



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

## **5.1.5**

### **Grievance Redressal Mechanism**



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**ACADEMIC YEAR 2022-23**

**Internal Complaints Committee**

  
**भारत का राजपत्र**  
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मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस्.—विश्वविद्यालय अनुदान आयोग अधिनियम 1958 (1958 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।
  - (2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
  - (3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।
2. परिभाषाएँ:- इन विनियमों में—बशर्त विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है—
  - (अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
  - (ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);
  - (स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय क्रमण हेतु

संस्थान पर, अध्ययनों, अध्ययन भ्रमण, सैर-सपाटे के लिए, लघु-अवधि वाली नियुक्तियों के लिए, शिविरों के लिए उपयोग किए जा रहे स्थानों, सांस्कृतिक समारोहों, खेलकूद आयोजनों एवं ऐसी ही अन्य गतिविधियों जिनमें कोई व्यक्ति एक कर्मचारी अथवा उच्चतर शैक्षिक संस्थान के एक छात्र के रूप में भाग ले रहा है—यह समस्त उस परिस्तर में सम्मिलित हैं।

- (डी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित है।
- (ई) "अन्य व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत है तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है।
- (एफ) "कर्मचारी" का अर्थ उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगे छात्र, स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में हैं अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है।
- (जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हैं— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केन्द्रीय नागरिक सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है।
- (एच) "उच्चतर शैक्षिक संस्थान" (एचईआई) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है।
- (आई) "आन्तरिक शिकायत समिति" (आईसीसी) (इन्टरनल कमप्लेन्ट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जीएससीएएसएच) ऐसे निकाय को आन्तरिक शिकायत समिति (आईसीसी) के रूप में पुनर्गठित किया जाना चाहिए।
- यहाँ, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्ते कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा।
- (जे) "संरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूररे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न मामलों में सहयोग करना अथवा किसी बाहरी एजेंसी द्वारा की जा रही जांच पड़ताल में अथवा किसी मुकदमे में बतौर गवाह मौजूद रहना।

(के) "लैंगिक उत्पीड़न" का अर्थ है—

- (1) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अचानक नज़रूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और घमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा घमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अबाधित काम या व्यवहारों में कोई भी एक या उससे अधिक या वे समस्त व्यवहार शामिल हैं (साथे सीधे तौर से या छिपे तौर से) नामतः—
- (अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण
- (ब) लैंगिक अनुग्रह या अनुरोध करना
- (स) लैंगिकतायुक्त टिप्पणी करना

- (इ) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना  
(ई) अश्लील साहित्य दिखाना
- (ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा वह ऐसे किसी वर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं—
- (अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में है,  
(ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी,  
(स) संबद्ध व्यक्ति के वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर,  
(द) एक दशरत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके,  
(ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है;
- (एल) "छात्र" शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल हः
- बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के अन्तर्गत पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगा।
- बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा,
- (एम) "किसी तीसरे व्यक्ति द्वारा उत्पीड़न" उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है—बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है,
- (एन) "उत्पीड़न" का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधे तौर से लैंगिक दुर्भावना की नीयत छिपी होती है,
- (ओ) "कार्यस्थल" का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:
- (अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित है;  
(ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आवासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;  
(स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।
3. उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)
- (अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;
- (ब) लैंगिक उत्पीड़न के विरुद्ध प्राक्धानों को अधिसूचित करना तथा उनके विस्तृत प्रचार-प्रसार को सुनिश्चित करना;

- (स) जैसा कि आयोग की "संज्ञम" (परिसरों में महिलाओं की सुरक्षा एवं लैंगिक संवेदीकरण कार्यक्रम) रिपोर्ट में दर्शाया गया है, प्रशिक्षण कार्यक्रम अथवा कार्यशाला, अधिकारियों, कार्यपालकों, संकाय सदस्यों एवं छात्रों के लिए उन्हें सभी को सुग्राही बनाना तथा इस अधिनियम एवं इन विनियमों में स्थापित अधिकारों, पात्रताओं एवं दायित्वों की जानकारी उन्हें सुनिश्चित कराना तथा उनके प्रति उन्हें जागरूक बनाना;
- (द) इस बात को पहचानते हुए कि प्राथमिक रूप से महिला कर्मचारी तथा छात्राओं एवं कुछ छात्र तथा तीसरे लिंग वाले छात्र कई प्रकार के लैंगिक उत्पीड़न, अपमान एवं शोषण के अन्तर्गत संवेदनशील हैं, तदनुसार सभी लिंगों के कर्मचारियों एवं छात्रों के प्रति सुनियोजित समस्त लिंग आधारित हिंसा के विरुद्ध निर्णयात्मक रूप से सक्रिय बनना ;
- (ई) लैंगिक उत्पीड़न के प्रति शून्य स्तर सहन संबंधी नीति की सार्वजनिक प्रतिबद्धता रखना;
- (एफ) सभी स्तरों पर अपने परिसर को, भेदभाव, उत्पीड़न, प्रतिशोध अथवा लैंगिक आक्रमणों से मुक्त बनाने की प्रतिबद्धता को पुनः पुष्टि करना;
- (जी) इस विषय में जागरूकता पैदा करना कि लैंगिक उत्पीड़न में क्या शामिल है— तथा इसके साथ ही हिंसापूर्ण घातवरण उत्पीड़न एवं प्रतिकार उत्पीड़न इन विषयों में जागरूकता पैदा करना;
- (एच) अपनी विद्वगिता में सम्मिलित करना और महत्वपूर्ण स्थलों पर, विशिष्ट स्थानों पर या नोटिस बोर्ड पर लैंगिक उत्पीड़न के दण्ड एवं परिणामों को दर्शाया जाना तथा संस्थान के सभी समुदायों के वर्गों को इस तन्त्र की चुपचाप के प्रति जागरूक करना जो तन्त्र लैंगिक उत्पीड़न संबंधी शिकायतों के समाधान के लिए बनाया गया है तथा इसके बारे में आन्तरिक शिकायत समिति के सदस्यों का विवरण, उनसे संपर्क साधना, शिकायत के बारे में विधि आदि के बारे में बताना यदि कोई मौजूदा निकाय पहले से ही उसी लक्ष्य के साथ सक्रिय है (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सीटाइजेशन कमिटी अगैस्ट सैक्सुअल हारसमेंट—जी.एस.सी. ए.एस.एच. निकाय को आन्तरिक शिकायत समिति) (इण्टरनल कम्प्लेन्ट्स कमिटी—आई.सी.सी.) के समान ही पुनर्गठित करना :
- बशर्त, बाद में दर्शाये गए मामले में उच्चतर शैक्षिक संस्थान सुनिश्चित करेंगे कि इस प्रकार के निकाय का गठन आई.सी.सी. के लिए आवश्यक सिद्धान्तों के आधार पर इन विनियमों के अन्तर्गत किया गया है। ऐसा कोई भी निकाय इन विनियमों के प्रावधानों के द्वारा बाध्य होगा;
- (आई) कर्मचारियों एवं छात्रों को उपलब्ध अभय के बारे में बताना, यदि वे लैंगिक उत्पीड़न के शिकार हुए हैं;
- (जे) आन्तरिक शिकायत समिति के सदस्यों द्वारा शिकायतों के निपटान, समाधान अथवा सम्झौते आदि की प्रक्रिया का संचालन संवेदनशील रूप से करने के लिए, नियमित अभिमुखी अथवा प्रशिक्षण कार्यक्रम संचालित करना;
- (के) कर्मचारियों एवं छात्रों के सभी प्रकार के उत्पीड़न के निराकरण हेतु सक्रिय रूप से गतिशील बनाना चाहें वह उत्पीड़न किसी प्रबल अधिकारी अथवा उच्चतर शैक्षिक संस्थान में स्थित पदानुक्रम संबंधों के आधार पर है। अथवा किसी घनिष्ठ भागीदार की हिंसा संबंधी हो अथवा समकक्षों से अथवा उस उच्चतर शैक्षिक संस्थान की भौगोलिक सीमाओं से बाहर किन्हीं तत्वों के कारण हो;
- (एल) उसके कर्मचारियों एवं छात्रों के प्रति किए गए लैंगिक उत्पीड़न के लिए दोषी जो लोग हैं उन्हें दण्डित करना तथा विधि द्वारा मान्य कानून के अनुसार समस्त कार्यवाही करना तथा परिसर में लैंगिक उत्पीड़न के निराकरण एवं अवरोध हेतु तन्त्रों एवं समाधान प्रणाली को यथास्थिति बनाना;
- (एम) यदि उस दुराचार का बह्यंत्रकारी वहाँ का कर्मचारी है तो सेवा नियमों के अन्तर्गत लैंगिक उत्पीड़न को एक दुराचार के रूप में मानना;
- (एन) यदि अपराधकर्ता कोई छात्र है तो लैंगिक उत्पीड़न को अनुशासनात्मक नियमों (जो बहिष्कार एवं बहिष्करण तक हो सकता है) के उल्लंघन के रूप में देखना;
- (ओ) इन विनियमों के प्रकाशन की तिथि से लेकर 80 दिनों की अवधि में इन विनियमों के प्रावधानों का अनुपालन सुनिश्चित किया जाना, जिनमें आन्तरिक शिकायत समिति की नियुक्ति शामिल है;
- (पी) आन्तरिक शिकायत समिति द्वारा की गई रिपोर्टों का समयबद्ध रूप से प्रस्तुतीकरण;
- (व्यू) एक वार्षिक स्थिति रिपोर्ट जिसमें दायर मामलों का, उनके निपटान का विवरण हो, वह तैयार करना तथा इसे आयोग को प्रस्तुत करना;

### 3.2 समर्थन करने वाली गतिविधियाँ—

- (1) जिन नियमों, विनियमों अथवा अन्य इसी प्रकार के माध्यम जिनके द्वारा आन्तरिक शिकायत केन्द्र (आई.सी.सी.) प्रकाश करेगा, उन्हें अद्यतन किया जाएगा तथा उन्हें समय-समय पर संशोधित किया

जाएगा—क्योंकि न्यायालय के निर्णय एवं अन्य कानून तथा नियमों द्वारा उस कानूनी ढाँचे में लगातार संशोधन होता रहेगा जिनके अनुसार अधिनियम लागू किया जाना है,

- (2) उच्चतर शैक्षिक संस्थानों का कार्यकारी प्राधिकारी द्वारा अधिदेशात्मक रूप से पूरा समर्थन किया जाना चाहिए तथा यह देखा जाना चाहिए कि आई.सी.सी. की सिफारिशों का क्रियान्वयन समयबद्ध रूप से किया जा रहा है कि नहीं। आई.सी.सी. के प्रकाशकों के लिए समस्त संभावित संसाधन उपलब्ध कराए जाने चाहिए— जिनमें कार्यालय और भवन अवसंरचना सहित (कम्प्यूटर, फोटो कॉपीयर, अन्य दृश्य उपकरणों आदि) स्टाफ (टाइपिस्ट, सलाह एवं कानूनी सेवाओं) सहित पर्याप्त रूप में वित्तीय संसाधन का आवंटन भी हो,
- (3) असुरक्षित/दुर्बल वर्ग विशेष रूप से प्रताड़ना के शिकार बन जाते हैं और उनके द्वारा शिकायत करना और भी ज्यादा कठिन होता है। क्षेत्र, वर्ग, जाति, लैंगिक प्रवृत्ति, अल्पसंख्यक पहचान, एवं पृथक रूप से सामर्थ्य से असुरक्षा सामाजिक रूप से संयोजित हो सकती है। समर्थकरी समितियों को इस प्रकार की असुरक्षितताओं के प्रति अति संवेदनशीलता एवं विशेष जरूरतों के प्रति संवेदनशील होने की आवश्यकता है,
- (4) क्योंकि शोध छात्र और डॉक्टोरल छात्र विशेष रूप से आक्रान्त होते हैं, अतः उच्चतर शैक्षिक संस्थानों द्वारा यह सुनिश्चित कराया जाए कि शोध सर्वेक्षण की नैतिकता संबंधी दिशा निर्देश उचित रूप से लागू हो रहे हैं,
- (5) समस्त उच्चतर शैक्षिक संस्थानों द्वारा उनकी लैंगिक उत्पीड़न विरोधी नीति की क्षमता का नियमित रूप से अर्ध वार्षिक पुनरीक्षण किया जाना चाहिए,
- (6) सभी अकादमिक स्टाफ कॉलेजों (जिन्हें अब मानव संसाधन विकास केन्द्रों के रूप में पाया जाता है) (एचआरडीसी) और क्षमता निर्माण के क्षेत्रीय केन्द्रों द्वारा लिंग संबंधी सत्रों को अपने अभिमुखी एवं पुनर्रचना पाठ्यक्रमों में निगमित करना चाहिए। अन्य सब विषयों से भी इसे प्राथमिकता दी जाए तथा इसे मुख्य धारा के रूप में विशेष रूप से बनाया जाए तथा इसके लिए 'यूजीसी सक्षण' रिपोर्ट का उपयोग करें जिसमें, इस बारे में, प्रविधियाँ उपलब्ध कराई जाती हैं,
- (7) उच्चतर शैक्षिक संस्थानों में प्रशासकों के लिए संचालित अभिमुखी पाठ्यक्रमों में आवश्यक रूप से लैंगिक संवेदीकरण तथा लैंगिक उत्पीड़न की समस्याओं पर एक मापदण्ड होना चाहिए। उच्चतर शैक्षिक संस्थान के समस्त विभागों में मौजूद सदस्यों के लिए कार्यशालाएँ नियमित रूप से संचालित की जानी चाहिए,
- (8) समस्त उच्चतर शैक्षिक संस्थानों में परामर्श सेवाओं को संस्थानों के अन्तर्गत रखा जाना चाहिए और इसके लिए सुप्रशिक्षित पूर्णकालिक परामर्शदाता होने चाहिए,
- (9) कई उच्चतर शैक्षिक संस्थान जिनके विशाल परिसर हैं जिनमें प्रकाश संबंधी व्यवस्था बहुत अधूरी है तथा अन्य संस्थानों के लोगों के अनुभव अनुसार वे स्थान असुरक्षित समझे जाते हैं, वहाँ पर्याप्त प्रकाश व्यवस्था अवसंरचना एवं रख-रखाव का एक अनिवार्य अंग है,
- (10) पर्याप्त एवं अच्छी तरह से प्रशिक्षित सुरक्षा स्टाफ आवश्यक रूप से होना चाहिए जिसमें महिला सुरक्षा स्टाफ सदस्य अच्छी संख्या में हों, जिससे संतुलन बना रहे। सुरक्षा स्टाफ नियुक्ति के मामले में लैंगिक संवेदनशीलता प्रशिक्षण को एक शर्त के रूप में माना जाना चाहिए,
- (11) उच्चतर शैक्षिक संस्थान आवश्यक रूप से विश्वसनीय जन यातायात को सुनिश्चित करें— विशेष रूप से उच्चतर शैक्षिक संस्थानों के विस्तृत परिसरों के अन्दर विभिन्न विभागों के मध्य जैसे— छात्रावासों, पुस्तकालयों, प्रयोगशालाओं तथा मुख्यालय और विशेष रूप से वे स्थान जिन तक पहुँच पाना दैनिक शोधकर्ताओं के लिए कठिन है। सुरक्षा की कमी तथा उत्पीड़न बहुत बढ़ जाता है जब कर्मचारी और छात्र सुरक्षित जन यातायात पर निर्भर नहीं रहते हैं। कर्मचारी एवं छात्रों द्वारा पुस्तकालयों और प्रयोगशालाओं में देर रात तक काम करने और शाम के समय अन्य कार्यक्रमों में भाग लेने के लिए उच्चतर शैक्षिक संस्थानों द्वारा भरोसेमंद यातायात का प्रबन्ध किया जाना चाहिए,
- (12) आवासीय उच्चतर शैक्षिक संस्थानों द्वारा महिला छात्रावासों की संरचना को प्राथमिकता दी जाए। महिला छात्रावास, जो सभी प्रकार के उत्पीड़न से थोड़ी बहुत सुरक्षा प्रदान करते हैं, उस उच्च शिक्षा के सभी स्तरों पर, शहरी एवं ग्रामीण क्षेत्रों में बड़ी संख्या में उच्च शिक्षा इच्छुक युवा महिलाओं के लिए अत्यन्त जरूरी है,

