

Filing a grievance : Individuals with grievances must submit a written complaint to the grievance redressal committee. Complaint should clearly state the nature of the grievance, individuals involved and any relevant supporting documents. The students may feel free to put up a grievance and drop it in boxes placed at the prominent locations. Facility of filing complaint through online medium like email and what's app has become more popular in the current scenario.

Process:

- The grievance redressal committee will review the complaint and conducted fair and impartial investigation
- Committee may seek additional information from the concerned parties
- the committee will provide a written response within a stipulated time frame, detailing the resolution or proposed actions.

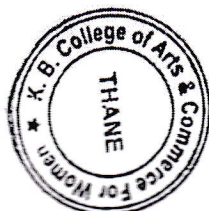
Confidentiality: All information related to the grievance and its resolution will be kept confidential to the extent possible, balancing the need for transparency.

Appeal process: If the complainant is dissatisfied with the resolution provided by the grievance redressal committee they may appeal to the college authority within a specified time frame.

Timely resolution: Every effort will be made to resolve grievances in a timely manner and the committee will work to ensure that resolutions are implemented promptly.

Review and update: This policy will be periodically reviewed and updated to ensure its effectiveness in addressing grievances within the college community.

The college administration and faculty are sensitized to satisfy all students and provide them a comfortable environment so that they enjoy the stay during their entire term and develop themselves in a safe, comfortable and positive environment.



H. Seenath
Principal
K. B. College of Arts & Comm
Kopri, Thane (E.)

Excelssior Education Society's

K.B. College of Arts and Commerce for Women, Thane (E)

Anti-Ragging Policy

Anti-Ragging policy is strictly implemented in this institution. Based on the Guidelines of the UGC and the directions of the Hon'ble Supreme Court of India, all the steps and precautions to prevent ragging are undertaken in our institution.

Any student studying or seeking admission should not involve or indulge in any sort of ragging in the campus or elsewhere. Ragging in any manner is a criminal offense and strictly policed & prohibited. Students found guilty of involving in ragging will be subjected to severe punishment as offence under IPC leading to expulsion from the institute without any notice. The course of action for the students proven guilty in ragging will be as per the rules and regulations on prevention of ragging imposed from time to time by the Government / Apex Courts or any other competent authorities.

Convener: Principal Dr. Seema Jha

Members: Ms. Sunanda Bhasagare

Dr. Vinayak Raje



Dr. Seema Jha
Principal
K. B. College of Arts & Comm
Kopri, Thane (E.)

Excelssior Education Society's
K.B. College of Arts and Commerce for Women, Thane (East)

Internal Complaint Committee

As the guidelines provided by UGC and University of Mumbai for prevention of Sexual Harassment of Women at workplace, K. B. College of Arts and Commerce for Women has constituted the "Internal Complaint Committee under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and UGC Guidelines 2016.

Objective:

- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.
- To provide guidelines and resources for addressing sexual harassment.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in the Institute.

Process: The Committee investigates complaints of any instance of sexual harassment happening on campus, online sessions as well as co-curricular activities and extra-curricular activities organized by the college. This includes any behaviour whether physical, verbal or non-verbal of a sexual nature, either by fellow students, faculty or non-teaching staff. The complainant can connect with the Internal Complaint Committee through many

ways. Email the complaint or request for a meeting with the Committee or approach any of the members while on campus. The complaints will be looked into in a time bound manner without infringing on the privacy of the complainant.

The college also has a separate Women Development Cell (WDC) to sensitize its stake holders towards gender equality and justice. WDC organizes events, talks and workshops in collaboration with ICC of College.

Internal Complaint Committee 2022-23

Presiding Officer: Dr. Darhana Kadwadkar - Associate Professor

Two Faculty: 1. Dr. Vinayak Raje- Associate Professor

2. Dr. Usha Bhandare- Associate Professor

Two Non-teaching Members: 1. Mr. Sandeep Parte- Office Superintendent

2. Ms. Rajashri Dabholkar-

Junior Clerk

Two Students: Undergraduate: Ms. Mayuri Chougule

Post-graduate: Ms. Netrika Singh

One Member from NGO: Ms. Sonali Parab

Links:

University circular: <https://archive.mu.ac.in/concol24201415.pdf>

<https://mu.ac.in/wp-content/uploads/2015/07/UWDC022017.pdf>

Sexual Harassment of Women at Workplace (Prevention,
Prohibition and Redressal) Act, 2013 –

<https://legislative.gov.in/sites/default/files/A2013-14.pdf>

UGC Guidelines 2016-

https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf



Seematha
Principal
K. B. College of Arts & Comm
Kopri, Thane (E.)