

The South Indian Association's **The S.I.A. College of Higher Education** Affiliated to University of Mumbai Accredited B+ by NAAC P-88, MIDC Residential Area Dombivli Gymkhana Road, Near Balaji Mandir, Dombivli (East), 421203.

Grievance Redressal 2018-21

Internal Complaints Committee

University of Mumbai



No. UWDC/100/2016-17/ 02 2017,

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To,

The Director/ Principal/ Head of College/ Institute

Respected Sir/ Madam,

The University Women Development Cell sincerely appreciates the Colleges which nominated the representatives of their Internal Complaints Committee to attend the training organized by the UWDC with the State Commission for Women on 13, 14 and 15 February 2017.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has come into force from December 9, 2013 and the University Grants Commission has notified University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 in July 2016. It is mandatory to constitute the Internal Complaints Committee as follows at every College/ Institution as per the provisions of the said Act.

- Presiding Officer Woman faculty member employed at a senior level (not below a Professor for University, Associate Professor of Reader for college).
- Two faculty / teaching members and two non-teaching employees-persons committed to the cause of women or have social work experience or have legal knowledge, preferred.
- Three students (from undergraduate (1), Master's (1) and Research scholars (1) to be elected through a transparent democratic procedure), if the matters involves students.
- One member from amongst NGOs or associations committed to the cause of women or a person familiar with the issues relating to Sexual Harassment .
- At least one half of the total members so nominated shall be women.

Colleges/ Institutions are hereby requested to furnish information regarding the constitution of the Internal Complaints Committee at their College/ Institution to the UWDC by March 5, 2017.

With regards,

Dr. M.A. Khan Registrar University of Mumbai

Working Rules for Internal Complaints Committee

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules framed there under, the Institute hereby adopts the following procedure for determining complaints filed to the Internal Complaints Committee (ICC) constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, though, in individual complaints, for reasons to be stated in writing, the ICC reserves the right to make exceptions to the procedure stated hereunder.

1. Any aggrieved woman may make, in writing, a complaint of sexual harassment at work place to the ICC, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. 6 copies of a written complaint should be submitted to the Committee or any of its members along with list of witnesses and supporting documents. Additional documents and list of witnesses can be submitted to ICC at a later stage during the proceeding.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any other member of the ICC shall render all reasonable assistance to the woman for making the complaint in writing.

Provided further that the ICC for the reasons to be recorded in writing, can extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

- 2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other committee members at the earliest and not later than 3 days and a meeting should be called for discussing the matter.
- 3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institute that no action is required to be taken in the matter.
- 4. Notice shall be issued to the respondent within 7 working days of receipt of the complaint and 10 working days shall be given for submission of reply (along with the list of witnesses and documents.)

- 5. The Committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.
- 6. The Committee may, before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.
- 7. No monetary settlement shall be made as the basis of conciliation. Where a settlement has been arrived at, the ICC shall record the settlement so arrived and forward the same to the employer for necessary compliance.
- 8. The Committee shall provide the copies of the settlement as recorded under (7) to the aggrieved woman and the respondent. Where a settlement is arrived at, no further inquiry shall be conducted by the ICC.
- 9. If conciliation is found to be not feasible, notice will be issued to both parties for hearing.
- 10. The Committee may direct the Registrar to ensure the safety and protection of the aggrieved woman if and when required.
- 11. As an interim measure, ICC may recommend
 - a) the transfer of the aggrieved woman or the respondent to another section or Department as deemed fit by the Committee.
 - b) grant leave to the aggrieved woman upto a period of three months or :
 - c) restrain the respondent from exercising any administrative authority or supervision or academic evaluation of the aggrieved woman.
 - d) grant such other relief to the aggrieved woman as the case may require.
- 12. The Committee shall proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent considering sexual harassment as misconduct.
- 13. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in writing of the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day to day basis, to be decided by ICC.
- 14. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting and defending her/his case.
- 15. The Committee may at any time during the enquiry proceedings, preclude the face-toface examination of the respondent and the aggrieved woman and/or their witnesses

keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.