- (13) युवा छात्रों की तुलना में छात्रावास में स्थित छात्राओं की सुरक्षा के मामले को मेदनाय पूर्ण नियमों का आधार नहीं बनाया जाना चाहिए। परिसर की सुरक्षा संबंधी नीतियों को महिला कर्मचारी एवं छात्राओं की सुरक्षात्मकता के रूप में नहीं बन जाना चाहिए, जैसे कि आवश्यकता से अधिक सतर्कता या पुलिसिया निगरानी अथवा आने जाने की स्वतंत्रता में कटौती करना— विशेषकर महिला कर्मचारी एवं छात्राओं के लिए।
- (14) सभी उच्चतर शैक्षिक संस्थानों के लिए पर्याप्त स्वास्थ्य सुविधायें होनी अतिदेशात्मक हैं। महिलाओं के विषय में इस प्रक्रिया में लिंग संवेदी डाक्टर और नर्स तथा इनके साथ ही एक स्त्री रोग विशेषज्ञ की सेवाएँ उपलब्ध होनी चाहिए।
- (15) महाविद्यालयों में महिला विकास प्रकॉष्ठ पुनः धालू किये जाने चाहिए एवं उन्हें धन दिया जाना चाहिए और इन्हें लैंगिक उत्पीड़न विरोधी समितियों तथा आन्तरिक शिकायत समिति के प्रकार्यों से पृथक करके स्वशासी रखा जाना चाहिए। उसके साथ ही वे आन्तरिक शिकायत केन्द्रों के परामर्श से अपनी प्रतिविधियाँ विस्तारित करेंगे जिनमें लैंगिक संवेदीकरण कार्यक्रम शामिल हैं तथा नियमित आधार पर लैंगिक उत्पीड़न विरोधी नीतियाँ परिसरों में प्रचारित प्रसारित करेंगे। 'सांस्कृतिक पृष्ठभूमि' एवं 'औपचारिक अकादमिक स्थल' इन्हें परस्पर सहभागिता करनी चाहिए ताकि ये कार्यशालाएँ नवोन्मेषी, आकर्षक बने एवं मशीनी न हों।
- (16) छात्रावासों के वार्डन, अध्यक्ष, प्राचार्यों, कुलपतियों, विधि अधिकारियों एवं अन्य कार्यकारी सदस्यों को नियमों के अथवा अध्यादेशों में संशोधनों द्वारा जबाबदेही के दायरे में यथाआवश्यक रूप से लाना चाहिए।

#### 4. शिकायत समाधान तंत्र—

- (1) लैंगिक उत्पीड़न के विरुद्ध प्रत्येक कार्यकारी प्राधिकारी लैंगिक संवेदीकरण के लिए एक आन्तरिक तंत्र सहित एक आन्तरिक शिकायत समिति (आई.सी.सी.) का गठन करेंगे। आई.सी.सी. की निम्न संरचना होगी—
- (अ) एक पीठासीन अधिकारी जो एक महिला संकाय सदस्य हो और जो एक वरिष्ठ पद पर (एक विश्वविद्यालय की स्थिति में प्रोफेसर से निम्न न हो तथा किसी महाविद्यालय की स्थिति में सह-प्रोफेसर अथवा रीडर से निम्न न हो) शैक्षिक संस्थान में नियुक्त हो तथा कार्यकारी प्राधिकारी द्वारा नामित हो।
- बशर्त यदि किसी स्थिति में कोई वरिष्ठ स्तर की महिला कर्मचारी उपलब्ध नहीं है तो पीठासीन अधिकारी को उप-अनुभाग 2(अ) में दर्शाये कार्यस्थल के अन्य कार्यालय अथवा प्रशासनिक एकांश से उन्हें नामित किया जाएगा।
- "बशर्त यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियोजता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है।"
- (ब) दो संकाय सदस्य एवं दो गैर-अध्यापनरत कर्मचारी जो अधिमानत महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं तथा जिन्हें सामाजिक कार्य अथवा कानूनी जानकारी है, उन्हें कार्यकारी प्राधिकारी द्वारा नामित किया जाना चाहिए।
- (स) यदि किसी मामले में छात्र शामिल हैं तो उसमें तीन छात्र हों जिन्हें उन्नातक पूर्व, उन्नातकोत्तर एवं शोधस्तर पर क्रमशः भर्ती किया जायेगा जिन छात्रों को पारदर्शी लोकतांत्रिक प्रणाली द्वारा चुना गया है।
- (द) गैर सरकारी संगठनों में से किसी एक में से अथवा किसी ऐसी सभा में से जो महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं या एक ऐसा व्यक्ति हो जो लैंगिक उत्पीड़न से जुड़े मामलों का जानकार हो, जो कार्यकारी प्राधिकारी द्वारा नामित हो।
- (2) आन्तरिक शिकायत समिति के कुल सदस्यों में न्यूनतम आधे सदस्य महिलायें होनी चाहिए।
- (3) उच्चतर शैक्षिक संस्थानों में वरिष्ठ प्रशासनिक पदों पर नियुक्त व्यक्ति जैसे कुलपति, पदेन कुलपति, रेक्टर, कुलसचिव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे ताकि ऐसे केन्द्र के प्रकार्यों की स्वामत्तता सुनिश्चित रहे।



- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि—
- (अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा
- (ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा
- (स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा
- (द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवामें निरन्तरता को जनहित के प्रतिकूल माना जाएगा;
- तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;"

**5. आन्तरिक शिकायत समिति (आई.सी.सी.) :-** आन्तरिक शिकायत समिति करेगी :-

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
- (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बड़े;
- (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अयकार अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
- (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
- (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;
- 6. शिकायत करने एवं जाँच पड़ताल की प्रक्रिया:-** आन्तरिक शिकायत समिति किसी भी शिकायत को दायर करने और उस शिकायत की जाँच करने के लिए इन विनियमों और अधिनियम में निर्धारित प्रणाली का अनुपालन करेगी ताकि वह समयबद्ध रूप से पूरी हो सके। उच्चतर शैक्षिक संस्थान, आन्तरिक शिकायत समिति को सभी आवश्यक सुविधाएँ उपलब्ध कराएगा ताकि जाँच पड़ताल शीघ्रता से संचालित हो सके तथा आवश्यक गोपनीयता भी बनी रहे;
- 7. लैंगिक उत्पीड़न की शिकायत दायर करने की प्रक्रिया :-** किसी भी असन्तुष्ट व्यक्ति के लिए आवश्यक है कि वह घटना होने की तिथि से तीन माह के भीतर लिखित शिकायत आन्तरिक शिकायत समिति को प्रस्तुत करे और यदि लगातार कई घटनाएँ हुईं हो तो सबसे बाद की घटना से तीन माह के भीतर उसे प्रस्तुत करें;
- बशर्ते जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तुत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;
- बशर्ते, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;

**8. जाँच पड़ताल की प्रक्रिया:-**

- (1) शिकायत मिलने पर आन्तरिक शिकायत समिति इसकी एक प्रति को प्रतिवादी को इसके प्राप्त होने से सात दिनों के भीतर भेजेगी;
- (2) शिकायत की प्रति मिलने के बाद प्रतिवादी अपना उत्तर इस शिकायत के बारे में, सम्स्त दस्तावेजों की सूची, गवाहों के नामों एवं पत्तों के नामों एवं उनके पत्तों सहित दस दिन की अवधि में दाखिल करेगा;
- (3) शिकायत प्राप्त होने के 90 दिनों के भीतर ही जाँच पड़ताल पूरी की जानी चाहिए। अनुसंसाओं सहित, यदि वे हों, तो जाँच पड़ताल रिपोर्ट उस जाँच के पूरा होने के 10 दिनों के भीतर उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी को प्रस्तुत की जानी चाहिए। इस शिकायत से जुड़े दोनों पक्षों के समक्ष इस जाँच के तथ्यों या सिफारिशों की प्रति दी जाएगी;
- (4) जाँच रिपोर्ट प्राप्त होने के 30 दिनों के भीतर इस समिति की सिफारिशों पर उच्चतर शैक्षिक संस्थान के अध्यक्ष प्राधिकारी कार्यवाही करेंगे, यदि किसी भी पक्ष द्वारा उस अवधि में जाँच के विरुद्ध कोई अपील दायर न की गई हो;
- (5) दोनों में से किसी भी पक्ष द्वारा आन्तरिक शिकायत समिति द्वारा प्रदान तथ्यों/अनुसंसाओं के विरुद्ध उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी के समक्ष की गई अनुसंसाओं की तिथि से तीस दिन की अवधि में अपील दायर की जा सकती है;
- (6) उच्चतर शैक्षिक संस्थान का कार्यकारी प्राधिकारी यदि आन्तरिक शिकायत समिति की सिफारिशों के अनुसार कार्य नहीं करने का निर्णय लेता है तो वह इसके बारे में लिखित रूप से कारण स्पष्ट करेगा जिन्हें आन्तरिक शिकायत समिति को तथा उस कार्यवाही से जुड़े दोनों पक्षों को भेजा जाएगा। यदि दूसरी ओर वह आन्तरिक शिकायत समिति द्वारा की गई सिफारिशों के अनुसार कार्य करने का निर्णय लेता है तो एक कारण बताओ नोटिस जिसका 10 दिनों के भीतर उत्तर भेजा जाना है— उसे उस पक्ष को भेजा जाएगा जिसके विरुद्ध कार्यवाही की जानी है। उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी उस अतन्त्रुष्ट व्यक्ति का पक्ष सुनने के पश्चात ही आगे की कार्यवाही करेंगे;
- (7) मामले को निपटाने के उद्देश्य से पीड़ित पक्ष एक सुलह का आग्रह कर सकता है। सुलह का आधार कोई आर्थिक समझौता नहीं होना चाहिए। यदि कोई सुलह का प्रस्ताव रखा जाता है तो यथास्थिति उच्चतर शैक्षिक संस्थान सुलह की प्रक्रिया को आन्तरिक शिकायत समिति के माध्यम से सुलभ कराएगा। किसी भी दण्डात्मक हस्तक्षेप की तुलना में, जहाँ तक संभव होता है, उस पीड़ित पक्ष की पूरी संतुष्टि के लिए उस पारस्परिक विरोध के समाधान को अधिमानता दी जाती है;
- (8) पीड़ित पक्ष अथवा पीड़ित व्यक्ति अथवा गवाह अथवा अपराधकर्ता की पहचान सार्वजनिक नहीं की जाएगी या विशेष रूप से उस जाँच प्रक्रिया के दौरान इसे सार्वजनिक क्षेत्र में रखा जाएगा;

#### 9. आन्तरिक समाधान— उच्चतर शैक्षिक संस्थान,

- (अ) यदि आन्तरिक शिकायत केन्द्र सिफारिश करता है तो शिकायतकर्ता अथवा प्रतिवादी को अन्य किसी अनुनाम अथवा विभाग में स्थानान्तरित किया जा सकता है ताकि सम्पर्क अथवा अन्योन्य क्रिया में शामिल जोखिम कम से कम बना रहे;
- (ब) पीड़ित पक्ष को, सम्पूर्ण स्तर संबंधी एवं अन्य हित लाभों के संरक्षण सहित तीन माह तक का अवकाश स्वीकृत कर दे;
- (स) शिकायतकर्ता के किसी भी काम अथवा निष्पादन अथवा परीक्षण अथवा परीक्षाओं के संबन्ध में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
- (द) सुनिश्चित करें कि अपराधकर्ताओं को पीड़ित व्यक्तियों से दूरी बना कर रखनी चाहिए तथा यथा आवश्यक, यदि कोई प्रत्यक्ष घमकी है तो उनका परिसर में प्रवेश प्रतिबंधित कर दें;
- (ई) लैंगिक उत्पीड़न को किसी शिकायत के परिणाम स्वरूप, शिकायतकर्ता को प्रतिशोध एवं उत्पीड़न से मुक्त प्रदान करने के लिए तथा एक अनुकूल वातावरण उपलब्ध कराने के लिए सख्त उपाय किये जाने चाहिए;

#### 10. दण्ड एवं हरजाना—

- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
- (2) अपराध की गंभीरता को देखते हुए— यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान—
  - (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे—पुस्तकालय, सभागार, आवासीय आगारों, यातायात, छात्रकृति, नत्तों एवं पहचान पत्र आदि तक पहुँच बनाना;

- (ब) एक विशेष समय तक परिसर में उसका प्रवेश स्थगित अथवा बाधित करना;
- (स) यदि उस अपराध की ऐसी गंभीरता है तो उस छात्र को संस्थान से निष्कासित किया जा सकता है तथा उसका नाम उस संस्थान की नामावलि से हटाया जा सकता है, इसके साथ ही पुनः प्रवेश की अनुमति उसे नहीं होगी;
- (द) अधिदेहात्मक परामर्श अथवा सामुदायिक सेवाओं जैसे सुधारवादी दण्ड प्रदान करना;
- (3) पीड़ित व्यक्ति मुआवजे का अधिकारी है। आन्तरिक शिकायत समिति द्वारा अनुशंसित तथा कार्यकारी प्राधिकारी द्वारा स्वीकृत मुआवजे के भुगतान के लिए उच्चतर शैक्षिक संस्थान निर्देश जारी करेगा, जिसकी वसूली अपराधकर्ता से की जाएगी। देय मुआवजे का निर्धारण निम्न आधार पर होगा:-
- (अ) पीड़ित व्यक्ति को जितना मानसिक तनाव, कष्ट, व्यथा एवं दुख पहुँचा है;
- (ब) उस लैंगिक उत्पीड़न की घटना के कारण उन्हें अपनी जीविका के सुअवसर की हानि उठानी पड़ी;
- (स) पीड़ित व्यक्ति द्वारा अपने शारीरिक एवं मनोरोग संबंधी आधार के लिए खर्च किए गए चिकित्सा व्यय;
- (द) कथित अपराधकर्ता एवं उस पीड़ित व्यक्ति की आय एवं जीवन स्तर, और
- (ई) ऐसे समस्त भुगतान का एकमुश्त रूप से या किस्तों में किए जाने का औचित्य;

#### 11. झूठी शिकायत के विरुद्ध कार्यवाई:-

इस बात को सुनिश्चित करने के लिए कि लैंगिक उत्पीड़न मामलों में कर्मचारियों एवं छात्रों की सुरक्षा के प्रावधानों का दुरुपयोग न हो, असत्य एवं द्वेष भावना पूर्ण शिकायतों के विरुद्ध प्रावधान किये जाने की आवश्यकता है तथा इन्हें उच्चतर शैक्षिक संस्थानों में प्रचारित प्रसारित किया जाना चाहिए। आन्तरिक शिकायत समिति यदि यह निष्कर्ष निकालती है कि लगाए गए अभियोग असत्य थे, विद्वेषपूर्ण थे अथवा यह जानते हुए भी कि वह शिकायत असत्य अथवा जाती है अथवा भ्रामक सूचना को उस पड़ताल के दौरान उपलब्ध कराया गया है तो शिकायतकर्ता विनियम (10) के उप विनियम (1) के तहत दण्डित किये जाने के लिए बाध्य होगा यदि शिकायतकर्ता एक कर्मचारी है, तथा यदि वह अपराधकर्ता एक छात्र है तो वह इस विनियम की उप-विनियम (2) के प्रावधानों के अनुसार सजा के लिए बाध्य होगा तथापि किसी भी शिकायत को प्रमाणित करने अथवा उसके लिए पर्याप्त सबूत उपलब्ध न कर पाने का आधार, शिकायतकर्ता के विरुद्ध कार्यवाई करने का कारण नहीं माना जा सकता है। शिकायतकर्ता द्वारा द्वेषपूर्ण उद्देश्य से दाखल शिकायत की जाँच पड़ताल द्वारा तय किया जाना चाहिए तथा इस बारे में किसी कार्यवाई की सिफारिश किए जाने से पूर्व इस विषय में निर्धारित प्रणाली के अनुसार जाँच की जानी चाहिए।

