
1. Dr. Tejaswi Avhad, Principal, BLC	
2. Mrs. Punam Mazumdar, Assistant Professor, BLC	
3. Mr. Prashant Joshi, Assistant Professor, BLC	
4. Ms. Shubhangee Singh, Assistant Professor, BLC	
5. Mr. Levi Morningstar, Senior Student Representative	
6. Mr. Prabhat Chaudhary, Junior Student Representative	
7. Mr. Ramhit Chaudhary, Parent Representative	


Agenda 1: SC's order of replacing "eve-teasing" with "street sexual harassment" in the legal lexicon.

Action Taken:

Dr. Tejaswi Avhad introduced the agenda regarding the Supreme Court's order to replace "eve-teasing" with "street sexual harassment" in the legal lexicon. It was highlighted that this change aims to more accurately reflect the severity and nature of such actions. The attendees acknowledged the importance of adopting updated terminology in addressing and combating such forms of harassment. It was decided that the college administration would ensure that this updated terminology is incorporated into relevant policies, documents, and educational materials.

Agenda 2: Senior students will counsel junior students.




In-charge Principal
Balaji Law College

Action Taken:

Mr. Levi Morningstar, Senior Student Representative, proposed the agenda item regarding senior students counseling junior students. He emphasized the significance of fostering a supportive and inclusive environment within the college community. The attendees discussed various approaches to implementing this initiative effectively, including organizing orientation sessions, mentorship programs, and peer support groups. It was agreed upon that senior students would play a proactive role in guiding and supporting their junior counterparts, particularly regarding issues such as academic challenges, adjustment to college life, and personal well-being. Mr. Levi Morningstar volunteered to spearhead the coordination of these efforts, with support from the college administration and faculty members.

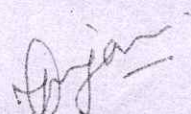
Next Steps:

1. Dr. Tejaswi Avhad will ensure the incorporation of the updated terminology regarding "street sexual harassment" into relevant college policies and documents.
2. Mr. Levi Morningstar will collaborate with faculty members and student representatives to develop and implement the senior student counselling program, outlining specific objectives, activities, and timelines.
3. The administration will communicate the outcomes and action points of this meeting to the broader college community through official channels, including notices, emails, and announcements.

Adjournment:

With no further items on the agenda, the meeting was adjourned at 3:23 pm.




In-charge Principal
Balaji Law College



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Date: 08/02/2024

REPORT OF SURPRISE VISIT IN THE COLLEGE CAMPUS

To,

The Principal,

Balaji Law College,

Tathawade, Pune

Subject: Submission of NIL report by the Anti-Ragging Committee on account of Surprise visit in the College Campus held on 07/02/2024.

Respected Ma'am,

As per the directions given in the meeting dated 06/02/2024 we had planned a surprise visit on 07/01/2024 in all the classes, college lobby, parking, sports ground, lawn and canteen. The visit was made twice, one between 10:30 a.m. to 11:30 a.m. and the other between 01:30 p.m. to 02:30 p.m. As per the planned visit, we have examined the college campus thoroughly.

We hereby submit a NIL report of the same as no such incident of ragging has been reported by any student to the Committee. We hereby submit that the campus is ragging free. Kindly take a note of it.

Thank You.

Asst. Prof. Prashant Joshi

Asst. Prof. Ajay Patil

Asst. Prof. Punam Mazumdar

Asst. Prof. Shubhangee Singh

(Anti-Ragging Squad)

Dr. Tejaswi Avhad

Principal In-Charge





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Date: 21/2024

NOTICE

This is to inform all the students of BALLB I and LLB I that there will be an awareness session on anti-ragging **22/02/2024, 2024 at 11:30 a.m.** at your respective class.

Dr. Tejaswi Avhad
Principal In-Charge





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Date: 23/02/2024

REPORT ON CONDUCT OF SESSION ON ANTI-RAGGING

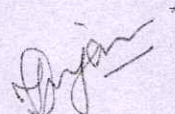
On 22/02/2024, an anti-ragging session was conducted at Balaji Law College by the Anti-Ragging Committee members. The objective of the session was to raise awareness about the harmful effects of ragging, promote a safe and welcoming environment for students, and emphasize the legal consequences associated with ragging incidents.

The anti-ragging session was structured to cover various aspects related to ragging, including its definition, types, consequences, and preventive measures. The session commenced with a clear and concise definition of ragging, ensuring that all participants understood the various forms it can take.