- 16. The Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.
- 17. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witnesses for the purpose of supplementary testimony and/or clarifications.
- 18. The Committee shall have the power to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.
- 19. The past sexual history of the aggrieved woman shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
- 20. The Committee shall have the right to terminate the enquiry proceedings and to give an ex party decision on the complaint, should the respondent fail, without valid ground, to be present for three consecutive hearings convened by the Presiding Officer.
- 21. The aggrieved woman and the respondent, or any one person on her/his behalf, shall have the right to examine written transcripts of the recordings with the exclusion of witnesses' names and identities. Any person nominated by the aggrieved woman and/or the respondent on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff. No person who has been found guilty of sexual harassment shall be accepted as a nominee. The aggrieved woman/respondent should inform the Presiding Officer specifically if they wish to exercise this right. The Presiding Officer shall allow access to such documents on a specific date to be intimated at least two days in advance to each of the parties concerned. At no point in time, however, can the concerned parties take these documents outside the office.
- 22. The aggrieved woman and the respondent shall be responsible for presenting their witnesses before the Committee. However, if the Committee is convinced that the absence of either of the parties to the disputes is on valid grounds, the Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.

- 23. All proceedings of the ICC shall be recorded in writing. The record of the proceedings and the statement of witnesses shall be endorsed by the persons concerned as well as the committee members present in token of authenticity thereof. In case the minutes cannot be reduced in writing the same day, as audio recording of the proceedings may be made, and the written proceedings will be authenticated on a next available opportunity.
- 24. If the aggrieved woman desires to tender any documents by way of evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the aggrieved woman.
- 25. In the event the Committee thinks that supplementary testimony is required, the Presiding Officer shall forward to the persons concerned a summary of the proceedings and allow for a time period of seven days to submit such testimony, in person or in writing, to the Committee.
- 26. The aggrieved woman and the respondent shall have the right of cross-examination of all witnesses. However such cross-examination shall be conducted in the form of written questions and responses via the Committee only. The respondent shall have no right to directly cross-examine the aggrieved woman or her witnesses.
- 27. The respondent/aggrieved woman may submit to the Committee, a written list of questions that he/she desires to pose to the aggrieved woman/witness. The Committee (ICC) shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, slanderous, derogatory or gender-insensitive.
- 28. Amicus Curie can be called for helping the committee if and when required.
- 29. After concluding its investigation, the Committee shall submit a detailed reasoned report to the Institute.
- 30. If the Committee finds no merit in the allegations, it shall report to the Institute.
- 31. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:
 - a. A written apology

- b. Warning
- c. Reprimand or censure
- d. Withholding of promotion
- e. Withholding of pay rise or increments
- f. Undergoing a counseling session
- g. Carrying out of community service
- h. Terminating the respondent from service
- i. Any other punishment according to the service rules applicable to the respondent
- 32. When the Committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved women or any other person making the complaint has made the complaint knowing it to be false or the aggrieved women or any other person making the complaint has produced any forged or misleading document, it may recommend to the Institute to take action against such falsification.
- 33. Nothing precludes the Institute authority from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the inquiry proceedings or even after the communication of the findings to appropriate Institute authorities.
- 34. If the allegation(s) is/are proved against the respondent, the Committee may direct the Institute to ensure the payment of compensation to the aggrieved woman by the respondent. The determination of compensation to the aggrieved woman shall be decided based on the following facts:
 - The mental trauma, pain, suffering and emotional distress caused to the aggrieved i. woman.
 - ii. The loss of career opportunity due to the incident of sexual harassment.
 - iii. Medical expenses incurred by the victim for physical or psychiatric treatment
 - iv. The income and financial status of the respondent
 - v. Feasibility of such payment in lumpsum or in installments
- 35. The Institute authorities will file a compliance report to the Committee within 30 days of issuance of such recommendation.