#### 12. गैर अनुपालन के परिणाम:-

- (1) ऐसे संस्थान जो जानबूझकर अथवा बारंबार उन दायित्वों तथा कर्तव्यों के अनुपालन में असमर्थ बना रहता है जिन्हें कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण, निषेध एवं समाधान हेतु निर्धारित किया गया है, तो इस स्थिति में आयोग विधिवत नोटिस देकर निम्न में से किसी एक अथवा इससे अधिक बिन्दुओं पर कार्यवाई करेगा-
- (अ) विश्वविद्यालय अनुदान आयोग अधिनियम 1956 की धारा 12(बी) के अन्तर्गत की गई घोषणा जो पात्रता दिये जाने के विषय में है, उसका आहरण किया जाना;
- (ब) आयोग द्वारा अधिनियम 1956 की धारा 2 (एफ) के अन्तर्गत अनुरक्षित सूची में से उस विश्वविद्यालय अथवा महाविद्यालय का नाम हटाना;
- (स) संस्थान को आर्बिट्रल किसी भी अनुदान को रोक देना;
- (द) आयोग को किसी भी सामान्य अथवा विशेष सहायता कार्यक्रमों के अन्तर्गत किसी भी सहायता को प्राप्त करने के लिए उस संस्थान को अपात्र घोषित किया जाना;
- (ई) जन साधारण को, एवं रोजगार अथवा प्रवेश के इच्छुक भावी प्रत्याशियों को एक ऐसे नोटिस द्वारा सूचित करना जो समाचार पत्रों में प्रमुख रूप से दर्शाया गया है अथवा उपयुक्त मीडिया में दर्शाया गया है तथा आयोग की वेबसाइट पर प्रदर्शित किया गया है तथा जिस नोटिस में घोषणा की गई है कि वह संस्थान लैंगिक उत्पीड़न के विरुद्ध शून्य सहनशीलता नीति (मतव जबसमतंदन्नम चवसपबलद्ध का समर्थन नहीं करता है;
- (एफ) यदि वह एक महाविद्यालय है तो उसके सम्बद्ध विश्वविद्यालय द्वारा उसकी सहसम्बद्धता को आहरित करने की अनुमति के लिये कहें;

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुमति करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उक्त समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के अन्तर्गत पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा/53]

जसपाल एस्. संघु, सचिव, यूजीसी

## MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

### NOTIFICATION

New Delhi, the 2nd May, 2016

#### University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
- (2) They shall apply to all higher educational institutions in India.
- (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,-
- (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
- (b) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
- (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-
- any unwelcome physical, verbal or non verbal conduct of sexual nature;
  - demand or request for sexual favours;
  - making sexually coloured remarks
  - physical contact and advances; or
  - showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
  - implied or explicit threat of detrimental treatment in the conduct of work;
  - implied or explicit threat about the present or future status of the person concerned;
  - creating an intimidating offensive or hostile learning environment;
  - humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;  
 Provided that a student who is in the process of taking admission in HEI's campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;  
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, 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 appropriate HEIs;
  - 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 HEIs;
  - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

### 3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 **Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

**4. Grievance redressal mechanism.—**(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-



- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(a);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEL such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- contravenes the provisions of section 16 of the Act; or
  - has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
  - he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
  - has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

**5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:**

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

**6. The process for making complaint and conducting Inquiry** – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

**7. Process of making complaint of sexual harassment** - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing.

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

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

**8. Process of conducting Inquiry-** (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the

case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. **Interim redressal-**The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. **Punishment and compensation-** (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
  - (b) suspend or restrict entry into the campus for a specific period;
  - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
  - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
  - (b) the loss of career opportunity due to the incident of sexual harassment;
  - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
  - (d) the income and status of the alleged perpetrator and victim; and
  - (e) the feasibility of such payment in lump sum or in instalments.

11. **Action against frivolous complaint.**—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

**12. Consequences of non-compliance.**—(1) The Commission shall, in respect of any institution that will fully contravene or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
  - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
  - (c) withholding any grant allocated to the institution;
  - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
  - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
  - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
  - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
  - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
  - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC



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P-88, MIDC Residential Area Dombivli Gymkhana Road,  
Near Balaji Mandir, Dombivli (East), 421203.


**INTERNAL COMPLAINTS COMMITTEE**  
**Academic year 2022-23**

**Objectives**


The Internal Complaint Committee is an educational resource as well as a complaint redressal mechanism for the members of faculty, staff and students of the Institution.

The objectives are:

- To aware about laws and the rights to complaint against sexual harassment.
- To ensure fair and timely resolution of sexual harassment complaints
- To provide counselling and support services on campus
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment
- To promote awareness about sexual harassment through educational initiatives that encourages and adopts a respectful and safe college environment

  
Presiding Officer



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




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**Composition of Internal Complaints Committee**  
**Academic year 2022-23**

In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme court judgment, a complaint committee for considering complaints of sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Rules, 2013, is formed as under:

Sl.No	Name of the member	Designation
1	Mrs.Sreekala Nair	Presiding Officer
2	Mrs.Ranjana Mhalgi	Teaching Representative
3	Mrs.Sandhya Pandey	Teaching Representative
4	Mrs.Savita Joshi	Non-Teaching Representative
5	Ms.Manali Bhoir	UG Student Representative
6	Ms.Sneha Kadam	PG Student Representative



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



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**INTERNAL COMPLAINTS COMMITTEE**

**ACADEMIC YEAR 2022-23**

**Notice**

**Date:09/07/2022**

This is to inform you all, Internal Complaints Committee is scheduled a meeting on 11<sup>th</sup> July 2022 at 1:00 p.m in G4. All are requested to attend the same.

**Agenda:**

- Planning of orientation for all courses
- Activities to be planned for the awareness of ICC

  
**Presiding Officer**



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

Sl.No	Name of the member	Signature
1	Mrs.Sreekala Nair	<i>Sain</i>
2	Mrs.Ranjana Mhalgi	<i>Rm</i>
3	Mrs.Sandhya Pandey	<i>Sandhya</i>
4	Mrs.Savita Joshi	<i>Sjon.</i>
5	Ms.Manali Bhoir	<i>m.v.Bhoir</i>
6	Ms.Sneha Kadam	<i>Kadam</i>







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**INTERNAL COMPLAINTS COMMITTEE**  
**Academic year 2022-23**

**Minutes of Meeting**

**Date:11/07/22**

A meeting of internal Complaints Committee was scheduled on 11<sup>th</sup> July 2022 at 1:00p.m in G4. The following points were discussed:

- The committee decided to conduct orientation for all courses
- The committee decided to organize activities for the awareness of ICC related issues.
- Complaint register is to be maintained for any complaints.

Sl.No	Name of the member	Signature
1	Mrs.Sreekala Nair	
2	Mrs.Ranjana Mhalgi	
3	Mrs.Sandhya Pandey	
4	Mrs.Savita Joshi	
5	Ms.Manali Bhoir	
6	Ms.Sneha Kadam	

Presiding Officer



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



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**INTERNAL COMPLAINTS COMMITTEE**

**ACADEMIC YEAR 2022-23**

**Report**

Name of the committee: Internal Complaints Committee

Name of the event: Orientation Program on ICC

Date: 16th to 22nd July, 2022

Venue : Classroom

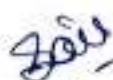
Purpose : To orient about Roles , responsibilities and information of Internal Complaints Committee of the college

Outcome : Students and staff were made aware of information related to ICC


Male beneficiaries -441

Female beneficiaries -506

Total beneficiaries-947

  
**Presiding Officer**



  
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## Notice

Date: 23/07/2022

**Name of the Committee: Internal Complaints Committee**

This is to inform you all ICC of the College is organizing a session on "sexual harassment against women" on 26<sup>th</sup> July 2022 at 10:00a.m in the auditorium. All students are requested to attend the same.

*Sais*  
CONVENOR



*h*  
PRINCIPAL  
PRINCIPAL  
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**THE S.I.A. COLLEGE of Higher Education**  
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Internal Complaints Committee  
organizes Session on  
“Sexual Harassment Crime Against  
Women”

Date : 26th July, 2022

Time : 10:00 am





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Near Balaji Mandir, Dombivli (East), 421203.

## INTERNAL COMPLAINTS COMMITTEE

Academic year 22-23

Report

**Name of the event:** Session on sexual harassment against women

**Date:** 26th July, 2022

**Time:** 10:00a.m

**Venue:** Auditorium

**Speaker:** Mrs. Mathura.N.Patil, Police Inspector, Vikhroli

**Purpose:** To aware about the protection against sexual harassment of women and for the prevention and redressal of complaints.

**Outcome:** Students were made aware of laws and the rights to complaint against sexual harassment.

**Male beneficiaries -56**

**Female beneficiaries -130**

**Total beneficiaries-186**

*Saw*  
Presiding Officer









The South Indian Association's

Tel. : 0251 2449891 / 92

# The S.I.A. College of Higher Education

Accredited B' by NAAC  
(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

Ref. No : SIAC/112/22-23

Date : 25/7/2022

To,  
Mrs Mathura.N.Patil,  
Police Inspector,  
Vikhroli, Mumbai

Dear Madam,

The Internal Complaints Committee of our college is organizing a session on Sexual Harassment Crime against Women. We take pleasure to invite you as Guest Speaker for this session on 26<sup>th</sup> July, 2022 at 10.00 am.

Kindly accept the invitation.

Thanking You.

Regards.

Sreekala Nair  
*S.N.*  
Presiding Officer



*Padmaja Arvind*  
Dr. Padmaja Arvind

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

*mm*  
*26/7*







The South Indian Association's

Tel. : 0251 2449891 / 92

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

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

Ref. No : SIAC/113/22-23

Date : 25/7/22

To,  
Mrs Mathura.N.Patil,  
Police Inspector,  
Vikhroli,Mumbai

Dear Madam,

The Internal Complaints Committee of our college take this opportunity to thank you for accepting our invitation as Guest Speaker for the session on Sexual Harassment Crime against Women and sharing your experience and valuable time.

Your guidance will definitely help our students to acquire information on this social subject and be aware of this matter.

Thank you,

Regards,

Sreekala Nair  
*S.N.*  
Presiding Officer



*Padmaja*  
Dr.Padmaja Arvind

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



*MM*  
*26/7*

PM

187

Cf22057

CF22173

50

BF21046

CF22082

Cf22236

BF21034

CF22225

Bf22011

BF21065

CF22234

CF22121

BF0000

3 more responses are hidden

Copy


### Gender

113 responses

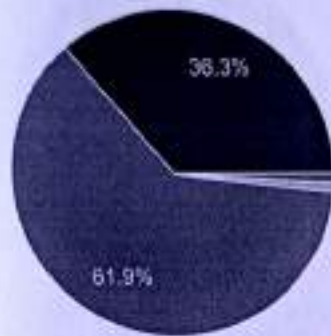


Feedback form for Internal Complain Committee Session (26/07/2022)

The session was organized in a manner that created awareness on Sexual Harassment against Women.


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113 responses

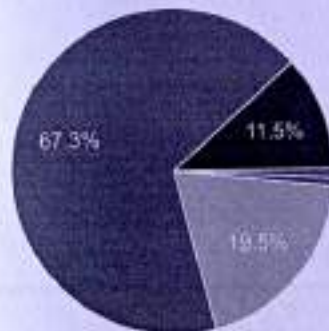


- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

The Resource Person stimulated my interest in the subject matter.


 Copy

113 responses

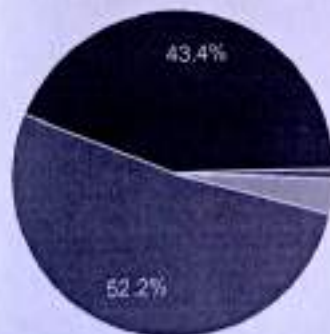


- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

This course gave me confidence to do raise voice on Crime against women.

 Copy

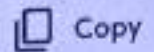
113 responses



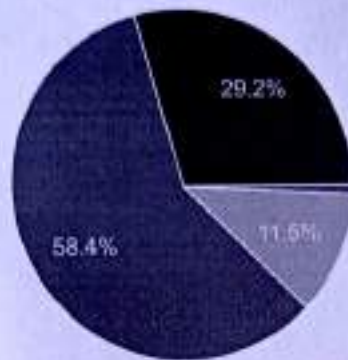
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree



More sessions should be organized on such topics.

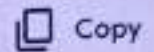


113 responses

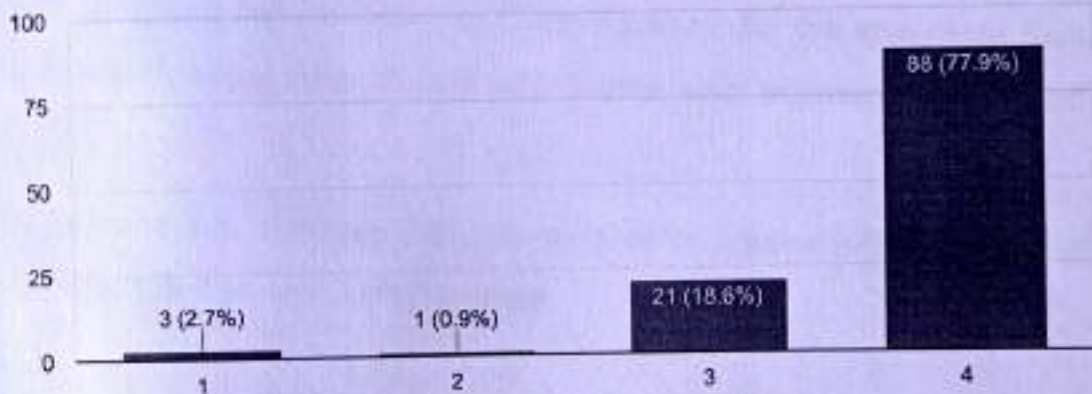


- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Overall rating about session.



113 responses



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Committee/ Dept/ Club Name	ICC	Date and Time of the Event	26/07/2022 11:00 a.m
Event Name	Session on sexual harassment against women	Venue	Auditorium

### Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Majuri. S. Katore	F.Y. B.com	<u>Majuri</u>
2	Kashish G. Patil	F.Y. B.com	<u>Kashish</u>
3	Vidhi. Furia	F.Y. B.com	<u>Vidhi</u>
4	Maitri. Lodaya.	F.Y. B.com	<u>Maitri</u>
5	Mansi. V. Pandey	F.Y. BAF	<u>Mansi</u>
6	Krushika B. Dubey	F.Y. (BAE)	<u>Krushika</u>
7	Sakshi A. Mishra	F.Y. BAF	<u>Sakshi</u>
8	Veda. V. Sengupta	F.Y. BAF	<u>Veda</u>
9	Akansha. R. Mishra	F.Y. BAF	<u>Akansha</u>
10	Prerna Dinkar Konde	F.Y. B.com	<u>P. Konde</u>
11	Samiksha Jivan Harad	F.Y. B.com	<u>Harad</u>
12	Sakshi Laxman Kulkarni	F.Y. B.com	<u>Sakshi</u>
13	Rinaaz Salim Shaikh	F.Y. B.com	<u>Rinaaz</u>
14	Tanishqa Vinod More	F.Y. B.com	<u>Tanishqa</u>
15	Pritya. G. Yadav	F.Y. BBI	<u>Pritya</u>



Sr. No	Student Name	Class	Signature
16	Rakshita Kiran Bangera	FYBBI	<u>Rakshita</u>
17	Meena Nareesh. Naurya	FYBBI	<u>Meena</u>
18	Urvashi S. Joshi	F.Y. BBI	<u>Urvashi</u>
19	Aachal D. Gaud	F.Y. BBI	<u>Aachal</u>
20	Swarangi A. Bhasale	F.Y. BBI	<u>Swarangi</u>
21	Lalita S. Patil	F.Y. BBI	<u>Lalita</u>
22	Neha R. Shekhawat	FYBBI	<u>Neha</u>
23	Sejal Sunil Kanajiya	FYBBI	<u>Sejal</u>
24	Bharti Yadav	FYBBI	<u>Bharti</u>

  
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Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Aditi Goshavi	F.Y. Bcom	A. Goshavi
2	Vaishnavi Hanikane	F.Y. Bcom	Vaishnavi
3	Iyer Vijayalakshmi	F.Y. Bcom	Iyer
4	Eshwarai. Ravikumar	F.Y. Bcom	Eshwarai
5	Diksha Angane	F.Y. B com	Diksha
6	Parvati Daswar	F.Y. B.com	Parvati
7	Dimple Dadhia	F.Y. B com	Dimple
8	Neha Chauhan	F.Y. B com	Neha
9	Monika Chauhan	F.Y. B. Com	Monika
10	Madhavi Lone.	F.Y. B. Com	Madhavi
11	Shraddha Pendhari	F.Y. B. Com	Shraddha
12	Dhanashree Gavele	F.Y. BAF	Dhanashree
13	Pooja Patphode	F.Y. BAF	Pooja
14	Shruti Subar	F.Y. BAF	Shruti
15	Gouri vidyal	F.Y. B. Com	Gouri