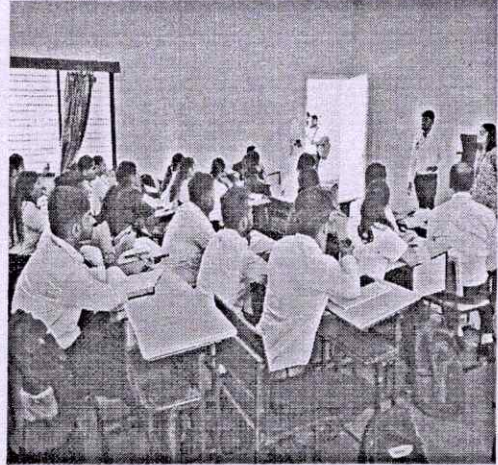
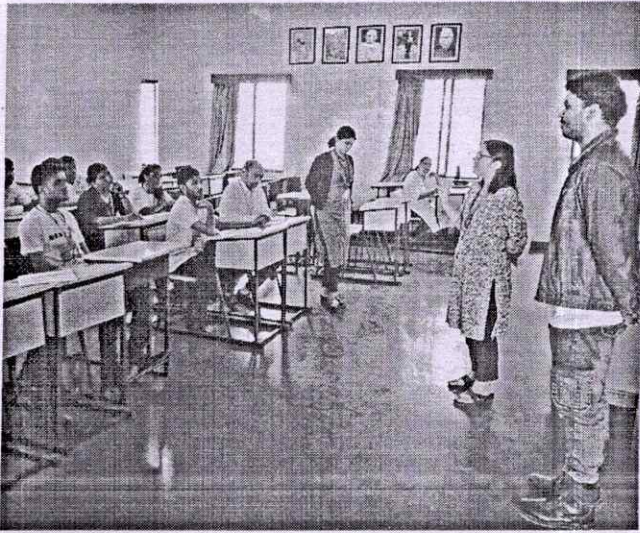
Emphasis was placed on the legal repercussions of engaging in or abetting ragging activities. The committee members shared real-life testimonials and personal stories related to ragging incidents, highlighting the emotional and psychological impact on victims. This approach aimed to create empathy and discourage any inclination towards ragging.

The session included interactive discussions, where students were encouraged to share their thoughts and concerns about ragging. This facilitated an open dialogue and allowed students to express their opinions on maintaining a respectful and inclusive campus atmosphere. Students were educated about the reporting mechanisms in place to ensure the confidentiality and swift resolution of ragging complaints. The importance of reporting any instances promptly was emphasized.

The anti-ragging session at Balaji Law College proved to be informative and impactful. The committee members successfully conveyed the message that ragging has no place in the academic environment and is strictly prohibited by law. The collaborative efforts of the faculty, staff, and students contribute to fostering a culture of respect and cooperation within the college community. Continuous awareness programs and strict enforcement of anti-ragging policies are essential to maintaining a safe and nurturing learning environment.


Dr. Tejaswi Avhad
In-charge Principal

In-charge Principal
Balaji Law College



Photos of Anti-Ragging Session

D. J. ...
In-charge Principal
Balaji Law College

Sri Balaji Society's Balaji law College, Pune

Anti-Ragging Session,

On 22nd Feb. 2024, at 11. 40 am

Attendance sheet

Sr No	Name	Class	Signature
1	Bhakti Bhapkar	BALLB - I	Bhapkar..
2	Mesha Dhamale	BALLB - I	Dhamale
3	Manoj Kolekar	BALLB - I	Kolekar
4	Ghule Samiksha	BALLB - I	Ghule
5	Jadhav Abhishek	BALLB - I	Abhishek
6	Jeevan Gawade	BALLB - I	Gawade
7	Vaibhav Bhoite	BALLB - I	Bhoite
8	Yuvraj V. Kale	BALLB - I	Yvraj
9	Ayan Sur	BALLB - I	Sur
10	Anuja Bhugadi	BALLB - I	Anuja
11	Kirti Bhujbal	BALLB - I	Bhujbal
12	Monika S. Bhanuse	BALLB - I	Bhanuse
13	Sakshi P. Khandve	BALLB - I	Khandve
14	Rupali Dnyanoba Kharate	BALLB - I	R. D. Kharate
15	Pooja R. Chauhan	BALLB - I	Chauhan
16	Vrashali G. Jadhav	BALLB - I	Jadhav
17	Aditi S. Junghare	BALLB - I	Junghare