- 36. ICC shall have the necessary powers to take suo motu notice of incidents of sexual harassment and/or gender injustice in the Institute campus and act against the same in such manner as it deems appropriate.
- 37. The identity of the aggrieved woman, respondent, witnesses and proceedings of the Committee and its recommendations and the action taken by the Institute shall not be published, communicated or made known to the public, press or media in any manner and it will be outside the purview of the Right to Information Act, 2005.
- 38. No legal practitioner will be allowed to represent either the aggrieved woman or the respondent in proceedings before the Complaints Committee.
- 39. The Committee has the powers of a civil court in the following cases
 - i. Summoning and enforcing the attendance of any person related to the incident.
 - ii. Requiring the discovery and production of any documents
 - iii. Any other matter relating to the incident as decided by the Committee from time to time.
- 40. The aggrieved woman or respondent may prefer an appeal to the competent authority.

The SIA College of Higher Education, Dombivli (East)

Composition of Internal complaints committee

(2016-17)

In pursuance of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013, Internal Complaints Committee is formed as under:

Sr. no.	Name of the Member	Designation
1.	Mrs. Ranjana Mhalgi	Presiding Officer
2.	Ms. Salochna Nagdev	Teaching Staff Member
3	Ms. Babita Nagdev	Teaching Staff Member
4	Mrs. Sandhya Pandey	Teaching Staff Member
5	Mr. Ajay Puro	Non- Teaching Staff Member
6	Ms. Amrita De	Representative of Vacha Trust



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The SIA College of Higher Education

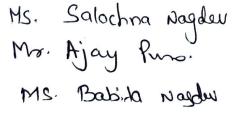
Date: 27th June, 2016

NOTICE

Meeting of the Internal Complaints Committee is scheduled on 8th July, 2016 at 11.30 am to discuss about orientation of ICC to the students.

All the members are requested to attend the same.

Jul Presiding Officer







PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI (E)

The SIA College of Higher Education, Dombivli (East)

Internal Complaints Committee

(2016-17)Date:- 8th July, 2016NameSignatureMrs. Ranjana Mhalgi (Presiding Officer)RuheleiMs. Salochna Nagdev (Teaching Staff Member)BalacusMs. Babita Nagdev (Teaching Staff Member)BalacusMrs. Sandhya Pandey (Teaching Staff Member)GaudhuiMr. Ajay Puro (Non- Teaching staff Member)GaudhuiMs. Amrita De (Representative of Vacha Trust)Member)



The SIA College of Higher Education, Dombivli Orientation about Internal Complaints committee

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13	Sangeeta	Cf/14102	SRI
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The SIA College of Higher Education, Dombivli

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The SIA College of Higher Education, Dombivli Orientation about Internal Complaints committee

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11	Omkar D. Satam	CF15095	Ombor	
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33	Raksha B. Poojary	CF 15087	Rancha		
34.	Laushmi. V. Swar	CF15116	(Vapatu)		
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The SIA College of Higher Education, Dombivli Drientation about Internal Complaints committee

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The SIA College of Higher Education, Dombivli Orientation about Internal Complaints committee Date: 25th July 2016 Class: - Ft BCom CB 2

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	Orientation about Internal C Date: 25 하기 16	omplaints con	aints committee	
	Date:26 07 16	Class: F-Y1	-T	
Sr. No.	Name of Student	Roll No.	Signature	
1.	Sangram. Singh	IF-16057	Samah	
2	Suchir shelly	If 16072	States	
3.	Shrijeet stree	If 16053	#Bury	
4.	Harshad Gupta	IF 16014	Atorshod.	
5.	Samar Singh	IF 16056	ZAMPE	
6	Aniket Rune	IF16070	AVB	
7)	Rahul V. Cupty	J £16011	Rah	
8)	Pratik Chawhan	I£16004	(Koatek	
9.	Neercy yadau	TF'16065	Plugt.	
10)	Million. R. Lad	IF 16036	voter .	
11.)	Dauhan Naik	IJ 16032	Lhait	
12)	Bhaveh Narrang	IF 16034	Therest.	
13)	CHINMAY CHAVANI	IF16006	Same	
147	ANUPAM PAWAR	IF16040	ans	
15]	Hemonshy, Kadecha	IF16019	Monorshy K	
16>	Dee Dak Kimar	TF KOGA	Deepak	
TT)	Rohw. Shairch	IF-16049	Rahmy	
18]	Ajay Yadan	IF 16064	A 109	
(9)	Sanderp.R. Jaiswar	JF16017	Sandeep	
20)	Jadhar Rahed Saganme		Realhar	
21	Kumbhar DHIRAD VILAS		dhira-4	
22	Satyan Yadar	IF 16066	Batypeny	
23	Abhishek Sampat Mankar		A.S.Mankar	
24.	Nitesh. upadhyay	JF 16061	Nitesh	
25.	Amit. viktom. Gupta	2F16013	Stort.	
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The SIA College of Higher Education, Dombivli rientation about Internal Complaints committee