Sr. No	Student Name	Class	Signature
16	Sangeeta yadav	Fy. B.Com	
17	Pooja Saavan Gupta	FY. B.Com	
18	Reekha Mandrachaudhary	Ay. BBI	
19.	MUSKAN. Nagendra. Choudhary	FY. BBI	
20.	Kinjal. Navin. Gosai	F.Y. BBI	
21	EKta. Sanjay. Tiwari	F.Y. B.B.I	
22	Amisha Asit Thotam	FYBAF	
23	Vaishnavi Ghantharam Bhagwat	FYBAF	
24	ANJU DINESH yadav	Fy. B.com	
25	Swati Dinesh varma	FY. B.com	
26	Khushboo Loknath yadav	FY. B.com	
27	Anshika Jyotirakash Yadav	F.Y. B.com	

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Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Snehal Dnyandev Kadam	F.Y. B.Com	<u>Snehal</u>
2	Babita Preambhadur Vishwakarma	Fy B.Com	<u>Babita</u>
3	Pratiksha Dayanand Bait	F.Y. Bcom	<u>Pratiksha</u>
4	Bhavna Vijay Kumbhar	F.Y. Bcom	<u>Bhavna</u>
5	Jagruti Prakash Jadhav	F.Y. Bcom	<u>Jagruti</u>
6	Krishna B. Halpanti	Fy. BAF	<u>Krishna</u>
7	Khan Sufiya Lukman.	Fy. Bcom	<u>Sufiya</u>
8	Gale vaishnavi vijay	Fy. Bcom	<u>Vaishnavi</u>
9	pooja. Durai	Fy. Bcom	<u>Pooja. Durai</u>
10	Shukranti Bhalekar	F.Y. Bcom	<u>SBhalekar</u>
11	Nupoor Rane	FY BAF	<u>NRane</u>
12	Manjiri Jadhav	F.Y. B.Com	<u>Manjiri Anil Jadhav</u>
13	Ashwanti el Jadhav	F.Y. B.com	<u>Ashwanti</u>
14	Priti Kantam	F.Y. Bcom	<u>Priti</u>
15	Komal. S. Gupta	F.Y. B.com	<u>Komal</u>



Sr. No	Student Name	Class	Signature
16	Sanika Madhukar Dhuru	F.Y. Bcom	<u>Dhuru</u>
17	Preena Anun More	F.Y. Bcom	<u>Preena</u>
18	Harshada Rajendra Pawar	F.Y. Bcom	<u>Harshada</u>
19	Roshani .t. chauhanale	F.Y. BAF	<u>Roshani</u>
20	Sueanya Satish Tambe	F.Y. BAF	<u>Sueanya</u>
21	Vaishnavi Naresh Kadam	F.Y BAF	<u>Kadam</u>
22	Komal Bansilal Jain	F.Y BAF	<u>Komal</u>
23	Sakshi .S. Gaikwad	F.Y BAF	<u>Sakshi Gaikwad</u>
24	Anushka S. Jangali	F.Y. Bcom	<u>Anu</u>
25	Pavitra M Nagaon	F.Y Bcom	<u>Pavitra</u>
26	Pourima Anand Govilkar	<del>F.Y</del> F.Y. BAF	<u>Govilkar</u>

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Committee/ Dept/ Club Name	ICC	Date and Time of the Event	26/07/2022 11:00 a.m
Event Name	Session on sexual harassment against women	Venue	Auditorium

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Riya Dinesh Mali	Fy B.com	Riya
2	Anjali Deepak Rajbhar	Fy. B.com	Anjali
3	Sakshi Ajit Singh	Fy. BBI	Sakshi
4	Samiksha Shekhar Shinde	FY. B.B.1	Shinde
5	Chhoti Pramod Singh	FY BBI	Chhoti
6	Jyoti Rajesh Yadav	FY. B.Com	Jyoti
7	Reebu Umashankar Yadav	F.Y. B.com	Reebu
8	Sanjana Ramesh Boramani	F.Y. BAF	Sanjana
9	Kiran Indrajeet Mawrya	Fy. BBI	Mawrya
10	Vaishnavi Mahesh Gaikwad	Fy. BBI	Gaikwad
11	Rutuja Ramesh Nimbhorkar	FY BBI	Rutuja
12	Mansi Jagannath Kumbhar	FY BBI	Kumbhar
13	Mansi Daiswal	Fy BBI	Mansi
14	Akanksha Mayekar	FY BBI	Mayekar
15	Vidhi K. Narede	FY BBI	Narede





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Committee/ Dept/ Club Name	ICC	Date and Time of the Event	26/07/2022 11:00 a.m
Event Name	Session on sexual harassment against women	Venue	Auditorium

### Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Komal Rajan Kanojiya	F.V. B.com	Komal
2	Nimla Hiralal Chaudhary	F.Y. B.com	Nimla.c
3	Kirti Kisan Borse	F.Y. B.com	Kirti
4	Jyoti Subhash Chaugule	F.Y. B.com	Jyoti
5	Devanshi. P. Jadhav	Fy. BAF	Devanshi
6	Gayatri. Chowdhari	Fy. BAF	Gayatri
7	Archana. Kanojiya	Fy. B.com	Kanojiya
8	Bhavana. Choudhary	Fy. B.com	Bhavana
9	Tanvi More	Fy B.com	Tanvi
10	Jankari Mahajan	F.Y. B.com	Jankari
11	Sakshi. Singh	S4BBI	Sakshi
12	Anjali Kanu	S4BBI	Anjali
13	Priya Brajapali	S4BBI	Priya
14	Mansi Malhotra	F.Y. B.com	Mansi
15	Deepali Kanojiya	F.Y. B.com	Deepali







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Committee/ Dept/ Club Name	ICC	Date and Time of the Event	26/07/2022 11:00 a.m
Event Name	Session on sexual harassment against women	Venue	Auditorium

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Kashish Jadhav	F.Y. B. Com	Kashish
2	Piyusha Dhamal	F.Y. BBI	Piyusha
3	Samruddhi Hule	F.Y. BBI	Hule
4	Shravani Potil	F.Y. BBI	Potil
5	Shraddha Pai	F.Y. BBI	Shraddha
6	Khushi Goud	F.Y. BBI	Goud
7	Shraddha Mali	F.Y. BBI	Mali
8	Sushli T. Bhoir	F.Y. BBI	Sushli T. Bhoir
9	Pratishtha V. Handrale	F.Y. BBI	Pratishtha
10	Darshika Ghokar	F.Y. B Com	Darshika
11	Kajal Sharma	F.Y. B Com	Kajal
12	Khushi Dubey	F.Y. B Com	Khushi D.
13	Manjari Dubey	F.Y. B Com	Dubey
14	Soni. Chourasiya	F.Y. B.A.F	Soni
15			





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Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Prathamesh Kambte	F.Y. B.COM	P.Kambte
2	Sushant Kadam	F.Y. B.COM	Sushant
3	Rajdip. p. chattopadhyay	F.Y. B.COM	Rajdip
4	DEEP mathuradas GAJRA	F.Y. B.COM	DEEPM.GAJRA
5	Shreya Bhogaonkar	F.Y. BAF	Shreya
6	Kirti D. Oravkar	F.Y. BAF	Kirti
7	Laxmi C. Gupta	F.Y. BBI	Laxmi
8	Swati Vinay Dubey	F.Y. BBI	Swati
9	Roshni D. Sharma	F.Y. BBI	Roshni
10	Sukshaman Rave Dhillon	F.Y. B.COM	Shaman
11	Jyoti Tiwari	F.Y. B.COM	Jyoti
12	Mrunali Nikam	F.Y. BBI	Mrunali
13	Sneha Gurav	F.Y. BBI	Sneha
14	Urvashi S. Joshi	F.Y. BBI	Urvashi
15	Archal D. Gaud	F.Y. BBI	Archal









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Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Vedant . S. Kulkarni	F.Y. B.com	Vedant
2	Atharva . M. Khandge	P.y-B.com	AK
3	Sahil P. Dorkande	F.Y. B.com	Sahil
4	Vishal Devendra Neve	F.Y. B.com	Vishal
5	Kishan . S. Kumbhar	F.Y. B.com	Kishan
6	Vipul . S. Mawrya	F.Y. B.com	Vipul
7	Om Choudhary	F.Y. B.com	Om
8	Allen Hiji V.	F.Y. BAF	Allen
9	Yogesh . S. Parab	F.Y. BAF	YParab
10	Prathmesh P. Patil	F.Y. BAF	P.Patil
11	Ritesh . R. Gangurde	F.Y. B.A.F	Ritesh
12	Rachit . L. Poojary	F.Y. BAF	Rachit
13	Juned Ansari	F.Y. B.com	Juned
14	Nirad S. Narvekar	F.Y. B.com	Nirad
15	Sujal S. Parkhira	F.Y. B.com	Bejal



Sr. No	Student Name	Class	Signature
16	Ronak R. Yallurkar	F.Y. B. Com	Ronak
17	Pratik R. Vira	F.Y. B. Com	Pratik
18	Moryaanandinesh	F.Y. B. Com	Axand
19	Aakash C. Verma	F.Y. B. Com	Ash
20	Shivam Dilip Kanajiya	F.Y. B. Com	Shivam S. K.
21	Rakesh Raj. Jangam	F.Y. B. Com	Rakesh
22	Rajesh L. Jaiswar	F.Y. B. Com	Rajesh
23	Darshika Ghokar	F.Y. B. Com	Darshika
24	Tejeshi Dabey	F.Y. B. Com	Tejeshi
25	Rahul R. Choudhary	F.Y. B. Com	Rahul Choudhary
26	Rajat Sharma	F.Y. B. Com	Rajat
27	Omkar D. Khadse	F.Y. B. Com	Omkar
28	Shyamsundar G. Prajapati	F.Y. B. Com	Shyamsundar
29	Pratham S. Idoti	F.Y. B. Com	Pratham
30	Shrikant V. Chaudhey	F.Y. B. Com	Shrikant
31	Jay Prakash Gupta	F.Y. BBI	Jay
32	Abhishek B. Kanajiya	F.Y. BBI	Abhishek
33	Sanketh Anchan	F.Y. BBI	Sanketh
34	Kenneth Henry	F.Y. BBI	Kenneth
35	Sumit M. Nagarkar	F.Y. BBI	Sumit Nagarkar
36	Yash P. Talakar	F.Y. BBI	Yash P. Talakar

  
 Convenor



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Date : 22-07-22

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	22-07-22 11:00 to 11:50
Event Name	Orientation	Venue	Room.no :- 404

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Jhala Shyam Singh	TYIT	
2	Kalwar Nikhil Kalwar	TYIT	
3	Tilak Rajwat	TYIT	
4	Swarnil S. Yerunkar	TYIT	
5	Kunal B. Bhujbal	TYIT	
6	Sanket S Satwase	TYIT	
7	Aniket Chandrakant Vichare	TYIT	
8	Rutesh Gade	TYIT	
9	Parag More	TYIT	
10	Kartik Naula	TYIT	
11	Ritesh Yadav	TYIT	
12	Sabil Khan	TYIT	
13	Shubham S. Dash	TYIT	
14	Vedant M. Manjrekar	TYIT	
15	Suyog J. Rane	TYIT	
16	Amrendu Yadav	TYIT	
17	Gautam S. Sakhar	TYIT	
18	Ankit Mishra	TYIT	
19	YASH GUPTA	TYIT	
20	Smit. D. more	TYIT	



21.	Shivam Dubey	TYIT	<del>IF28007/A</del>
22.	Saurav G. Mahajan	TYIT	<del>S. Mahajan</del>
23	Ameya M. Ojale	TYIT	<del>Ameya</del>
24	Vicky VISHAY VAISHY	TYIT	<del>Vicky</del>
25	Tejas Laxmichand Gala	TYIT	<del>Tejas</del>
26	Chetan Kamuni	TYIT	<del>Chetan</del>
27	Yash Mhatre	TYIT	<del>Yash</del>
28	Harshod chavan	TYIT	<del>H. Chavan</del>
29	Atharva Jethva	TYIT	<del>Atharva</del>
30	Abijith M. Nadar	TYIT	<del>Abijith</del>
31	ABHISHEK C. MATE	TYIT	<del>Abhishek</del>
32	SINGH DIVAKAR. S	TYIT	<del>Singh</del>
33	RUTAMBH R. SALUNKHE	TYIT	<del>Rutambh</del>
34	KRISHNAKANT PALAYE	TYIT	<del>K.P. Palaye</del>

*[Signature]*  
Convener



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Date : 22-07-22

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	22-07-22 11:00 to 11:50
Event Name	Orientalion	Venue	ROOM NO:- 404

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Neha. Gupta	TY-IT	<u>Neha</u>
2	Jigyasa G. Jaiswal	TYIT	<u>Jigyasa</u>
3	Shraddha Lodaya	TYIT	<u>S.S. Lodaya</u>
4	SHRUTI SHUKLA	TYIT	<u>Shruti</u>
5	POOJA .M. MAHUSARE	TYIT	<u>Pmahusare</u>
6	Sakshi divedi	TYIT	<u>Sakshi</u>
7	A Akhila Menon	TYIT	<u>Akhila</u>
8	Heena Jethava	TYBscIT	<u>Heena</u>
9	Sakshi Rajbhar	TYIT	<u>Sakshi</u>
10	Sufi shaikh	TYIT	<u>Sufi</u>
11	Soniya Gaud	TYIT	<u>Soniya</u>
12	ANISHA ANAND RAWANT	TYIT	<u>Rawant</u>
13	Shraddha Nitin Kadam.	TYIT	<u>Kadam.</u>
14	Nandini Ravindra Shigavan.	TYIT	<u>Nandini</u>
15	Sanskriti. Refendra. Bhoak	TYIT	<u>Bhoak</u>
16	Shejal. Ramesh. The	TYIT	<u>Shejal</u>
17	Aanchal Upadhyay	TYIT	<u>Aanchal</u>
18	Varsha Sanjoshi Pandey	TYIT	<u>Varsha</u>
19			





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	22-07-22 11:00 to 11:50.
Event Name	Orientaton	Venue	Room No : 301

**Attendance (Male)**

Sr. No	Student Name	Class	Signature
1	Rohan P. Pandit	TY.BMS	
2	Pratham B. Terse	T.Y.BMS	
3	Sarthi A. Mindhe	TYBMS	
4	Rohan Talwadkar	TYBMS	
5	Rohit G. Chandan	TYBMS	
6	Shivan Mandrai	TYBMS	
7	Soumya Dashi	TYBMS	
8	Jenil H. Shah	TYBMS	
9	Bhavya Dashi	TYBMS	
10	Vipin Singh	TYBMS	
11	Deepak Suryavanshi	TYBMS	
12	Vinod Pulaskar	TYBMS	
13	Sarthi mindhe	TYBMS	
14	Jenil K	TYBMS	
15	Yash. Shantaram Sonawane	TYBMS	
16	Harsh Bhadra	TYBMS	
17	Rajdeep lawale	TYBMS	
18	Hardeepsinh M. Jadeja	TYBMS	
19	Mohit. Kumbhar	TYBMS	
20	Meet. Kothari	TYBMS	



21	Bipinkumar Nedlic	Ty Bms	<del>Trilisa</del>
22	Nishikant More	TYBMJ	<del>XXXX</del>
<del>23</del>	<del>Jest Khattra</del>	<del>FYBMS</del>	<del>Perit</del>
<del>24</del>	<del>Sarth Mande</del>	<del>TYBMS</del>	
<del>25</del>	<del>Vinod Pulaskar</del>	<del>FYBMS</del>	
26	Deepak Suryavanshi	FYBMS	
23	Gokul Kumar naidu	TyBms	GA



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	22/07/22 11:00 to 11:50
Event Name	Orientation	Venue	Room No. 301

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Vaibhavi R. Paulwal	TYBMS (HR)A	<u>Paulwal</u>
2	Neha Shettigar	TYBMS (HR)A	<u>Shettigar</u>
3	Gojiri Mane	TYBMS (HR)A	<u>Mane</u>
4	Jerusha Khanna	TYBMS (HR)A	<u>Khanna</u>
5	Meenakshi Saini	TYBMS (HR)A	<u>Saini</u>
6	Aarshi Kanogiya	TYBMS (HR)A	<u>Kanogiya</u>
7	Siddhi Patil	TYBMS (HR)A	<u>Patil</u>
8	Gauravi Dhawal	TYBMS (HR)A	<u>Gauravi</u>
9	Khushi Deshmukh	TYBMS (M)A	<u>Khushi</u>
10	Janhavi Kuwar	TYBMS (HR)A	<u>Kuwar</u>
11	Sakshi Kane	TYBMS (HR)A	<u>Kane</u>
12	Kajal Gupta	TYBMS (HR)A	<u>Kajal Gupta</u>
13	Shraddha Mididoddy	TYBMS (Mktg)	<u>Mididoddy</u>
14	Ut Karsha Ghadi	TYBMS (HR)A	<u>Ghadi</u>
15	Jyostna More	TYBMS (HR)A	<u>Jyostna</u>
16	Brexa Khandekar	TYBMS (HR)A	<u>Khandekar</u>
17	Srushti Kadam	TYBMS (HR)	<u>S. Kadam</u>
18	Tanu Rahangdale	TYBMS (HR)	<u>Rahangdale</u>
19	Bhaveeka Saharan.	TYBMS (HR)	<u>Bhaveeka</u>





20	Ruchi Jha	TYBMS (CMR)	Ruchi Jha
21	Tapvi Bidkar	TYBMS (HR)A	<u>Bidkar</u>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	22/07/22 11:00 to 11:50
Event Name	Oratorical	Venue	Room No. 301

**Attendance (Female)**

Sr. No	Student Name	Class	Signature
1	Shweta Ravindra Kachars	TYBMS	
2	Dinya Parshuram Kadam	TYBMS	
3			



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	28/07/22 12:10 to 1:50
Event Name	Orientation	Venue	Room No: 302

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Anushka Chavan	MF2011 TYBMS - B	
2	Khushi S. Nagotkar	MF20042 TYBMS - B	
3	Ambika Singh	MF20068 TYBMS - B	
4	Manali Vinod Bhoir	MF20004 TYBMS - B	M.V. Bhoir
5	Priyanka J. Vade	TYBMS - B	
6	Tigna H. Dave	TYBMS - B	
7	Devanshi Mojindra	TYBMS - B	
8	Amisha Solanki	TYBMS - B	
9	Sanjam Mandar	TYBMS - B	
10	Rashmi Poojari	TYBMS - B	
11	Rakshita R. Chandan	TYBMS - B	
12	Vijetha S. Poojari	TYBMS - B	V. Poojari
13	Priyanka D. Rajbhor	TYBMS - B	Priyanka
14	Priya Hanbhakarsh. Dutey	TYBMS - B	
15	Shomitha C. Shetty	TYBMS - B	
16	Sharma Sagarjeet	TYBMS - B	
17	Priya Mauthe	TYBMS - B	Priya
18	Amkita A.	TYBMS - B	Amkita
19	Surbhi Shukla	TYBMS - B	



20. Ravina, Suthar

T4BMS-B.