18. Shreya M chavan BALLB - I

19. Aditi Kudale BALLB - I

20. Simrula A Jain BALLB - I

In Charge Principal
Balaji Law College


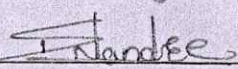
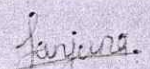
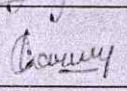
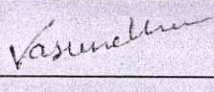
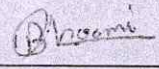

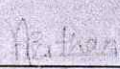
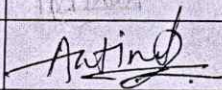
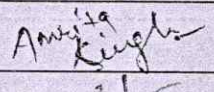
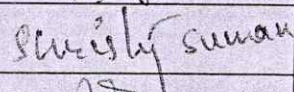

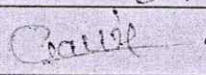


Sri Balaji Society's Balaji law College, Pune

Anti-Ragging Session,

On 22nd Feb. 2024, at 11. 40 am

Attendance sheet

Sr No	Name	Class	Signature
36	Sakshi Ugal mugale	BALLB - I	
37	Diksha Nandre	BALLB - I	
38	Sanjana Bhendage	BALLB - I	
39	Ghayu Phakre	BALLB - I	
40	Vasundhara Kumari	BALLB - I	
41	Bhoomi Raka	BALLB - I	
42	Vijeta Kadale	BALLB - I	
43	Affya Patil	BALLB - I	
44	Antima Vishwakarma	BALLB - I	
45	Amrita Singh	BALLB - I	
46	Shruti Suman	BALLB - I	
47	Aniket Thakur	B.A. LLB - I	
48	Gauri Meval	B.A. LLB - I	




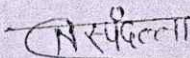

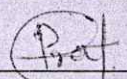
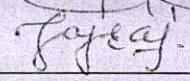

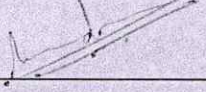

In-Charge Principal
Balaji Law College

Sri Balaji Society's Balaji law College, Pune

Anti-Ragging Session,

On 22nd Feb. 2024, at 11. 40 am

Attendance sheet

Sr No	Name	Class	Signature
18	Sanika . Shiwale	BA LLB - I	
19	Spandan . D . Nehe	BA LLB - I	
20	Yasir Inamdar	BA - LLB - I	
21	Pratik shete	BA - LLB - I	
22	Jyeeaj S. Paware	B.A. LL.B I	
23	Ashwathi A. Pillai	B.A LLB I	
24	Sumedha Patil	BA LLB I	
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30		In-Charge Principal Balaji Law College	
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35			



Sri Balaji Society's Balaji law College, Pune

Anti-Ragging Session,

On 22nd Feb. 2024, at 11. 40 am

Attendance sheet

Sr No	Name	Class	Signature
1	Ramkrishna kumar	LLB-I st - B	Ramkrishna
2	Neeraj Sharma	LLB 1 st - B	Neeraj
3	Darshani Thakur	LLB-I - B	Darshani
4	Pawar Sakshi	LLB-I - B	Sakshi
5	Yogita shepal	LLB-I - B	Yogita
6	Supriya Leeward	LLB-I - B	Supriya
7	Touphi Ogale	LLB-I B	Touphi
8	Harshada Wadghare	LLB-I B	Harshada
9	shital khandbhor	LLB-I B	Shital
10	Bhavana Bhuyawarshi	LLB-I (B)	Bhavana
11	Katani Mandalik	LLB-I (B)	K.G. Mandalik
12	Darshana Sanas	LLB-I (B)	Darshana
13	Sakshi Ranawade	LLB-I B	Sakshi
14	Harsh Mirghe	LLB-I B	Harsh
15	Pranav Navale	LLB-I (B)	Pranav
16	Sumit Rakesh	LLB-I (B)	Sumit
17	Shubhangi Manare	LLB-I (B)	Shubhangi



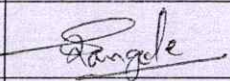
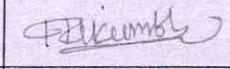
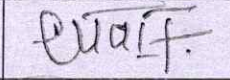