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The SIA College of Higher	Education, Don	mmittee
Orientation about Internal	Complaints Co Class:-FY	FT.
Date:22400416	Class.	Signature
Sr. No. Name of Student	Roll No.	Amarken.
of Arvind .S. Madar	25	Rathod.
27 Virai M. Rathod	11	Tasli
3' Drahny A. Shelar	IF16050	Banti
43 Prapti S. Morye	IF-16031	Muisha
5) Monisha. D. Karkera	IF-16021	Onsta
6) Shaurya D. Salion	IF-16048	haurge
7> Ravina P. chaudhan	JF 16002	Kauria
8) Shueta S. Wader	TF 16062	A huese
9> Kiman. Soni	IF16098	Europ.
10> Amaria P. Patapkar	IF 16039	ABUIE
11> Nidhi · U. Mehendale	IF 16028	Nicht
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ollege of Higher Education, Dombivli

Prisiding Officer.



Email : office@thesiacollege.com Website : www.thesiacollege.com

Ref. No : ____

Date : 18 6 2019

Composition of College Internal Complaints Committee

Name Contact No Position held 1. Mrs. Booma Halpeth 9967030340 Presiding Officer 2. Ms. Salochna Nagdev 9322383715 Teaching staff representative 3. Mr. Hasitkumar Nagariya 9820987366 Teaching Staff representative 4. Mrs. Harshadha Thakkar 9920071372 Non-teaching Staff representative 5. Mrs. Vinaya Dhuri 8286718142 Non- teaching Staff representative 6. Ms. Amrita De 9820778330 NGO representative - Anubhuti Charitable Trust 7. Ms. Rohini Mourya 7738482432 UG Student representative 8. Ms. Thanmozhi Nadar PG Student representative

(2018-19 to 2020-21)

Presiding Officer



PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI (E)

The South Indian Association's The S.I.A. College of Higher Education Internal Complaints Committee

28th June 2019

Notice

A meeting of Internal Complaints Committee is organised on 4th July 2019 at 12 pm in the board room. All the members are requested to attend. The following is the agenda for the meeting.

Agenda:

- 1. Planning for orientation for SY and TY classes
- 2. To discuss about organising Posh workshop for Students in collaboration with WDC

Presiding officer



Princ

PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI (E)

The S.I.A. College of Higher Education

Internal Complaints Committee

10th September, 2019

Notice

A meeting of Internal Complaints Committee is organised on 14th September, 2019 at 2 pm in the board room. All the members are requested to attend. The following is the agenda for the meeting.

Agenda:

1. Planning for orientation for FY classes

Presiding officer



The SIA College of Higher Education, (Dom E)

Internal Complaints Committee

2019-20

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The SIA College of Higher Education, (Dom E)

Internal Complaints Committee

Sr. No	Roll No	Name	Sign	
41	8F18023	Nikita . V: Keer,	Nikita	
42	Bf18122	SHWETA . S. SAKPAL	ands	
y3	13F18127	AMISHA . A . SHIGVAN	Bliggin	
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46	BF18046	Malishavii. M. Alichare	NEMAIL	
47.	BF18012	Namelles cherrotheri	Numpeles	
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The SIA College of Higher Education, (Dom E) Department of Management Studies and Economics SYBMS FC-CERES TELE Dtae:11.03.2020

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2	MF18152	Manisha upadhyay	munisha
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The SIA College of Higher Education, (Dom E) Department of Management Studies and Economics SYBMS Receipted Text