Ravina.



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	23/07/22 12:10 to 1:00
Event Name	Orientation	Venue	Room No. 302

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Nagdeep. Ramosh. Shetty	TYBMS(F)	
2	Shivam A. Shukla	TY.BMS(F)	
3	Sonu S. Gupta	TYBMS(F)	
4	Ramesh Tipari	TYBMS(F)	
5	Pawan S. Dhawale	TYBMS(F)	
6	Tejas S. Dawande	TYBMS(F)	
7	Aman Caka	TYBMS(F)	
8	Yash Deepak Morye	TYBMS(F)	
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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	23/07/22 12:10 to 1:00
Event Name	Orientation	Venue	Room No:303

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Harshit Tiwari	SYBMS (B)	Harshit
2	Vinit Patil	SYBMS (B)	Vinit
3	Vishal Sogare	SYBMS (B)	Vishal
4	Harsh Gajjar	SYBMS (B)	Harsh
5	Akash Kanajiya	SYBMS (B)	Akash
6	Rohit Manojiya	SYBMS (B)	Rohit
7	Vijay Kumbhar	SYBMS (B)	Vijay
8	Girish Naidu	SYBMS (B)	Girish
9	Shubham Patreik	SYBMS (B)	Shubham
10	Ramesh pal	SYBMS (B)	Ramesh
11	Pravin Mewade	SYBMS (B)	Pravin Mewade
12	Vinay Uchit	SYBMS (B)	V. P. Uchit
13	Prashant Pawar	SYBMS (B)	Prashant
14	Sujal Kish	SYBMS (B)	Sujal
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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	23/07/22 12:10 to 1:50
Event Name	Orientation	Venue	Room No: 303

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Tanishka Kailasia	Sy BMS (B)	Tanishka
2	Rucha Jadhav	Sy BMS (B)	Rucha
3	Vaibhavi Bharti	Sy BMS (B)	Vaibhavi
4	Aarti Sawant	Sy BMS (B)	Aarti
5	Nishita Yadav	Sy BMS (B)	Nishita
6	Sanjana. M. Sahani	Sy BMS (B)	Sanjana
7	Akansha. V. Yadav	Sy BMS (B)	Akansha
8	Udhi yadav	Sy BMS (B)	Udhi
9	Ansa Sheharbano	Sy BMS (B)	Ansa
10	Sumana Mondal	Sy BMS (B)	Sumana
11	Kavita <del>Sh</del> Sahani	Sy BMS (B)	Kavita
12	Neha utekar	Sy BMS (B)	Neha
13	Sakshi Sakpal	Sy BMS (B)	Sakshi
14	Tarvi Khollam	Sy BMS (B)	Tarvi
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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	23/07/22 12:10 to 1:00
Event Name	Orientalism	Venue	Room No: 305

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Vansh Bk Srivastava	SYBMS A	Vansh
2	Ashish M. Chouhan	SYBMS A	Ashish
3	M. Maheshwaran Nadar	SYBMS A	Mahesh
4	Shubham G. Mayekar	SYBMS A	Shubham
5	Anish L. Patil	SYBMS A	Anish
6	Aniket Gupta	SYBMS	Aniket
7	Om Kabre	SYBMS	Om
8	Sundar Narasimhan	SYBMS	Sundar
9	Aman Gupta	SYBMS	Aman
10	Manisurya Mahendran	SYBMS	Manisurya
11	Vedant Bawankar	SYBMS	Vedant
12	Shubham Dahi	SYBMS	Shubham
13	Sarvesh Pawar	SYBMS	Sarvesh
14	Eshan Pawar	SYBMS	Eshan
15	Tejas Shedge	SYBMS	Tejas
16	Dhruva Senkar	SYBMS	Dhruva
17	Vipin Ponde	SYBMS	Vipin
18	Nikhil Singh	SYBMS	Nikhil
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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	23/07/22 12:10 to 1:00
Event Name	Orientalism	Venue	Room No. 305

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Ishwari Pradeep Thakur	SYBMS (A)	
2	Manal Deven Adole	SYBMS (A)	
3	Rubya Siddhiki	SYBMS (A)	
4	Priya D. Marrya	SYBMS (A)	
5	Nandini Chaudhari	SYBMS (A)	
6	Dhanisha Patil	SYBMS (A)	
7	Harshini Iyer	SYBMS (A)	
8	Nandhini Nadar	SYBMS (A)	
9	Vidhi Bhatti	SYBMS (A)	
10	Binal Jalla	SYBMS (A)	
11	Aparna Iyer	SYBMS (A)	
12	Deepali Jadhav	SYBMS (A)	
13	Amisha Gaikwad	SYBMS (A)	
14	Bhagyashree Mahajan	SYBMS (A)	
15	Aditi Shinde	SYBMS (A)	
16	Ashrita Mogavekar	SYBMS (A)	
17	Ramiksha	SYBMS (A)	
18	Khushi Thakkar	SYBMS (A)	
19			





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	23/07/22 12:10 to 1:00 PM
Event Name	Orientalism	Venue	Classroom

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Dhwaní S. Vora	SYBMS (A)	<i>Dhwaní</i>
2	Payal S. Ambre	SYBMS (A)	<i>Payal</i>
3	Srushti R. Mhatre	SYBMS (A)	<i>Srushti</i>
4	Prerna M. Barhate	SYBMS (A)	<i>Prerna</i>
5	Anushri A. Wadke	SYBMS (A)	<i>Anushri</i>
6	Khushi Pawar	SYBMS (A)	<i>K. Pawar</i>
7	Pooja Thakkar	SYBMS (A)	<i>Pooja</i>
8	Siya A. Tawade	SYBMS (A)	<i>Siya</i>
9	Sakshi Bhujbal	SYBMS (A)	<i>Sakshi</i>
10	Shrutika Daware	SYBMS (A)	<i>Shrutika</i>
11	Priiti Kumarnekar	SYBMS (A)	<i>P. Kumarnekar</i>
12	Sanjana Kathe	SYBMS (A)	<i>Sanjana</i>
13	Mehe Jaiswar	SYBMS	<i>Mehe</i>
14	Jyoti Jaiswar	SYBMS	<i>Jyoti</i>
15	Khushi Parikh	SYBMS (A)	<i>Khushi</i>
16	Kitika Sapkot	SYBMS [A]	<i>Kitika</i>
17	Sharvari Bhas	SYBMS (A)	<i>Sharvari</i>
18	Sakshi Jadhav	SYBMS (A)	<i>Sakshi</i>
19	Rutuja Lahane	SYBMS (A)	<i>Rutuja</i>





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientation	Venue	Classroom

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Shweta Mishra	S.Y. B.com	Shweta...
2	Khushi Verma.	S.Y. B.com	Khushi...
3	Shraddha Kumbhar	Sy. b.com	Shraddha
4	Nisha Kant	S.Y. B.Com.	Nisha
5	Sandhya pawar	S.Y. B.com	Sandhya
6	Chaitali More	S.Y. B.com	Chaitali
7	Dipti Jadhav	S.Y. B.com	Dipti
8	Shalini Kanojiya	S.Y. B.COM	Shalini
9	Onehal Prasad	S.Y. B.COM	Onehal
10	Ritika Poojary	S.Y b.com	Ritika
11	Raveena Jaiswal	S.Y. b.com	Raveena
12	Sonali mehta	S.Y. b.com	Sonali
13	Gayatri Gupta	S.Y. B.com	Gayatri
14	Pooji Jaiswar	Sy. B.com	Pooji
15	Vinita Ambekar	Sy. B.com	Vinita
16	Naishnavi Kedar	Sy. B.com	N.D. Kedar
17	Kavita Gaikwad	Sy. B.com	Kavita
18	Rasika Anand	Sy. B.com	Rasika
19	Dipti Bhide	Sy. B.com	Dipti

20	Sonali Sunil Rane	Sy. bcom	<u>Sonali</u>
21	Khushboo. Milind. Kamblī	Sy. bcom	<u>Kamblī</u>
22	Aachal. Suresh. Gupta.	Sy. bcom	<u>Aachal</u>
23	Rukhsana. Mollav.	Sy. Bcom (A)	<u>Rukhsana</u>
24	Ankita Vinod Madas	Sy. Bcom (A)	<u>Ankita</u>
25	Sneha Suxendra Jayswal	Sy. Bcom (A)	<u>Sneha</u>
26	Laxmi. Sandeep. Kadam	Sy. Bcom (A)	<u>Laxmi</u>
27.	Swarali. A. Mhatre.	Sy Bcom (A)	<u>Swarali</u>
28.	Akanksha Agrawal	Sy Bcom (A)	<u>Akanksha</u>
29.	Shruti. Ashok	Sy Bcom (A)	<u>Shruti</u>
30.	shrutika Kadam	Sy bcom (A)	<u>Shrutika</u>
31.	Sakshi Hodage	Sy bcom (A)	<u>Sakshi</u>
32.	Pallavi Jadhav	Sy bcom (A)	<u>Pallavi</u>
33.	Shraddha Lashkare.	Sy bcom (A)	<u>Shraddha</u>
34	Madhuri Ramdas Balunkhe	Sy Bcom (A)	<u>Balunkhe</u>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientation	Venue	class room

**Attendance (Male)**

Sr. No	Student Name	Class	Signature
1	Mayank Mishra	SYB.com	
2	Balakrishnan R	SYB.com	
3	Ritesh Tej B Gupta	SY B.com	
4	Soham K. Vernekar	SYB.com	
5	Rupesh K. Mandarui	S.Y.B.COM	
6	Dipankar Bharti	SY B.com	
7	Ankit Singh	SY B.com	
8	Rahul S Gupta	SY.B.com	
9	Sudeep D. Phadke	SY.B.com	
10	Abhishek Patiljani	S.Y.B.com	
11	Harshad S. Sawant	SY.B.com	
12	BALAJI E. KONAR	SY.B.COM	
13	Shreshthakumar Murugan	SY.B.com	
14	Aditi GANDHI	SY.B.com	
15	Karthikvisva Nadar	SYB.COM	
16	Jebaraj Nadar	SYB.COM	
17	Tej Chetankumar	S.Y.B.COM	
18	Aditya Salian	S.Y.B.COM	
19	Pravin S. Raghava	SY B.com	
20	Rikith R. Naben	SY B.com	



21	Vignesh R. Poojary	SYBcom	✓
22	Aman M. Shaikh	SYBcom	<del>Amos</del>
23	Ashik. A. Poojary	SYBcom	<del>AS</del>
24	Vedant S. Dhuri	SYBcom	Dhuri
25	Venkatesh . Mooppanar	SYBcom	venkatesh
26	Manikandan	SYBcom	<del>Mani</del>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientahan	Venue	Class room

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Shrishi Ajay sawant	TY.B.COM (B)	<u>Shrishi</u>
2	Shweta Suryakant Tiwari	Ty. B. Com (B)	<u>Shweta</u>
3	Komal Subedar Rai	Ty B COM (B)	<u>Komal</u>
4	Sandhya Yadav.	Ty. B.COM (B)	<u>Sandhya</u>
5	Prajakta Chaugule	TY. B.COM (B)	<u>PRAJAKTA</u>
6	Yatishri Shukla	TY. B.COM (B)	<u>Yatishri</u>
7	Jami Sahani	Ty Bcom (B)	<u>Jami</u>
8	Vaibhavi Jadhav	Ty Bcom (B)	<u>Vaibhavi</u>
9	Anchal Prajapati	Ty Bcom (B)	<u>Anchal</u>
10	Sanika Santam	T.Y. Bcom (B)	<u>Sanika</u>
11	Shital Harale	T.Y Bcom (B)	<u>Shital</u>
12	Anjali Shinde	T.Y Bcom (B)	<u>Anjali</u>
13	Sakshi Shinde	T.Y. Bcom (B)	<u>Sakshi</u>
14	Dhanashree . S. Satal	TY. Bcom (B)	<u>Dhanashree</u>
15	Samita . V. Patil	TY. B.com (B)	<u>Samita.p</u>
16	Sakshi Prabhakar Wadgaonkar	T.Y. Bcom (B)	<u>Sakshi</u>
17	AKshata S. Patil	Ty. Bcom (B)	<u>AKshata</u>
18	Rutuja S. m	TY. Bcom (B)	<u>Rutuja</u>
19	Jaloni A. mogaonkar	TY. Bcom (B)	<u>Jaloni</u>



20.	Deepshikha Vishwakarma	TYBcom (B)	<u>Deepshikha</u>
21.	Vaishnavi. Ajit. Sawant.	TYBcom (B)	<u>Vaish</u>





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientation	Venue	class room

**Attendance (Male)**

Sr. No	Student Name	Class	Signature
1	Sushant S. Thasal	TY.B.com	<i>[Signature]</i>
2	Shreyash S. Panbolkar	TY.B.com	<i>[Signature]</i>
3	Shreyash B. Gujar	TY.B.com	<i>[Signature]</i>
4	Nirajshikha R. Shetty	TY.B.com	<i>[Signature]</i>
5	Gunakar Pandit Modak	TY.B.com	<i>[Signature]</i>
6	Pritesh Suresh Ginge	TY.B.com	<i>[Signature]</i>
7	Rehan Chauhan	T.Y.B.com	<i>[Signature]</i>
8	Karan Kashyap	T.Y.B.com	<i>[Signature]</i>
9	Aakash Mukadan	TY.B.com	<i>[Signature]</i>
10	Amit U. Mehta	T.Y.B.com	<i>[Signature]</i>
11	Priyanshu R. Saroj	T.Y.B.com	<i>[Signature]</i>
12	Chandan Yadav	T.Y.B.com	<i>[Signature]</i>
13	Ahmad R. Khan	T.Y.B.com	<i>[Signature]</i>
14	Dhiraj Chaurasiya	T.Y.B.com	<i>[Signature]</i>
15	BIDDHANT SAKPAL	T.Y.B.com	<i>[Signature]</i>
16	Manish H. Varma	TY.B.com	Manish V.
17	Shubham S. Sawant	TY.B.com	<i>[Signature]</i>
18	Chirag Shetty	T.Y.B.com	<i>[Signature]</i>
19	Sahil S. Sawant	TY.B.com	S. Sawant
20	Manish B. Satam	TY.B.com	<i>[Signature]</i>