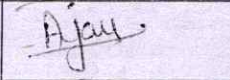
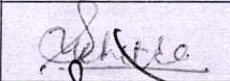
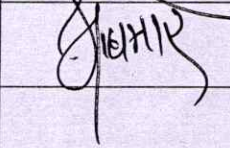
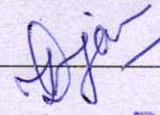
In-Charge Principal
Balaji Law College

Sri Balaji Society's Balaji law College, Pune

Anti-Ragging Session,

On 22nd Feb. 2024, at 11. 40 am

Attendance sheet

Sr No	Name	Class	Signature
18	Rajkumar Sangole	LLB - I (B)	
19	Prasad Nikumbh	LLB 1 st (B)	
20	DHIRAJ DAWAR	LLB - I st (B)	
21	Tushar Shringarpure	LLB - I st (B)	
22	Ajay .S. Sonwane	LLB - I (B)	
23	SHUBHAM MEHRE	LLB - I (B)	
24	Suhas waghmare	LLB - I (B)	
25			
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30			In-Charge Balaji Law College
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Internal Complaint Committee

Handbook on sexual harassment of women at work Place (Prevention Prohibition and Redressal Act 2013). We hereby constitute the ICC (POSH) Committee under the sexual Harassment of Women at Workplace Act,2013, for academic year 2023-24 with the following members:

Sr. No.	Name	Designation
1.	Dr. Shalini Dwivedi Pandey	Presiding Officer
2.	Asst.prof.Mansi Maheshwari	Teacher Representative
3.	Asst.prof. Prashant Joshi	Teacher Representative
4.	Deepika Bhosale	Non-Teaching representative
5.	Sarita Jonnalwar	Non-Teaching representative
6.	Ayush Tanaji Pawar	Student representative
7.	Pratham ajit pollai	Student representative
8.	Utsav Raj	Student representative
9.	Dr.Sheetal Babar	Member(NGO)

BLC Policy for sexual harrashment



Dr. Shalini Dwivedi
Dr. Shalini Dwivedi

[Signature]
Principal-Incharge
In-Charge Principal
Balaji Law College

REPORT

Report on Sexual Harassment of Employees in the Workplace

After conducting a comprehensive review, it was found that there were no reported incidents or complaints of sexual harassment in the workplace during the specified period.

The absence of reported incidents of sexual harassment reflects positively on the workplace environment. However, it is important to maintain vigilance and continue promoting a culture of respect, equality, and inclusivity to prevent any future occurrences of sexual harassment.



मधु-श्री जोशी
In-charge Principal
Balaji Law College

Policy Regarding Sexual Harassment of Employees in the Workplace

- The policy extends to all employees of this College and is deemed to be incorporated in the service conditions of employees that come into effect immediately. For the purpose of this policy, employee means any person on the role of the College, including those on definition, contract, temporary, fulltime part-time, etc, as per definition of employee given in sexual harassment of Women at Workplace at 2,013. Workplace includes the premises of the College office and all other locations where employee have to visit on work, including mode of transport provided by the College.

Sexual harassment includes any one or more of the following, unwelcomed at are being, whether directly or by implication, such as

- a) Physical contact or advances of sexual nature, which involves all unwarranted physical contact.
- b) A deemed or request for any kind of sexual favour which involves, but is not limited to sexual favouritism, where a person who is in position of authority rewards only those who respond to its sexual advances.
- c) Any Act or conduct by a person in any authority which renders the environment at workplace hostile or intimidating to a person belonging to other sex.
- d) Making a sexually coloured remarks, including, but not limited to, unwelcomed , endues and taunts, suggestions and hints or advances, comments of sexual overtone, sex related jokes, etc or insults.
- e) Showing any kind of improper material, including males containing graphic picture or real videos or any other form of display of any explicit pictures or objects. Any other unwelcomed physical or verbal or nonverbal conductor sexual nature, including any other pervasive pattern of behaviour which makes the employees uncomfortable, insecure or feel humiliated, disadvantaged on the bases of gender discrimination or differentiation.



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नम्रोजी जी
In-charge Principal
Balaji Law College

Policy Regarding Sexual Harassment of Employees in the Workplace

A) Introduction:

BALAJI LAW COLLEGE offers equal employment opportunities to all its employees and also offers healthy working environment that enables the employees to work without fear, prejudice, gender bias, and any kind of harassment. The institution also believes that all the employees have right to be treated with dignity and with equality. Therefore, harassment of any kind, including sexual harassment at workplace or other than workplace, if involving any employee, is a grave offense and is therefore punishable.