Dtae:11.03.2020

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The SIA College of Higher Education, (Dom E)

Internal Complaints Committee

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OL	BF11050	Suparnali shinana	springer
05	8F17044	Simran B. Sakal	Gooton
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10	BEIGOSO	AKShay U. Powar	Javan_
11	BF16062	Shubhom S. Sutar	-SSUP -
12	13F17030	Vorsha, M. Mecuada	Varsha.
13	BFIZOII	Shabha. D. Chouchry	Sho bha
14	BF17019	Marrota, A. Gupta	Mupta
15	BF17046	Selva. Sugarthi . V.	stee arcthi
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14	BF17026	Neba Mohan Kotel	Right
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The SIA College of Higher Education, (Dom E)

Internal Complaints Committee

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3	MFIMIDO	Vaybhav. S. Feidhar	Harbber V
4	MFITILY	Manish L. Sarai	MQ
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P-88, MIDC Residential Area, Dombivli Gymkhana Road, Near Balaji Mandir, Dombivli (East), 421 203. E-Mail : office@thesiacollege.com Website : www.thesiacollege.com

Ref.No _____

Date 18 6 2020

Composition of College Internal Complaints Committee

(2018-19 to 2020-21)

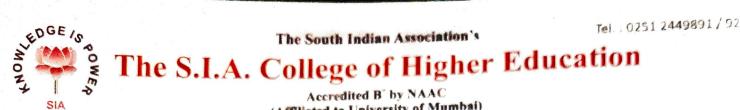
Name	Position held	Contact No
1. Mrs. Booma Halpeth	Presiding Officer	9967030340
2. Ms. Salochna Nagdev	Teaching staff representative	9322383715
3. Mr. Hasitkumar Nagariya	Teaching Staff representative	9820987366 .
4. Mrs. Harshadha Thakkar	Non- teaching Staff representative	
5. Mrs. Vinaya Dhuri	SI AMAAAAA	9920071372
	Non- teaching Staff representative	8286718142
	NGO representative - Anubhuti Charitable Trust	9820778330
7. Ms. Rohini Mourya	UG Student representative	7738482432
8. Ms. Thanmozhi Nadar	PG Student representative	
	A A A A A A A A A A A A A A A A A A A	

Internal Complaints Committee has not received any complaint related to sexual harassment during the academic year 2019-20.

Presiding Officer



The S.I.A. College of Higher Education DOMBIVLI (E)



(Affiliated to University of Mumbai)

P-88, MIDC Residential Area, Dombivli Gymkhana Road, Near Balaji Mandir, Dombivli (East), 421 203.

Email : office@thesiacollege.com Website : www.thesiacollege.com

Date: 7/7/2020

Ref. No : _____

Composition of College Internal Complaints Committee

(2018-19 to 2020-21)

Position held	Contact No
Presiding Officer	9967030340
Teaching staff representative	9322383715
Teaching Staff representative	9820987366
Non- teaching Staff representative	9920071372
Non- teaching Staff representative	8286718142
NGO representative - Anubhuti Charitable Trust	9820778330
UG Student representative	7738482432
PG Student representative	
	Presiding OfficerTeaching staff representativeTeaching Staff representativeNon- teaching Staff representativeNon- teaching Staff representativeNon- teaching Staff representativeNGO representative - Anubhuti Charitable TrustUG Student representative

Presiding Officer



Principal

PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI(E)

The South Indian Association's The S.I.A. College of Higher Education Internal Complaints Committee

8th September 2020

Notice

A Virtual meeting of Internal Complaints Committee is organised on 11th September 2020 at 2 pm via Microsoft teams. All the members are requested to attend. The following is the agenda for the meeting.