Vicky Jaiswar	Ty bcom	<del>V. Jaiswar</del>
Austin Ivan	Ty bcom	(Austin)
Pratham Shetty	TYBCOM	<u>P.V. Shetty</u>
Prathamesh. Surale	TYBCOM	<del>Prathamesh Surale</del>



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Date : \_\_\_\_\_

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientation	Venue	Class room

### Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Harsh . M . padaya	T.Y.B.com	
2	Ranjith R Kunder	TYBcom	
3	Atharva Suchesh Dhapare	TYBcom	
4	Shreyas . ShamSunder Kunder	TYBcom	
5	Hemantshu . G. Kanade	TYBcom	
6	Siraj . K. Sahani	TYBcom	
7	Ibrahim Ansari	TY.B.com	
8	Dinash. Bagarsa	TY.B.com	
9	Roopchand Bind	T.y.B.com	
10	sandeep Nandane	T.YBcom	
11	Yash Nirmal	T.YBcom	
12	Anish Bhasle	T.YBcom	
13	Anand Purnam	TY. B.com	
14	Rajkumar Gupta	TY.B.com	
15	Aditya. Chaturvedi	TY.Bcom	
16	Ayush. Kadam	TY. B.com	
17	Ajit Malik	T.T B.com	
18	Pradeepsingh Dew	T.YBcom	
19	Roshan Goutami	T.YB.com	
20	Nikhil Gupta	T.Y.B.com	



21	Yash Nilesh Pante	TyBcom	<del>Yate</del>
22	Sumeet D. Baviskar	TyBcom	<u>Sumeet</u>
23	Ameya Joshi	TY Bcom	<u>Ameya</u>
24.	Sahil Apankar	T.Y. B.Com	<u>Sahil</u>
25	Aditya. Gupta.	TyBcom	<u>Aditya.M</u>
26	Shreenath S. Chaudhary	TYBcom	<u>Shreenath</u>
27	Yash More	TYBcom	<u>Yash.M. More</u>
28	Rajan Maurya	Ty.bcom	<u>Rajan</u>
30	Niraj Chauhan	TY.BCOM	<u>Niraj</u>
29	Anuj R. Pathak	Ty. Bcom	<del>Anuj</del>
31	Krishna. Raut	TYBcom	<u>Krishna ..</u>
32	Hrishikesh Gawali	TY. Bcom	<u>Hrishikesh</u>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	orientation	Venue	classroom

Attendance (Female) TyBcom(A)

Sr. No	Student Name	Class	Signature
1	Sampritha. Poojari	CF20092	<u>Sampritha</u>
2	Vinita. Pandey	CF20077	<u>Vinita</u>
3	Rutuja. Pangam.	CF20080	<u>Rangam</u>
4	Akshata. Padhy	CF20076	<u>Akshata</u>
5	Rini. Nandy	CF20073	<u>Rini</u>
6	Tegashree. Jadhav	CF20042	<u>Tegashree</u>
7	Prerana. Kubal	CF20059	<u>Prerana</u>
8	AKANKSHA. GOLAPKAR	CF20027	<u>Akanksha</u>
9	Jaiswal. Riya. Ajay	CF20044	<u>Riya Jaiswal</u>
10	Rashi. Rajesh. Ram	CF19244	<u>Rashi</u>
11	Rakhi. Dharmik	CF19210	<u>Rakhi</u>
12	Sanjana. Patil	CF20084	<u>S.R. Patil</u>
13	Sakshi. Badhe	CF20006	<u>S.K. Badhe</u>
14	Kastiki. Bhagat	CF20010	<u>K.Bhagat</u>
15	Sanika. Kothawale	CF20058	<u>Sanika</u>
16	Asmita. Prasad	TyBcom CF20095	<u>Asmita</u>
17	Tanaya. Gaikwad	CF20023	<u>Tanaya</u>
18	Nandini. IYER	CF20039	<u>Nandini</u>
19	Stuti. Mishra	CF20068	<u>Stuti</u>



20.	Samruddhi S. Kondekar	CF 20057	<u>Bondkato</u>
21.	Bhakti . S. POL	CF 20091	<u>Bhakti</u>
22.	Sakshi G. Magar	CF 20064	<u>Sakshi</u>
23.	Pruthvika A. Mandhare	CF 19487	<u>Pruthvika</u>
24.	Sucha Sanjay Shingmpute	CF 17082	<u>Sucha</u>
25.	Shruta. Ingale.	CF 18227.	<u>Shruta</u>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientation	Venue	CLASSROOM

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Muzfa Bredarr	Ty Bcom (A)	<u>Muzfa</u>
2	Palak Kevat	TY BCOM (A)	<u>Palak</u>
3	Sonali Gadeshwar.	TY BCOM (A)	<u>Gadeshwar.</u>
4	Rakshittha .V. Kulk	TY Bcom (A)	<u>Rakshi</u>
5	Ankita P. Jaipur.	T.Y. Bcom(A)	<u>Ankita</u>
6	Ashwarya .K. Iyer	T.Y. BCOM (A)	<u>Ashwarya.</u>
7	Ribika R. Athav	Ty Bcom (A)	<u>Ribika</u>
8	Gayatri K. Keni	TY Bcom (A)	<u>G. Gayatri</u>
9	Aarti Jadhav	TY Bcom (A)	<u>A</u>
10	JUHI RANE	Ty Bcom (A)	<u>Jiv. Rane</u>
11	Pronjal Prashant Gulekar.	Ty Bcom (A)	<u>Prashant</u>
12	Jyotsna Ashok Patil.	Ty Bcom (A)	<u>Jyoti</u>
13	Divya Rane	TY Bcom (A)	<u>Divya</u>
14	Hina Mistry	TY Bcom (A)	<u>Hina</u>
15	Kajal Patkar	Ty Bcom (A)	<u>Kajal</u>
16	Pooja . S. Gupta	Ty . B . Com (A)	<u>Pooja</u>
17	Ankita Gupta	Ty . B . Com (A)	<u>Ankita</u>
18	Pooja . D . Gupta	T.Y. B.com (A)	<u>Pooja</u>
19	Pruthvika A. Mandhane	T.Y. B.com (A)	<u>Pruthvika</u>



Sneha Sanjay Shingarpure	TY.B.Com (A)	<del>A + B</del>
Shweta Ingale	TYBcom A	Shweta





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientation	Venue	Classroom

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Kavita Prajapati	SYBCOM	Kavita
2	Mkita Pathak	SYBCOM	Mkita
3	Priyanka Tiwari	Sy B.com	Priyanka
4	Simran Shaikh	sy B.com	Simran
5	Tripty Upadhyay	sy B.com	Upadhyay
6	Sakshi Dubey	sy B.com	Sakshi
7	Pratishtha Chaubey	Sy B.com	Pratishtha
8	Jyoti Kanajiya	SyBCOM	Jyoti
9	Tanvi Patne	SyBCOM	Tanvi
10	Monal Manali Wadhawal	Sy B.com	Manali
11	Vainshnavi Thambre	Sy B.com	Vt
12	Ruchika S Pawar	Sy B.com	R.S. Pawar
13	Sushoma S Mahangare	Sy B.com	Sushoma
14	Neha V. Seth	Sy B.com	Neha
15	Shradha Yadav	Sy B.com	Shradha
16	Sakshi Singh	Sy B.com	Sakshi
17	Sayali Zope	Sy b.com	Sayali
18	Nandita Sood	sy. b.com.	Nandita
19	Gauri Chavan	sy. b.com.	Gauri



20	Pranav Vyas	Sybecom	<u>Pranav</u>
21	Minal Machindra Nil	Sybecom	<u>Minal.M.Nil</u>
22	Aditi Deepak Kesarkar	Sybecom	<u>Aditi</u>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	21/07/22
Event Name	Orientation	Venue	classroom

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Aditya Suvarna	Sy bcom	
2	Aditya Velgar	Sy bcom	
3	Ibrar Hussain	Sy bcom	
4	Tejas Takale	Sy bcom	
5	Avish Hegde	Sy bcom	
6	Yash Pawar	Sy bcom	
7	Nitesh Yadav	Sy Bcom	
8	Shami Yadav	Sy Bcom	
9	Dheeranjay	Sy B.com	
10	Sunil Yadav	Sy B.com	
11	Satyam Yadav	Sy Bcom	
12	Dhiras Jha	Sy Bcom	
13	Ayush Dubey	Sy Bcom	
14			
15			





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	20/07/22
Event Name	Orientation	Venue	110

**Attendance (Male)**

Sr. No	Student Name	Class	Signature
1	Sanskar K. Singh	SYBBT	<u>Sanskar</u>
2	Pohan. R. chowariya	SYBBI	<u>Pohan</u>
3	Hareh A. Rane	SYBBI	<u>Hrane</u>
4	Akhil A. Menon	SYBBI	<u>Akhil</u>
5	Somnath Karande	SYBBI	<u>Somnath</u>
6	Pankaj Rajpurabit	SYBBT	<u>PANKAJ</u>
7	Shikha M. Rajak	SYBBI	<u>Shikha</u>
8	Rajendra Suthar	SYBBI	<u>Rajendra</u>
9	Sudhar Das	SYBBI	<u>Sudhar</u>
10	Nilesh Rajbhar	SYBBI	<u>Nilesh</u>
11	Nikhil Thombare	SYBBT	<u>NIKHIL</u>
12	SARVESH A. SINGH	SYBBI	<u>Sarvesh</u>
13	Ajay Shirsat	SYBBT	<u>Ashirsat</u>
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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	20/07/22
Event Name	Orientation	Venue	110

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Angali A. Kanu	SYBBI	<u>Angali</u>
2	Sakshi Singh	SYBBI	<u>Sakshi</u>
3	Nisha Chauhan	SYBBI	<u>Nisha</u>
4	Komal Jaiswal	SYBBI	<u>Komal</u>
5	Deepthi S. Shetty	SYBBI	<u>Deepthi</u>
6	Priya Prajapati	SYBBI	<u>Priya</u>
7	Preetee Yadav	SYBBI	<u>Preetee</u>
8	Chaitra Poojari	SYBBI	<u>Chaitra</u>
9	Varshnavi Pandey	SYBBI	<u>V. Pandey</u>
10	Sakshi Bagayatkar	SYBBI	<u>Sakshi Bagayatkar</u>
11	Samiksha Amin	SYBBI	<u>SAmin</u>
12	Siddhi Kerkar	SYBBI	<u>Sidhar</u>
13	Dipali Laxmidas Bhanushali	SYBBI	<u>Dipali</u>
14	Jayashree Hati	SYBBI	<u>Jaya</u>
15	Tejal M. Malusare	SYBBI	<u>Tmalusare</u>
16	Vaishnavi D. Palav	SYBBI	<u>Palav</u>
17	Sanjana S. Lodhi	SYBBI	<u>Lodhi</u>
18	Pratiksha S. Kharwar	SYBBI	<u>Pratiksha</u>
19	Sujitha Nadas	SYBBI	<u>Sujitha</u>



20.	Diya Sawant	SYBBI	<u>Riyasawant</u>
21.	Vanita Nadar	SYBBI	<u>Vanitha</u>
22.	Dipti Sawant	SYBBI	<u>Dipti</u>
23.	Thrisha Gowda	SYBBI	<u>T.S. Gowda</u>
24.	Anusha poojary	SYBBI	<u>Anusha.</u>
25	Pooja - R. Unapter	SYBBT	<u>Pooja</u>
26	Megha shetty.	SYBBS	<u>Megha</u>
27	Vandana .p. Singh	SYBBI	<u>Vandana</u>
28	Manisha S. Mali	SYBBT	<u>M. mali</u>
29	Madhu Rai	SYBBT	<u>Madhu</u>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/07/2022
Event Name	Orientathon	Venue	114

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Yogesh S. Parab	FYBAF	YParab
2	Rachit Poojary	FYBAF	Rachit
3	Allen Liji V.	FYBAF	Allen
4	Prathamesh P. Patil	FYBAF	P.Patil
5	Ritesh R. Gangunde	FYBAF	Ritesh R. Gangunde
6	Aditya Velsamy	FYBAF	Aditya
7	Vishal Mehta	FYBAF	Vishal
8	Hemant Naik	FYBAF	H.A. Naik
9	Aditya Vishwakarma	FYBAF	Aditya Vish
10	Chaitanya D. Patil	FYBAF	Chaitanya
11	Ameey P. Naik	FYBAF	Ameey
12	Jayesh S. Mirajkar	FYBAF	Jayesh
13	Nitesh S. Kanajiya	FYBAF	Nitesh
14	Mohit P. Gupta	FYBAF	Mohit
15	Shubham S. Kanchan	FYBAF	Shubham S
16	Shivam M. Chourasia	FYBAF	Shivam
17	Chiranjeev R. Apraharaj	FYBAF	Chiranjeev
18	Vivek R. Verma	FYBAF	Vivek
19	Yash Mahesh Korgaonkar	FYBAF	YKorg
20	Sujal Pravin. Gajghate	F.Y. BAF	SP Gajghate



Sr.No	Student name	class	Signature
21	Sahil . G. Yadav	Fy Baf	Sahil
22	Pranav . V. Kadam	Fy Baf	Pranav
23	Uttam . D. Makani	Fy Baf	Uttam
24	Aditya . A. Shinde	Fy Baf	Aditya
25	Ayush . D. Solanki	"	Ay
26	Ankit . Gujas	"	A
27	Krishna . D. Chaudhey	Fy Baf	Chaudhey
28	Shaan . S. Hegde	Fy BAF	S.





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/07/22
Event Name	Owentation	Venue	114

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Nupoor Utkar Rane	FYBAF	<u>Nupoor</u>
2	Vaishnavi Shantaram Bhagwat	FYBAF	<u>Bhagwat</u>
3	Krishna Bharat Halpani	FYBAF	<u>Krishna</u>
4	Amisha Ajiit Chotam	FYBAF	<u>Amisha</u>
5	Akansha Rakesh Mishra	FYBAF	<u>Akansha</u>
6	Veda. Vitthal. Sangam	FYBAF	<u>Veda</u>
7	Sanjana. Ghare	FYBAF	<u>Sanjana</u>
8	Tanisha. Poojary	FYBAF	<u>Poojary</u>
9	Sejal Sunil Kanojiya	FYBAF	<u>Sejal</u>
10	Neha. R. Shekhawat	FYBAF	<u>Neha</u>
11	Tejasvi. B. Bhagat	FYBAF	<u>Tejasvi</u>
12	Prachi. S. Katha	FYBAF	<u>Prachi</u>
13	Vandhika Sanjay Nigam	FYBAF	<u>Vandhika</u>
14	Sweeta Harishchandra Pradhan	FYBAF	<u>Sweeta</u>
15	Shruti Dipals Sutar	FYBAF	<u>Shruti</u>
16	Poojale - Dubey	FYBAF	<u>Poojale</u>
17	Suvaranya Satish	FYBAF	<u>Suvaranya</u>
18	Roshani - Tara Chaudhary	FYBAF	<u>Roshani</u>
19	Bharti Yadav	FYBAF	<u>Bharti</u>





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/07/2022
Event Name	Orientalism	Venue	114

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Mansi Vishnu Pandey	F.Y (B.A.F)	<u>Mansi</u>
2	Khushi Binod Dubey	F.Y (B.A.F)	<u>Khushi</u>
3	Gayatri Sunil Chowdhari	F.Y (B.A.F)	<u>Gayatri</u>
4	Devanshi Pradhuman Jadeja	F.Y (B.A.F)	<u>Devanshi</u>
5	Sakshi Anand Mishra	F.Y (B.A.F)	<u>Sakshi</u>
6	Kirti Dasharath Otavkar	F.Y (B.A.F)	<u>Kirti</u>
7	Sanjana Ramesh Boramani	F.Y (B.A.F)	<u>Sanjana</u>
8	Niharika Dhananjay Mestry	F.Y (B.A.F)	<u>Niharika</u>
9	Priya Bharat Kushade	F.Y (B.A.F)	<u>Priya</u>
10	Sakshi Sudama Gaikwad	F.Y (B.A.F)	<u>Sakshi Gaikwad</u>
11	Komal Bansilal Jain	F.Y (B.A.F)	<u>Komal</u>
12	Vaishnavi Nareesh Kadam	F.Y (B.A.F)	<u>Vaishnavi</u>
13	Purnima Anand Gavilkar	F.Y (B.A.F)	<u>Gavilkar</u>
14	SANIKA SUNIL CHIKANE	F.Y (B.A.F)	<u>Sanika</u>
15	Chaitanya Parameshwar Swami	F.Y (B.A.F)	<u>Chaitanya</u>
16	Dhanashree Rajendra Chavale	F.Y (B.A.F)	<u>Dhanashree</u>
17	Poal Ganesh Potphode	F.Y (B.A.F)	<u>Poal Potphode</u>
18			
19			