The Institute will not tolerate discrimination of any nature or inappropriate conduct of any type by its employees at the workplace.

Reaction: Conversely, in case of complaint under this policy is found to be false, the complainant shall also be liable for similar disciplinary action.

This policy is in compliant with the Sexual Harassment of Women at Workplace Prevention Prohibition and Redressal Act 2,013. Any changes made subsequently to this Act which to precede the provisions of this policy full point. In the event of any inconsistency between the policy and the Act, the provisions of the Act shall be considered as applicable and prevail.

The management shall also provide necessary assistance for this purpose for issuing full, effective, and speedy implementation of this. All complaints received under this policy and their corresponding redressal mechanism will remain confidential. The Institute will, However, make all necessary disposes to the policy or any other regulatory authority is required to be so as per the Indian laws.

(B) Scope and Effective date



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मधुसूदीपजी
In-charge Principal
Balaji Law College

Policy Regarding Sexual Harassment of Employees in the Workplace

C) Constitution of the Committee:

The Constitution of the committee shall be termed as Internal Complaint Committee to consider and redress complaints of sexual harassment.

The Constitution is given below:

1. Chairman principle.
2. Two members from the faculty, two members from non teaching staff.
3. Three students, if matter involves students.
4. One member from NGO or associations committed to the cause of women's.

Every member of the ICC will hold office for a period of three years. The nominations will automatically be reviewed or renewed for another three years, depending upon the circumstances are at the discretion of the Management / Principle of the College. A quorum of three members is required to be present for proceeding to take place. The quorum shall comprise of at least three members, excluding Chairman, that is, Presiding Officer and two more members. In the event that the Presiding Officer is unavailable, one of the other women employees or members shall act as Act as interim Presiding Officer. In case any member of the ICC complainant or respondent in an incidents of such indecent behaviour or harassment, he or C will step down as Member of ICC immediately till the complaint has been redress. The remaining members of the ICC will nominate a person to be replace the resigned member who will hold the office they are till the relevant component or inquiries are either redress or disposed of.

Complaint and Inquiry Mechanism

The process of timelines within which the complaint or an inquiry of mechanism will be implemented.

(3)



मधुश्री जोशी
In-charge Principal
Balaji Law College

Policy Regarding Sexual Harassment of Employees in the Workplace

Step one, Any employee, who feels and is being sexually harassed directly, indirectly must submit a written complaint to any member of the ICC or to the Chairman of ICC. **Timeline**: In case of single incidents within three months from the date of incidents. In case of a series of incidents within the three months from the date of last incidents.

Step two, Upon receipt of complaint, send one copy of the complaint to the respondent within 7 days, the respondent will file a reply within a period of 10 days.

Step three, At the request of the agreed employed, the ICC may take steps to settle the matter through conciliation within 10 working days.

Step four, Where settlement has been arrived at through conciliation, the ICC will make a record of such conciliation and send it to both complement and the respondent.

Timeline: Within 30 days from the complaint being filed.

Step three, Where there is no request for conciliation by the agreed employee, ICC will initiate and complete the inquiry. The inquiry process will interest ensure both the party, the competent and response are given ample fair and equal portion needs to be hear.

Time line inquiry to be completed within 90 days.

Step four, ICC will submit a report of findings, recommendations of the inquiry to both the parties and to the management of the institution.

Time line within 10 days from the completion of the inquiry.

Step five, The management of the College will implement the recommendation to the ICC in case ICC finds the degree of offense coverable under Indian penal Code, then the fact shall be mentioned in the report, and appropriate action shall be initiated by the management.



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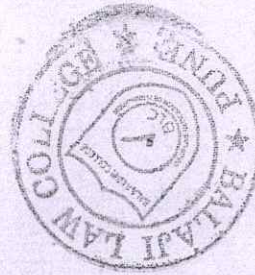
मधुश्री जोशी
In-charge Principal
Balaji Law College

Policy Regarding Sexual Harassment of Employees in the Workplace

Timeline within 60 days from the receipt of search recommendation.

The other Considerations:

- Email correspondence for the purpose of this policy will be construed as written communication.
- The ICC will maintain all complaints and details under this policy.
- The details of the members, their mobile phone numbers, and email address shall also be displayed for the benefit of all concerns.