Agenda:

- 1. Planning for orientation for Fy classes
- 2. To discuss about organising Posh workshop for Students in collaboration with WDC

Presiding officer



Principal PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI(E)



P-88, MIDC Residential Area, Dombivli Gymkhana Road, Near Balaji Mandir, Dombivli (East), 421 203. E-Mail : office@thesiacollege.com Website : www.thesiacollege.com

Ref.No _____

Date 7 7 2020

Composition of College Internal Complaints Committee

Name	Position held	Contact No
1. Mrs. Booma Halpeth	Presiding Officer	9967030340
2. Ms. Salochna Nagdev	Teaching staff representative	9322383715
3. Mr. Hasitkumar Nagariya	Teaching Staff representative	9820987366
4. Mrs. Harshadha Thakkar	Non- teaching Staff representative	9920071372
5. Mrs. Yogita Gandhe	Non- teaching Staff representative	8286718142
6. Ms. Amrita De	NGO representative - Anubhuti Charitable Trust	9820778330
7. Ms. Padmapriya	UG Student representative	7738482432
8. Ms. Thanmozhi Nadar	PG Student representative	

(2018-19 to 2020-21)

The ICC committee was providing online support to the students and the Committee has not received any complaint related to sexual harassment during the academic year 2020-21.

Boona

Presiding Officer





The S.I.A. College or Higher Education DOMBIVLI (E) The South Indian Association's The S.I.A. College of Higher Education (Affiliated to University of Mumbai) Accredited 'B+' by NAAC

Notice

Date: 12/07/2016

This is to inform all anti-ragging committee members that meeting is scheduled on 14th July, 2016 at 11.00 am in G 14.

All the members are requested to attend the meeting.

Agenda:

1. Orientation of students on Anti-ragging.





Principal

PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI (E)

Anti-Ragging Committee Meeting Minutes

(2016-17)

A meeting of Anti-ragging committee was held on 14th July, 2016 at 11.00 a.m. in G14 and following points were discussed.

1 The committee decided to advise the students to strictly follow the dress code in college campus.

2 The committee decided to warn the students that admission may be cancelled or students may be suspended from attending the lectures if found involved in any kind of ragging in college campus.

Sr.No.	. Name of the Faculty Signature	
1	Dr. Padmaja Arvind	Pagnot
2	Mr. Mahesh Kandalkar	martu
3	Ms. Babita Nagdev	BNogeler
4	Mrs. Sreekala Nair	SNUL
5	Mrs. Sandhya Thakkar	Sthaklige





PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI(E)

Anti-Ragging Committee Meeting Report

(2016-17)

Anti-Ragging Committee Members

Sr.No.	Name of the Faculty	Position Held	
1	Dr. Padmaja Arvind	Principal	
2	Mr. Mahesh Kandalkar	Convenor	
3	Ms. Babita Nagdev	Member	
4	Mrs. Sreekala Nair	Member	
5	Mrs. Sandhya Thakkar	Member	

Anti-Ragging Committee has not received any general complaints related to ragging matters in college during the academic year 2016-17

Convener

-

Principal

PRINCIPAL PRINCIPAL The S.I.A. College of Higher Education DOMBIVLI (E)



tion

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Notice

Date: 10/07/2017

This is to inform all anti-ragging committee members that meeting is scheduled on 12th July, 2017 at 11.00 am in G 12.

All the members are requested to attend the meeting.

Agenda:

1. To Orient the students about Anti-ragging.





Principal

Anti-Ragging Committee Meeting Minutes

2017-18

A meeting of Anti-ragging committee was held on 12th July, 2017 at 11.00 a.m. in G12 and following points were discussed.

1 The committee decided to advise the students to strictly follow the dress code in college campus.

2 The committee decided to warn the students that admission may be cancelled or students may be suspended from attending the lectures if found involved in any kind of ragging in college campus.

		Signature
Sr.No.	Name of the Faculty	Pagman
1	Dr. Padmaja Arvind	mex
2	Mr. Mahesh Kandalkar	Phagder
3	Ms. Babita Nagdev	spail
4	Mrs. Sreekala Nair	Sthalkkal
5	Mrs. Sandhya Thakkar	δ



Principal PRINCIPAL The S.I.A. College of High

DOMBIVLI(E)

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Anti-Ragging Committee Meeting Report

(2017-18)

Anti-Ragging Committee Members

Sr.No.	Name of the Faculty	Position Held	
1	Dr. Padmaja Arvind	Principal	
2	Mr. Mahesh Kandalkar	Convenor	
3	Ms. Babita Nagdev	Member	
4	Mrs. Sreekala Nair	Member	
5	Mrs. Sandhya Thakkar	Member	

Anti-Ragging Committee has not received any general complaints related to ragging matters in college during the academic year 2017-18

Convener

Principal



Notice

Date: 07/07/2018

This is to inform all anti-ragging committee members that meeting is scheduled on 10th July, 2018 at 11.00 am in G 14.