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Date : 20-07-2022

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	20-07-2022
Event Name	Orientation	Venue	405-Classroom

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Niraj V. Waghmode	SYIT	Niraj
2	Nirav S. Sinha	SYIT	Nirav
3	Swapnil Garkwad	SYIT	Swapnil
4	Aditya Mourya.	SYIT	Aditya
5	Deepesh Pandey	SYIT	Deepesh
6	Aditya Yadav	SYIT	Aditya
7	Ankesh jaiswal	SYIT	Ankesh
8	Prathmesh Ghare.	SYIT	Prathmesh
9	Sahil Todake	SYIT	Sahil
10	Shrinivas Deukar	SYIT	Shrinivas
11	Anish. kadam	SYIT	Anish
12	Deepak. yadav	SYIT	Deepak
13	Nishal Vishwakarma	SYIT	Nishal
14	Suraj. S. Saha	SYIT	SURAJSAHU
15	Patan. P. Tandankar	SYIT	Patan
16	Tanmay Choudhari	SYIT	Tanmay
17	Bhanu Kanojia	SYIT	Bhanu
18	Ravindra Gupta	SYIT	Ravindra
19	Momukh Shyaa	SYIT	Momukh
20	Balgi. G. Naidu	SYIT	Balgi





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Date : 20-07-2022

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	20-07-2022
Event Name	Orientation	Venue	405-Classroom

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Anjali, Rai	SYIT	
2	Sunaina Mehta	SYIT	
3	Kirti	SYIT	
4	Sakshi	SYIT	
5	durga utekar	SYIT	
6	Ruchita yadav	SYIT	
7	khushi Vishwakarma	SYIT	
8	Durga Utekar	SYIT	
9	Sakshi Bhudwankar	SYIT	
10	Kirti Kumbhar	SYIT	
11	Shravani Kadam	SYIT	
12	Mayura Bhoir	SYIT	
13			
14			



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Date:

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	18/07/22
Event Name	Orientation	Venue	109

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Kinjal . Navin . Gaoi	M.B.B.I	<u>Kinjal</u>
2	Ekta . Sanjay Tiwari	FY.B.B.I	<u>Ekta</u>
3	Lalita Shashikumar Pariyar	FY.B.B.I	<u>lalita</u>
4	Swarnaji Atmaram Bhasale	FY.B.B.I	<u>Swarna</u>
5	Sakshi Ajit Singh	Fy B.B.I	<u>Sakshi</u>
6	Samiksha shekhar shinde	FY B.B.I	<u>Shinde</u>
7	Priya . G . yadav .	FY B.B.I	<u>Priya</u>
8	Rashmi Chaudhary	Fy . B.B.I	<u>Rashmi</u>
9	Anjali . S . Rajbhar	Fy B.B.I	<u>anjali</u>
10	Roshni Dilip Sharma	FY B.B.I	<u>Roshni</u>
11	Shraddha m . Pai	F . Y . B . B . I	<u>Shraddha</u>
12	Shravanani B . Patil	F . Y . B . B . I	<u>Patil</u>
13	Pratiksha . V . Handrale	Fy . B . B . I	<u>Pratiksha</u>
14	Shraddha . D . Mali	Fy . B . B . I .	<u>Shraddha</u>
15	Khushi . R . Grou	Fy . B . B . I	<u>Khushi</u>
16	Srushti . T . Bhoir .	Fy . B . B . I	<u>Srushti</u>
17	Samsuddhi Hule	Fy . B . B . I	Srushti . T . Bhoir
18	Piyusha D . phamal	Fy . B . B . I	<u>Phamal</u>
19	Riya . p . Kadam	Fy . B . B . I	<u>Piyusha Kadam</u>



20	Vidhi Kuldip Navele	FYBBT	<del>Vidhi</del>
21	Akanksha. N. Mayekar	FYBBT	A. mayekar
22	Mansi J. Kumbhar.	FYBBT	<del>Manshi</del>
23	Rakshita k. Bangera.	FYBBT	<del>Rakshita</del>
24	Rutuja R. Nimborkar	FYBBT	Rutujali
25	Swati V. Dubey	FYBBT	<del>Swati</del>
26	Gaikwad, Vaishnavi Mahesh	FY. BBT	Gaikwad
27.	Kiran Indrajeet Mawrya	Fy. BBT	K. Mawrya.
28.	chhoti Pramod Singh	Fy. BBT	chhoti
29.	Jaaxmi Chhedilal Gupta	FY. BBT	Jaaxmi
30.	Neha Gangaprasad Mishra	FY. BBT	Neha
31.	Priyanka Ashok Singh.	fy. BBT	Priyanka.
32.	Urvashi Sandeep Joshi	Fy. BBT	Urvashi
33.	Meena. Nareesh. Mawrya.	FV. BBT	Meena
34.	Aasini Soundarajan	F.Y. BBT	Aasini
35.	Ruchi Jaiswal	FY. BBT	Rajswal



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/07/22
Event Name	Orientation	Venue	109

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Vikshit V. Grouda	Bi-24	
2	Jay Prakash Gupta	F.Y BBI	
3	Abhijit B. Lenka	F.Y BBI	
4	Sanketh anchan	Fy BBI	
5	SMIT GAUTAM	Fy BBI	
6	Nitin P. Lodh	Fy BBI	
7	Yash P. Talavkar	Fy BBI	
8	Ayush Santosh Agre	Fy BBI	
9	Sameer Omprakash Nayak	Fy BBI	
10	Ishwar Pradeepkumar Singh.	Fy BBI	
11	Siddhesh Pawar Gupta	Fy BBI	
12	Sumit Mehta.	FYBBI	
13	Piyusha D. Dhamal	F4BBI	Piyusha
14	Aasini Soundarajan	F4B	
15	Kenneth Henry	FY BBI	Kenneth
16	Jaidish Kumar	FY BBI	Jaidish
17	Hariharan srinivasan	FYBBI	Hari
18	Rohan Baw Kalekar	FYBBI	
19	Arumuga Selva	FYBBI	
20	Pranav P. Khondge	FYBBI	



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/07/22
Event Name	Orientation	Venue	G 3

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Komal Rajan Kanojiya	F.Y. B. Com	Komal
2	Vimla hiralal chavdhary	F.Y. B. com	Vimla.c
3	Reenu. UMASHANKAR yadav	F.Y. B. Com	Rechu
4	Komal sanjay vrupta	F.Y. B. com	Komal
5	Dimple C. Dadhia	F.Y. B. Com	Dimple
6	Ghone Maseera Asif	F.Y. B. Com	Ghone
7	Mansi Malhore	F.Y. B. Com	Mansi
8	Deepali Kanojiya	F.Y. B. Com	Deepali
9	Kashish Gupta	F.Y. B. Com	Kashish
10	Monika Chauhan	F.Y. B. Com	Monika
11	Neha Chauhan	F.Y. B. Com	Neha
12	Poojati Dassar	F.Y. B. Com	Poojati
13	Jyoti Chaugule	F.Y. B. Com	Jyoti
14	Kishiti Kisan Bore	F.Y. B. Com	Kishiti
15	Jagdish Prakash Jadhav	F.Y. B. Com	J.P. Jadhav
16	Janhavi Shagun Mahajan	F.Y. B. Com	Janhavi
17	Kashish Bharat Jadhav	F.Y. B. Com	Kashish
18	Bhama Vijay Kumbhar	F.Y. B. Com	Bhama
19	Pratiksha dayanand Bait	F.Y. B. Com	Pratiksha



Aditi. Chosavi	F.Y. B.com	A. Chosavi
Vijayalakshmi Tyer	F.Y. B.com	Jahaj
Darshika shabap	F.Y. B.com	Darshika
Vaishnavi Hantare	F.Y. B.com	Vaishnavi...
Kirti. chaurasia.	F.Y. B.com	Kirti
Nidhi Chile	F.Y. B.com	Nidhi
Krutika Jalvi	F.Y. B.com	Krutika
Snehal kadam	F.Y. B.com	Snehal
Sowika bhaw	F.Y. B.com	Sowika
Madhavi Lone	F.Y. B.com	Madhavi
Tsha Bhalekar	F.Y. B.com	Tsha Bhalekar
Shukranti Bhalekar	F.Y. B.com	S Bhalekar.
Poiti Gaatam	F.Y. B.com	Poiti
Charu Dilip Lodaya	F.Y. B.com	Charu
Rupa chaurasiy	F.Y. B.com	Rupa
vidhi. fucia	F.Y. B.com	vidhi
<del>P</del> cha choudhary	F.Y. B.com	Pcha
Shruti N Jadhav	F.Y. B.com	Shruti
mayuri S. Katore	F.Y. B.com	mayuri
Kashish G. patil	F.Y. B.com	Kashish
Apurva R. Gharat.	F.Y. B.com.	A.R. Gharat.
Diksha. M. Angane	F.Y. B.com	Diksha
Archana Kanoliya	F.Y. B.com	Archana
Bharna Chovasiya.	F.Y. B.com.	Bharna
Brenda Dinkar Konde	F.Y. B.com	Brenda
Samiksha Jivan Harad	F.Y. B.com	Samiksha
Sakshi laxman kadam	F.Y. B.com	Sakshi
Manjini Anil Jadhav	F.Y. B.com	Manjini Anil Jadhav
Anushka Sudhir Jangali	F.Y. B.com	Anushka
Payitra Mahendra Magaon	F.Y. B.com	Payitra

Convener



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/07/22
Event Name	Orientation	Venue	G3

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Siddhesh Deepak Mule	F.Y. B.com	
2	Mahesh Shriram Bhise	F.Y. B.com	
3	Rahul Mahesh Borile	F.Y. B.com	
4	Krishna Vijay Binal	F.Y. B.com	
5	Gurpreet Suraj	F.Y. B.com	
6	Shodan Akshay		
7	Nishal Gaikar	F.Y. B.com	
8	Crupta Deepak Bhim	F.Y. B.com	
9	Hemant Prabhurath Kushwaha	F.Y. B.com	
10	D Humal Harsh Shidhu	F.Y. B.com	
11	Sumit Madhukar Ahire	F.Y. B.com	
12	Arvindkrishna Iyer	F.Y. B.com	
13	Kaushik Iyer	F.Y. B.com	
14	Aditya V. Bane	F.Y. B.com	
15	Rohit M. Dingiya	F.Y. B.com	
16	Rohan L. Jaiswal	F.Y. B.com	
17	Rahul R. Choudhary	F.Y. B.com	
18	Prathamesh Kamble	F.Y. B.com	
19	Sushant Kadam	F.Y. B.com	
20	Rakesh R. Jangam	F.Y. B.com	

21	Paras N. Longe	F.Y. Bcom	<del>Paras</del>
22	Austin Sagayaraaj	F.Y. Bcom	Austi
23	Vedant. A. Hamirani	F.Y. Bcom	Vedant
24	Pratham. B. Kothari	F.Y. Bcom	Pr
25	Shrikant. V. Chaubey	F.Y. Bcom	Shrikant
26	Rishab Ramnathan	F.Y. Bcom	Rishab
27	Kishan. S. Kumat	F.Y. Bcom	Kishan
28	Akhya. M. Khandge	Pg. Bcom	AK
29	Vedant. S. Kulkar	F.Y. Bcom	vedant
30	Nilesh. M. Jaiswar	F.Y. Bcom	Nilesh
31	Omkar. D. Khadse	F.Y. Bcom	<del>Omkar</del>
32	Bala Krishnan	F.Y. Bcom	B.K.K.
33	Laurav Bheda	F.Y. Bcom	Laurav
34	Sunil Muthuraj	F.Y. Bcom	<del>Sunil</del>
35	Tuned Ansari	F.Y. Bcom	Tuned
36	Rajdip. P. Chattopadhyay	F.Y. Bcom	Rajdip
37	RAHUL. V. JADHAV	F.Y. Bcom	R. Jadhav
38	Pravjal R. Khore	F.Y. Bcom	PKhore



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	19/07/22
Event Name	Orientation	Venue	G4

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Sunayna Suthar	FY B.COM	Sunayna Suthar
2	Sakshi Anjad Yadav	FY B.COM	<del>Sakshi</del>
3	Anisha Solanki	FY B.COM	Anisha
4	Sneha Singh	F.Y. B.COM	Sneha
5	Anshilca Jayprakash Yadav	F.Y. B.COM	Anshilca
6	Simmi Chandrashekhar Singh	F.Y. B.COM	Simmi
7	Sakshi A. Sunjaramshi	Fy B.com	Sakshi
8	Shehal Munkund Rayman	Fy B.com	Shehal
9	Muskan Rafik Shaikh	Fy B.com	<del>Muskan</del>
10	Neha Parjash yadav	Fy. B.com	Neha
11	Ankita Vilas Pansare	FY. B.COM	AP.
12	Shradha Pravas Pendhari	FY. B.com	Shradha
13	Harshada Rajendra Pawar	FY. B.com	Harshada
14	Bhumika v. Rajguru	FY. B.com	Bhumika
15	Khushi Rajak	FY. B.com	Khushi
16	Tisha maru	FY. B.COM	Tisha
17	Praveena Subramanian	FY. B.COM	Praveena
18	Rajeshwari Nadar	FY. B.COM	Rajeshwari
19	Swati Sawle	FY B.COM	Swati





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	19/07/22
Event Name	Orientation	Venue	G14

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Preeti Rammaal Gupta	B.Com G1-5	Preeti
2	Sudiksha Viray Patil	B.Com FY	Sudiksha
3	Anju Rublu Sonkar	B.Com FY	Anju
4	Swati Dinesh Verma	B.Com FY	Swati
5	Gauri Satyababu Vidliyal	B.Com FY	Gauri
6	Khushboo Loknath Yadav	B.Com FY	Khushboo
7	ANJU DINESH yadav	B.Com FY	ANJU
8	Reeha UMASHANKAR. Yadav	B.Com FY	Reeha
9	Sakshi Ashok Kadam	B.Com FY	Sakshi
10	Krishna Sajay Savla	B.Com FY.	Krishna
11	Kajal Subhash Sonawane	B.Com FY.	Kajal
12	Kirti Ramchandra Sawant	B.Com FY	Kirti
13	Prachi Pravin Patil	B.Com FY	P.P. Patil
14	Riya Dinesh Mali	B.Com FY	Riya
15	Anjali Deepak Rajbhar	B.Com FY	Anjali
16	Sakshi Jaywant	B.Com FY	Sakshi
17	Tanishqa Vinod More	B.Com FY	Tanishqa
18	Rinaz Salim Shaikh	B.Com FY	Rinaz
19	Lavanya K. Shettigar	B.Com FY	Lavanya



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	19/07/22
Event Name	Orientation	Venue	GH

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Sohil Prakash Deshpande	F.Y.B.com	Sohil
2	Shruti S. Patil	F.Y.B.com	Shruti
3	Navak Shashank Suresh	F.Y.B.com	Shashank
4	Madhavan Nadat Borkar	F.Y.B.com	Madhavan
5	SITUBHAM B. Yadav	F.Y.B.com	Situbham
6	Chandankumar R Singh	F.Y.B.com	Chandan
7	Ninad S. Narvekar	F.Y.B.com	Ninad
8	Shyamsundar G. Prajapati	F.Y.B.com	Shyamsundar
9	Yash T. Pattatani	F.Y.B.com	Yash
10	Yash S. More	F.Y.B.com	Yash
11	Pratik R. Gaikwad	F.Y.B.com	Pratik
12	Vishal Devendra Neve	F.Y.B.com	Vishal
13	Sushil J. Suraj	F.Y.B.com	Sushil
14	Pratik R. Vita	F.Y.B.com	Pratik
15	Aaksh H. C. Verma	F.Y.B.com	Aaksh
16	Ronak R. Yallurkar	F.Y.B.com	Ronak
17	Pushkar J. Sawade	F.Y.B.com	P.
18	Sameer Tala Sheikh	F.Y.B.com	Sameer
19	Mahendra J Shwal patil	F.Y.B.com	M. Patil
20	Yash Kishor Nanavare	F.Y.B.com	Y.K.