मधुसूत्री जोशी
In-charge Principal
Balaji Law College

Policy Regarding Sexual Harassment of Employees in the Workplace

Grievance and their Redressal

In case the student had any argument regarding the disciplinary action taken against him, he shall have a right to register his grievance to the Disciplinary committee which will review the facts and other aspects and shall take appropriate decision.

The decision of the Disciplinary Committee shall be submitted to the apex committee constituted as follows,

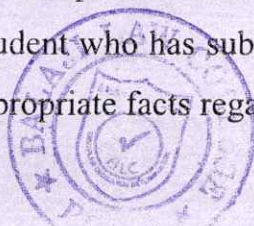
- (i) The apex committee shall have Principle as Chairman, two teachers, two representatives of the students, as well as one representative from the management of the institution.
- (ii) Only those complaints which are registered with the Disciplinary Committee shall be submitted to apex committee for review and appraisal.

Fines and punishment

The Disciplinary Committee shall institute Fines and punishment if require, and such decisions shall be communicated to the students only after confirmation of the minutes of the Disciplinary Committee. Students are expected to obey the decision given by the Disciplinary Committee in case, if they are having any grievance, they can go to the Apex committee for redressal.

A Procedure for Submission of Complaint

1. Every student who has a grievance or complaint regarding indiscipline behaviour, injustice or harmful behaviour by some other students or any such other person who is a part of the institution has to submit is grievance in a written form.
2. No oral complaints shall be entertained regarding indiscipline behaviours.
3. The student who has submitted the grievance should provide necessary details and appropriate facts regarding injustice or insult caused to him.



Policy Regarding Sexual Harassment of Employees in the Workplace

4. The grievance should be submitted within the three days from the occurrence of the incident.
5. The disciplinary committee only after going through the complaint and after verifying necessary facts shall take appropriate decision. We shall be communicated to the students only after confirmation of minutes. The decision of the disciplinary committee shall be final subject to the review by apex committee.

Internal Complaint Committee

Handbook on sexual harassment of women at work Place (Prevention Prohibition and Redressal Act 2013).



मधुसूत्री जोशी
In-charge Principal
Balaji Law College



Sri Balaji Society's
BALAJI LAW COLLEGE (BLC) - PUNE
(Affiliated to University of Pune, Recognised by Govt. of Maharashtra, & Bar Council of India)



Date:

NOTICE OF ICC (POSH) COMMITTEE

First meeting of the ICC (POSH) Committee in the Academic Year 2022-23 is scheduled on 3rd January 2023 in Principals Cabin at 11:00 am. All Members are requested to be present for the meeting at given time.

Agenda of the Meeting:-

1. To read & confirm the Minutes of the last meeting (2nd Meeting of the academic year 2021-22).
2. To report on cases relating Sexual harassment for the academic year 2022-23.
3. Events and programs to be organized.
4. Any other subject with the permission of Chair.

Presiding Officer of ICC



मधुची जोशी
In-charge Principal
Balaji Law College



Minutes of ICC (POSH) COMMITTEE

(First meeting of the A.Y. 2022-23 dated on 3rd January 2023 in the Principal's Cabin)

Agenda 1. Presiding Officer welcomed all the members of the committee and discussed the policy of Balaji Law College on sexual harassment of employees at the workplace and welcomed the suggestions from the members of the ICC relating to betterment of work.

Agenda 2. To report on cases relating to Sexual harassment for the academic year 2020-21.

Presiding Officer reported that there were no incidents of sexual harassment since last meeting as the lectures were conducted online.

Agenda 3. Suggestions by the Committee members:

It is suggested by the members to raise awareness among the students and other staff about Sexual harassment at workplaces.

Finally, the meeting was over by the vote of thanks by Presiding Officer of ICC (POSH) Committee, Balaji Law College, Pune.

Presiding Officer of ICC
Balaji Law College, Pune.