All the members are requested to attend the meeting.

Agenda:

1. Orientation of students on Anti-ragging.







Anti-Ragging Committee Meeting Minutes

(2018-19)

A meeting of Anti-ragging committee was held on 10th July, 2018 at 11.00 a.m. in G14 and following points were discussed.

1 The committee decided to advise the students to strictly follow the dress code in college campus.

2 The committee decided to warn the students that admission may be cancelled or students may be suspended from attending the lectures if found involved in any kind of ragging in college campus.

Sr.No.	Name of the Faculty	Signature
1	Dr. Padmaja Arvind	Signature Vis & cob
2	Mr. Mahesh Kandalkar	making
3	Ms. Babita Nagdev	Bhlander der
4	Mrs. Sreekala Nair	SNail
5	Mrs. Sandhya Thakkar	&Thadkkgs







Principal

Anti-Ragging Committee Meeting Report

(2018-19)

Anti-Ragging Committee Members

Sr.No.	Name of the Faculty	Position Held	
1	Dr. Padmaja Arvind	Principal	
2	Mr. Mahesh Kandalkar	Convenor	
3	Ms. Babita Nagdev	Member	
4	Mrs. Sreekala Nair	Member	
5	Mrs. Sandhya Thakkar	Member	

Anti-Ragging Committee has not received any general complaints related to ragging matters in college during the academic year 2018-19

Convener



Notice

Date: 09/07/2019

This is to inform all anti-ragging committee members that meeting is scheduled on 11th July, 2019 at 11.00 am in G12.

All the members are requested to attend the meeting.

Agenda:

1. Orientation of students on Anti-ragging.





Principal



Anti-Ragging Committee Meeting Minutes

(2019-20)

A meeting of Anti-ragging committee was held on 11th July, 2019 at 11.00 a.m. in G12 and following points were discussed.

1 The committee decided to advise the students to strictly follow the dress code in college campus.

2 The committee decided to warn the students that admission may be cancelled or students may be suspended from attending the lectures if found involved in any kind of ragging in college campus.

Sr.No.	Name of the Faculty	Signature
1	Dr. Padmaja Arvind	Radmax
2	Mr. Mahesh Kandalkar	Mar o
3	Ms. Babita Nagdev	Brugder
4	Mrs. Sreekala Nair	Stail 2
5	Mrs. Sandhya Thakkar	Sthatical







The S.I.A. College of Higher Level DOMBIVLI (E)

Anti-Ragging Committee Meeting Report

(2019-20)

Anti-Ragging Committee Members

Sr.No. Name of the Faculty		Position Held	
1	Dr. Padmaja Arvind	Principal	
2	Mr. Mahesh Kandalkar	Convenor	
3	Ms. Babita Nagdev	Member	
4	Mrs. Sreekala Nair	Member	
5	Mrs. Sandhya Thakkar	Member	

Anti-Ragging Committee has not received any general complaints related to ragging matters in college during the academic year 2019-20

Convener

Principal





Date: 2nd July 2018

Notice

Grievance Committee Meeting

This is to inform all committee members that meeting is scheduled on 6^{th} July 2018 in conference room at 1.00 pm to discuss mechanism related to collect Grievances from students and take actions on the same.

Sr.no.	Name of the Faculty	Position Held.	Signature
1	Tejaswini Shivsharan	Convenor	Tu
2	Hasitkumar Nagariya	Member	1 herrite
3	Renu Verma	Member	Jenu
4	Salochana Nagdev	Member	Rial
5	Lalita Singh	Member	- Valocue







Date: 6nd July 2018

Notice

Grievance Committee

Minutes of the meeting

The following are minutes of the meeting

- Suggestion box should be mounted in campus.
- The same will be announce in the classrooms for creating awareness among students.