In-charge Principal
Balaji Law College



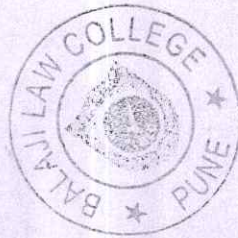
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ICC (POSH) COMMITTEE

We hereby constitute the ICC (POSH) Committee under the Sexual Harassment of Women at Workplace Act, 2013, for the academic year 2022-23 with the following members:

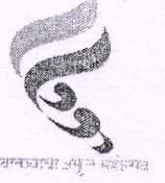
Name	Designation	Signature
Asst.Prof.Tejaswi Avhad	Presiding Officer	
Asst.Prof. Akanksha Srivastava	Teacher Representative	
Asst.Prof.Surabhi Jain	Teacher Representative	
Deepika Bhosale	Non-Teaching representative	
Sarita Jonnalwar	Non-Teaching representative	
Tanya Sahay	Student Representative	
Sufiya Patel	Student Representative	
Gyanesh Raj	Student Representative	
Dr.Sheetal Babar	Member (NGO)	



मधुश्री जोशी
In-charge Principal
Balaji Law College



वाकड पोलीस स्टेशन, पिंपरी चिंचवड
आयुक्तालय.
दुरध्वनी क्रमांक ०२०२७२६११२०/३०
ईमेल :- pswakad.pcpc-mh@gov.in




प्रति,

मा. प्राचार्य / मुख्याध्यापक,

आपणास कळविण्यात येते की, दि. ०३/०८/२०२३ रोजी सकाळी १०.०० वा. इंदिरा कॉलेज, शनि मंदिराजवळ, मुंबई-बंगलोर हायवे, ताथवडे, पुणे याठिकाणी पिंपरी चिंचवड पोलीस आयुक्तालयातर्फे महिला सुरक्षा, स्कूलबस सुरक्षा, अमली पदार्थ व सायबर क्राईम यासंबंधाने सर्व प्राचार्य व मुख्याध्यापक यांचेसाठी मार्गदर्शन मेळावा व चर्चासत्र आयोजित केलेले आहे. सदर कार्यक्रमास मा. श्री. विनयकुमार चौबे (भा.पो.से.), पोलीस आयुक्त, पिंपरी चिंचवड हे मार्गदर्शन करणार आहेत.

तरी आपण आपल्या शाळा / कॉलेजतर्फे प्राचार्य, मुख्याध्यापक तसेच एक शिक्षका, व एक शिक्षक यांना सकाळी १०.०० वा. कार्यक्रमासाठी हजर ठेवावे, ही विनंती.


(गणेश जवादवाड)

वरिष्ठ पोलीस निरीक्षक,
वाकड पोलीस ठाणे, पिं. चिं. शहर



BALAJI LAW COLLEGE



Sri Balaji Society's
BALAJI LAW COLLEGE (BLC)

(Affiliated to Savitribai Phule Pune University & Approved by Government of Maharashtra and The Bar Council of India)

ID No. Pu/Pn/Law/186/2003

S.No.3/1+4, Aundh - Ravet Road, Tathawade, Pune - 411 033.

Telephone : 020 - 67084033 / 34 / 35 Fax : 020 - 67084032

Email : principal@balajilaw.com Website : www.balajilaw.com



Dr. (Col.) A. Balasubramanian
President

Dr. Dimple Saini
Chairman BLC

Prof. B. Paramanandhan
Trustee

Dr. Dimple Saini
Chairperson CDC

Dr. G. K. Shirude
Campus Director

Dr. Madhushree Joshi
In-Charge Principal

CONFIDENTIAL

BLC/ 489 /Discipline/2023

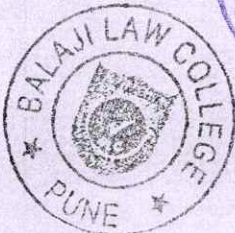
26 Jun 2023

To,

TAPKIR VRUSHALI SHARAD
Roll No: LC2023211

Subject: **DIRECTIONS FOR COMPLIANCE**

1. This is to inform you that College has received report of the conciliation process successfully conducted by the IC Committee.
2. In accordance with the report received and considering the event occurred, in the best interest of both the students. College is directing following action:-
 - (a) Undertaking counseling session and taking due follow-up if required.
 - (b) Strictly abiding by the terms of the undertaking given by the respective students.
 - (c) Adhering to the College rules, failing which strict disciplinary action will be taken.