Sr.no.	Name of the Faculty	Position Held.	Signature
1	Tejaswini Shivsharan	Convenor	-10-
2	Hasitkumar Nagariya	Member	RHONAR
3	Renu Verma	Member	Jeru
4	Salochana Nagdev	Member	Rolada
5	Lalita Singh	Member	Kaloche

Convenor



Grievance Committee Meeting Report

(2018-19)

Grievance Committee Members

Sr.No.	Name of the Faculty	Position Held
1	Tejaswini Shivsharan	Convenor
2	Hasitkimar Nagaria	Member
3	Renu Verma	Member
4	Salochna Nagdev	Member
5	Lalita Singh	Member

Grievance Committee has not received any general complaints related to college matters during the academic year 2018-19

Convener





Date: 4nd July 2019

Notice

Grievance Committee Meeting

This is to inform all committee members that meeting is scheduled on 7th July 2019 in conference room at 1.30 pm to discuss mechanism related to collect Grievances from students and take actions on the same.

Sr.no.	Name of the Faculty	Position Held.	Signature
1	Tejaswini Shivsharan	Convenor	TH.
2	Hasitkumar Nagariya	Member	D (nuritation
3	Renu Verma	Member	Jenu
4	Salochana Nagdev	Member	1.01
5	Lalita Singh	Member	Kaloclus



Convenor



Date: 7nd July 2019

Notice

Grievance Committee

Minutes of the meeting

The following are minutes of the meeting

- Suggestion box should be mounted in campus.
- The same will be announce in the classrooms for creating awareness among students.

Sr.no.	Name of the Faculty	Position Held.	Signature
1	Tejaswini Shivsharan	Convenor	Tu
2	Hasitkumar Nagariya	Member	in in
3	Renu Verma	Member	Venu
4	Salochana Nagdev	Member	
5	Lalita Singh	Member	Xaloclus



Convenor



The S.I.A. College of Higher Education DOMBIVLI (E)

Grievance Committee Meeting Report

(2019-20)

Grievance Committee Members

Sr.No.	Name of the Faculty	Position Held	
1	Tejaswini Shivsharan	Convenor	
2	Hasitkimar Nagaria	Member	
3	Renu Verma	Member	
4	Salochna Nagdev	Member	
5	Lalita Singh	Member	

Grievance Committee has not received any general complaints related to college matters during the academic year 2019-20

Convener

Education The S.I.A DOMBIN





Date: 1nd July 2020

Notice

Grievance Committee Meeting

This is to inform all committee members that meeting is scheduled on 5^{th} July 2020 on teams platform to discuss mechanism related to collect Grievances from students and take actions on the same.

Sr.no.	Name of the Faculty	Position Held.	Signature
1	Tejaswini Shivsharan	Convenor	TU
2	Hasitkumar Nagariya	Member	(Variate
3	Renu Verma	Member	Jen
4	Salochana Nagdev	Member	18
5	Lalita Singh	Member	- Naloclus



Convenor



PRINCIPAL The S.I.A. College of Higher DOMBIVLI (E)



Date: 5th July 2020

Notice

Grievance Committee

Minutes of the meeting

The following are minutes of the meeting,

• The committee will not receive any general grievances physically in the form of suggestion due to Covid -19 situations.

Sr.no.	Name of the Faculty	Position Held.	Signature
1	Tejaswini Shivsharan	Convenor	T
2	Hasitkumar Nagariya	Member	(with
3	Renu Verma	Member	Crovins
4	Salochana Nagdev	Member	0
5	Lalita Singh	Member	talochy

Convenor



RINCIPAL The S.I.A. College of Higher Education DOMBIVLI (E)

Grievance Committee Meeting Report

(2020-21)

Grievance Committee Members

N . NO.	Name of the Faculty	Position Held
١	newskovide interestor	Convenor
2	Maximainnar Nagaria	Member
3	Roma Verma	Member
4	Sakoohna Nagdev	Member
\$	Latita Singh	Member

Grievance Committee has not received any general complaints related to college matters during the academic year 2020-21

Convener

Principal