Tapkir
30/06/23
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मधुश्री जोशी
In charge-Principal
Balaji Law College

CONFIDENTIAL

STUDENT GRIEVANCE REDRESSAL COMMITTEE

As per the UGC norms on Grievance Redressal Regulations, 2012, Balaji Law College Pune, has re-constituted the Student Grievance Redressal Committee for the Academic Year 2023-24. Following shall be the members of the Student Grievance Redressal Committee:

Sr. No.	Category	Name of Member	Designation
1	Head of the Institution	Dr. Tejaswi Avhad	Chairperson
2	Faculty Nominees	Dr. Neeruja Sagar	Member
		Dr. Neeruja Sagar	Member

Animesh



In-charge Principal
Balaji Law College



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BALAJI LAW COLLEGE (BLC) - PUNE
(Affiliated to University of Pune, Recognised by Govt. of Maharashtra, & Bar Council of India)



+

STUDENT GRIEVANCE REDRESSAL POLICY

Upholding the dignity of the college by ensuring strife free atmosphere in the college through promoting cordial student-student relationship and student-teacher relationship etc. The Vision of the Student grievance redressal cell is to look into the grievances lodged by students wherein any discontent and dissatisfaction on the part of students can be informed.

Grievances and Redressal Mechanism

The Grievance Redressal Committee desires to promote and maintain a conducive and unprejudiced environment for its stakeholders. It attends to the grievances and complaints registered by anyone with regard to the activities of the Institution, and in particular, those made by students. The Cell ensures effective solution to the grievances, using a fair approach.

Grievance and Redressal Cell Composition

The Student Grievance & Redressal Committee consists of a chairperson, and 2 other members representing the teaching staff.

Objectives of the Student Grievance & Redressal Committee:

1. Redressal of Students' Grievances to solve their academic and administrative
2. To co-ordinate between students and the staff to redress the grievances
3. To guide ways and means to the students to redress their problems.
4. To make officials of the college responsive, accountable and courteous in dealing students.
5. To ensure effective solution to the students' grievances with an impartial and fair approach.



[Handwritten Signature]

In-charge Principal
Balaji Law College

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Roles and Responsibilities:

Chairperson:

- a. He/she shall conduct the meeting of the committee as and when required in presence of Principal in his/her office.
- b. He/she shall inform the students about the re-constituted Student Grievance Redressal Committee and also the redressal mechanism to be followed in case of any issue via notice.
- c. The register of the Student Grievance Redressal Committee shall be checked by him/her on daily basis. If there is any complain of student, the necessary action shall be taken within a week from the date of complaint under the guidance of principal & IQAC Coordinator.

Members:

- a. He/she shall be responsible for maintaining the file of the Student Grievance & Redressal Committee.
- b. He/she shall draft the minutes of the meeting.
- c. He/she shall draft the reports to be submitted to the principal.
- d. He/she shall update the remarks column mentioned in the grievance register.
- e. He/she shall assist the other members of the cell in any way as and when required.



In-charge Principal
Balaji Law College

Date: _____

# No.	Date	Year	Name of the student	Convenience	Details	Signature of the student	Remarks by: STOR. If any.
-------	------	------	---------------------	-------------	---------	--------------------------	---------------------------

7	31/3/23	BALLA-III	Shivam Kanankot	lost milton	Steel water Bottle.		The CCTV footage was checked and the bottle was found in canteen and hence it was returned to the student.
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8	21/5/23	LLB 1st yr	Nandini Waghmare	Lost ID card	in the examination hall Nandini		The student had left the ID card during her exam in the exam room and the cleaning staff found and submitted the same to the Pateka, and the next day ID card was handed over to the student.
---	---------	------------	------------------	--------------	---------------------------------	--	---

9	21/6/23		Ca. Bala...	is closed.			The Mess Incharge was asked to open the canteen at the earliest.
---	---------	--	-------------	------------	--	--	--

10	19/12/23		Devyani Naik	Complaint Reg. Senior -	ording misconducted by LLL 3 (Mrs. Rakhee) Soanane		We have accepted the apology letter from Rakhee Soanane or Rakhee.
----	----------	--	--------------	-------------------------	--	--	--

She accepted her act and sorry for her conducted behavior she will not repeat this type of activity in future.

This letter is accepted by the victim of the mis conduct Devyani Naik. She is ok with it.



In-Charge Principal
Balaji Law College

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ms

S.No. 11 13.02.24 LLB IIIrd Shweta Umesh.

lost her Book.

Query

The student informed late and due to not CCTV data ^{available} on the particular date, It was very difficult to find out the Book. The student does not know the ^{exact} date and time of her book lost situation. The institution and the IT Team tried hard but unfortunately could not find the book. The student understood the ~~the~~ situation and cooperated with us.



In-Charge Principal
Balaji Law College