21	Prathmesh sapan Patil	F.Y. B.com	<u>Ys Patil</u>
22	Suraj A. Pandey	F.Y. B.com	<u>Suraj</u>
23	Murra Aditya Paswan	F.Y. B.com	<u>Murra</u>
24	Aman Bimal mehta	F.Y. B.com	<u>Aman</u>
25	vipul. S. Maurya	F.Y. B.com	<u>Vmaurya</u>
26	Sahil - P. Mayekar	F.Y. B.com	<u>Sahil</u>
27	Varad parwalkar	F.Y. B.com	<u>Varad</u>
28	Sumit shetty	F.Y. B.com	<u>Sumit</u>
29	Harsh DHUMAL	F.Y. B.com	<u>Harsh</u>
30	Prashant. S. mandraji	F.Y. B.com	<u>Prashant</u>
31	Divyesh. D. Sawant	F.Y. B.com	<u>D.D. Sawant</u>
32	Hitesh. Thakur	F.Y. B.com	<u>Hitesh</u>
33	Vivek. KRATAPATI	F.Y. B.com	<u>Vivek</u>
34	Gaurav Sinha	F.Y. B.com	<u>Gaurav</u>
35	Prakash Dinesh Nikum	F.Y. B.com	<u>Prakash</u>
36	Ritik Dinesh Mandal	F.Y. B.com	<u>Ritik</u>
37	Mohit Anand madaliar	F.Y. B.com	<u>Mohit</u>
38	Harsh S. Shetty	F.Y. B.com	<u>Harsh</u>
39	Swastik S. Shetty	F.Y. B.com	<u>Swastik</u>
40	saneep Nair	F.Y. B.com	<u>Saneep</u>
41	<del>Kaushal</del> Kaushal MAURYA	F.Y. B.com	<u>Kaushal</u>
42	Ajay prajapati	F.Y. B.com	<u>Ajay</u>
43	Yash Tiwari	F.Y. B.com	<u>Yash</u>
44	Sharmy Ashutosh	F.Y. B.com	<u>Sharmy</u>
45	Khushi Rajak	F.Y. B.com	<u>Khushi</u>
46	Tisha manu	F.Y. B.com	<u>Tisha</u>
47	Bhumika v. Rajguru	F.Y. B.com	<u>Bhumika</u>
48	Harshada Rajendra Pawar	F.Y. B.com	<u>Harshada</u>
49	Shraddha Pravas Pendhari	F.Y. B.com	<u>Shraddha</u>
50	Babita Preambradur Vishwakarma	F.Y. B.com	<u>Babita</u>



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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	18/7/2022
Event Name	Orientation	Venue	A05

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Rahul R. Gupta	BSC IT (FY)	Rahul
2	Sandeep T. Prajapati	BSC IT	Sandeep
3	Deepak M. Singh	BSC IT	Deepak
4	Vijay M. Prajapati	BSC IT	Vijay
5	Jones Immanuel	Bsc IT	Jones
6	Rahul Vishwakarma	Bsc IT	Rahul kumar
7	Omkar Maskare	Bsc IT	Maskare
8	Ramdas D. Sakpal	BSC IT	Ramdas
9	Sanket G. Sable	BSc IT	Sanket
10	Abhedya Y. Tembe	BSC IT	Abhedya
11	Rahul A. Awasthi	BSc IT	Rahul
12	Tranambakeshwar S. Mishra	BSC IT	Tranambakeshwar
13	Pratham Chhetelal Varma	BSC IT	Pratham
14	Shivkumar R. Sahani	BSC IT	Shiv
15	Kishan M. Yadav	BSC IT	Kishan
16	Rahul Gupta	BSC IT	Rahul
17	Sayed Amaan	BSC IT	Amaan
18			
19			
20			







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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	18/7/22
Event Name	Orientation	Venue	405

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Shikha Shobhnath Jaiswar	FY BSC IT	Shikha
2	Keshav madhu Singh Chadana	FY BSC IT	Keshav
3	Shruti Mangal Sadhana Shahu	FY BSC IT	SHRUTI
4	Harsukta. Nimlesh. Tiwari	FY BSC IT	Harsukta
5	Sakshi Sabaji Desai	FY BSC IT	Sakshi
6	Hema R. Sutar	FY BSC IT	Hema
7	Mani O. Vishwakarma	FY BSC IT	Mani
8	Annu Ashok Rana	FY BSc IT	Annu
9	Zoya Ahubakar Makander	FY BSc IT	Zoya
10	Shruti Madola Gaikwad	FY BSC IT	GAIKWAD.
11	Swarali Dhanaji Patil	FY BSC IT	Swarali
12			
13			
14			
15			
16			
17			
18			
19			





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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	18/7/22
Event Name	Orientation	Venue	405

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Shaikh Ayesha Mehboob		Ayesha
2	EppalPELLI Divya pravin		Divya
3	Thakur Jyoti Ranjeet		Jyoti
4	Mehta Divya Udesb		Divya
5	Chaubey Drishya Rameshwar		Drishya
6	Konduskar Sheetal Sambhaji		Sheetal
7	Kanhere Varsha Ganesh		Varsha
8	Khaware Saheba Shivaji		Saheba
9	Kotwal Mehavish Jahangir		Mehavish
10	Khade shamani Suresh		shamani
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Date :

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	18/7/22
Event Name	Orientation	Venue	405

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Yash Santosh Maroti		
2	Devnarayan S. Sahu		
3	Devang Raghunath. Gawade		
4	MICHAEL SAGAI JOE ROSE		
5	Aman amprakash Savita		
6	Mahesh Yogesh Bhagwat		
7	Vaibhav Ramesh chandra gupta		
8	Yash Sahdev Tripathi		
9	Viraj Pratap Shingte		
10	Mihir Santosh Vichare		
11	Ayik Krishna Triveni		
12	Akshay Anant Thukarwal		
13	Akash kumar Naidu		
14	Vishal Rohit Chohan		
15	Vedant Sudhir Utekar		
16	Vishal Shivaji Shewale		
17	Devang Vijay Sawant		
18	Suyash shreeram patil		
19	Rahul Rakesh Gupta		
20	Chirantan Vasant Upasani		

21	Aaditya Dilip Sahaani		<u>AS</u>
22	Shivam Rajender Prashad Pandey		<u>Shivam</u> <u>Prashad</u>
23	Dhanush Manoj		<u>Dhanush</u> <u>Manoj</u>
24	Aakash Raikumar Gupta		<u>Aakash</u>
25	Atharva Suril Chavara		<u>Atharva</u> <u>Chavara</u>



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Date: 16/07/2022

Committee/ Dept/ Club Name	ICC.	Date and Time of the Event	16/7/2022 10.30 - 12.30 am pm
Event Name	Orientation - FYBMS	Venue	306

Attendance (Male)

Sr. No	Student Name	Class	Roll no	Signature
1	Dhruv N. Bapatdekar	FYBMS	MF22003	Dhruv B.
2	Bhavesh C. Jadhav	FYBMS	MF22023	B.C.J.
3	Rat R. Sagale	FYBMS	MF22066	R.Sagale
4	Harishchandra D. Kulkarni	FYBMS	MF22042	H.D.K.
5	LABH R. KATHE	FYBMS	MF22033	L.K.
6	Pratham S. Singh	FYBMS	MF22082	P.S.
7	Ayush N. Kadam	FYBMS	MF22028	A.Kadam
8	Sriharsh C. Kotkar	FYBMS	MF22040	S.Kotkar
9	Pankaj R. Tiwari	FYBMS	MF22092	P.Tiwari
10	Jay A. Bandhe	FYBMS		J.B.
11	Shubham S. Chavan	FYBMS	MF22011	S.Chavan
12	Chinthan Kumar R. Bhandary	FYBMS	MF22006	C.B.
13	Tanmay G. Rhotake	FYBMS	MF22035	T.R.
14	Harsh K. Dhasod	FYBMS	MF22014	H.D.
15	Hemant V. Sharma	F.Y. B.M.S	MF22072	H.Sharma



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Date: 16/07/2022

Committee/ Dept/ Club Name	ICC.	Date and Time of the Event	16/7/22 10.30 am - 12.30 pm
Event Name	Orientation - FY BMS	Venue	306

Attendance (Male)

Sr. No	Student Name	Class	Roll no	Signature
1	Tefas M Rane	FY BMS	MF22065	
2	AKASH Giri	FY BMS	MF22046	AKASH
3	Chetan. Jadhav	Fy Bms	MF22022	
4	Sahil. Mandora	Fy BMS	MF22047	
5	Arya. Jaguste	Fy B.M.S	MF22024	
6	Aman Tiwari	F.Y. B.M.S	MF22091	
7	Samyak Jain	FY BMS		Samyak
8	Harsh. M. Mahale	FY. BMS	MF22043	
9	Raj. S. Dhamal	Fy. BMS	MF22013	Raj
10	Loknath Panigrahi	FY. BMS		Loknath
11	Abhinav Kadam	FY. BMS	MF22029	A. Kadam
12	Pawan. Mishra	FY. BMS	MF22051	
13	Samyak Jain	FY BMS		Samyak
14	Shubham more	Fy. BMS	MF22055	Shubham
15	Ayushi Bortke	Fy. BMS	MF22008	Bortke



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Date: 16/07/2022

Committee/ Dept/ Club Name	ICC.	Date and Time of the Event	16/7/2022 10:30 am - 12:30 pm
Event Name	Orientation - FYBMS	Venue	306

Attendance (Male)

Sr. No	Student Name	Class	Roll no	Signature
1	Amit Chhatelal Rajbher	FYBMS	MF22064	Amit.R
2	Suryam S. Patil. S.	FYBMS		Suryam
3	Raj Tarakeshwar Shukla	FYBMS	MF22078	Raj
4	Vihang Pradeep Kelkar	FY.BMS	MF22034	Vihang
5	Mohit Nandlal Kothari	FY-BMS	MF22039	Mohit
6	Raj Shriprakash Yadav	FY-BMS	MF22102	Raj Yadav
7	Gupta / Aditya Santosh	FYBMS	MF22020	Raj
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Date : 16/07/2022

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/7/2022 10:30 am - 12:30 pm
Event Name	Orientation - FYBMS	Venue	306

Attendance (Female)

Sr. No	Student Name	Class	Roll no	Signature
1	Shetty. Devika. Ravindra	FyBMS	MF22073	Devika.
2	Madav Nijala Shriram	FyBMS	MF22103	Nijala
3	Nidhi Gupta	FyBMS	MF22018	Nidhi
4	Karunya Shetty	FyBMS	MF22074	K. Shetty..
5	Phanmugapriya. N	FyBMS	MF22057	Phanmugapriya
6	Gayathri Breekumar	FyBMS	MF22001	Gayathri
7	Nadar Sakthi Rajaram	FyBMS	MF22056	Sakthi
8	Humera Shaikh	FyBMS	MF22071	Shaikh
9	Hemanshi Shrivastava	FyBMS		Hemanshi
10	Dikshita. M. Tawade.	FyBMS	MF22088	D. Tawade.
11	Kaushiki. A. Singh.	FyBMS	MF22080	Kaushiki
12	Arpita. G. Tikekar	FyBMS	MF22090	Arpita
13	Krishna. K. Mange	FyBMS	MF22048	K. Mange
14	Vidhi R. Sanura	FyBMS	MF22068	V. Sanura.
15	Tanvi. G. Patil	FyBMS	MF22060	Tanvi



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Date: 16/07/2022

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/7/2022 10:30am - 12:30pm
Event Name	Orientation - FYBMS	Venue	306

Attendance (Female)

Sr. No	Student Name	Class	Roll no	Signature
1	Rutuja D. Kale	FYBMS	MF22031	
2	Sakshi D. Sonawane	FYBMS	MF22085	
3	Leena S. Khune	FYBMS	MF22037	
4	Urnati J. Chandorkar	FYBMS	MF22009	
5	Rekhakumari mallah.	FYBMS	MF22045	
6	Harshita Halpani	FYBMS		
7	Bhumika B. Khatke	BMS	MF22100	
8	Jasleen kaur Sarni	FYBMS		
9	Maharana Sradhonjali	FY B.M.S	MF22044	
10	Tanvi Nilesh Shitole	FY B.M.S	MF22077	
11	Priyanka Arkhilesh Tiwari	FY BMS	MF22095	
12	Tanishka Dilip Jangale	FY BMS	MF22026	
13	Sanjana Sandeep Palande	FY BMS	MF22059	
14	Simran K. Kanjiya	F.Y.BMS	MF22032	
15	Sadichha S. Vishwasrao	F.Y.BMS	MF22099	



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Date: 16/07/2022

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/7/2022 10:30am - 12:30pm
Event Name	Orientation - FYBMS	Venue	306

Attendance (Female)

Sr. No	Student Name	Class	Roll no	Signature
1	Kaveri Kodal	F.Y.BMS	MF22038	<u>Kaveri</u>
2	Sadhavi Khatu	F.Y.BMS	MF22036	<u>Sadhavi</u>
3	Anushree Sawant	F.Y.BMS	MF22070	<u>Sawant</u>
4	Shravani Salekar	F.Y.BMS	MF22094	<u>Shravani</u>
5	Riddhi Bawad	F.Y.BMS	MF22005	<u>Riddhi</u>
6	Sakshi Tiwari	F.Y.BMS		<u>Sakshi</u>
7	Bunaina Mandal	F.Y.BMS	MF22046	<u>Bunaina</u>
8	Dimple Chaudhary	F.Y.BMS	<del>MF220</del> MF220	<u>Dimple</u>
9	Kajni R. Sinha	F.Y.BMS	MF22083	<u>Kajni</u>
10	Hemanshi A. Shrivastava	F.Y.BMS		<u>Hemanshi</u>
11	Gayatri R. Nandan	F.Y.BMS	MF22058	<u>Gayatri</u>
12	Siddhi P. Vinherkar	F.Y.BMS	MF22098	<u>Srinherkar</u>
13	Ganga V. Gupta	F.Y.BMS	MF22019	<u>Ganga</u>
14	Shrutika R. Kadvekar	F.Y.BMS	MF22030	<u>Shrutika</u>
15	satal. nidhi. shinde	F.Y.BMS	MF22069	<u>@satal</u>



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Date: 16/07/2022

Committee/ Dept/ Club Name	ICC	Date and Time of the Event	16/7/2022 10:30 am - 12:30 pm
Event Name	Orientation - FTM	Venue	306

Attendance (Female)

Sr. No	Student Name	Class	Roll no	Signature
1	Tanaya Prashant Tupe	FY.B.M.S	MF22096	Tanaya
2	Shrushti. Rajesh. More.	F.Y.B.M.S	MF22052	Shrushti More.
3	Rutuja R. Mayekar	FYB.M.S	MF22049	RRMayekar
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Date Name of the Complainant Nature of Complainant

Name of the complainant No. of meetings Resuscitates Person or Person

Note: No complaint has been registered during the Academic year 2022-23



2023

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**ACADEMIC YEAR 2022-23**

**Anti-ragging Cell**



The South Indian Association's  
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### Anti-Ragging Cell

Academic year 2022-23

#### Objectives

As per the notification in regard to prevention and prohibition of ragging in the University and UGC act, to prohibit, prevent and eliminate the scourge of ragging of any type and the gravity of the issue, the Institution had constituted the formal Anti – ragging Cell comprising of the Anti-ragging Committee for students of the Institution.

The objectives are:

- To take necessary measures to achieve the objectives of eliminating the menace of ragging within the Institution or outside –
- To act on the defaulters who are found guilty of ragging and /or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

*Sais*  
Presiding Officer



*[Signature]*  
Principal  
**PRINCIPAL**  
The S.I.A. College of Higher Education  
DOMBIVLI (E)



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**Anti-Ragging Committee 22-23**

**List of Members**

Sl.No	Name of the member	Designation
1	Dr.Padmaja Arvind	Principal
2	Mrs.Sreekala Nair	Convenor
3	Mrs.Ranjana Mhalgi	Member-Faculty
4	Mrs.Sandhya Pandey	Member-Faculty
5	Mrs.Savita Joshi	Member-Non-teaching

  
Convenor

  
Principal



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**Anti-Ragging Committee**

**Academic year 2022-23**

**Notice**

**Date:11/08/22**

This is to inform all anti-ragging committee members that a meeting is scheduled on 12<sup>th</sup> August 2022 at 11:50.a.m in 108.All members are requested to attend the same.

**Agenda:**

- Orientation for all courses
- Objectives of anti-ragging committee
- Activities to be planned for anti-ragging awareness.

Sl.No	Name of the member	Signature
1	Dr.Padmaja Arvind	
2	Mrs.Sreekala Nair	
3	Mrs.Ranjana Mhalgi	
4	Mrs.Sandhya Pandey	
5	Mrs.Savita Joshi	

**Convenor**



**Principal**  
**PRINCIPAL**  
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**Anti-Ragging Committee**  
**Academic year 2022-23**

**Minutes of Meeting**

**Date:12/08/22**

A meeting of Anti-ragging Committee was scheduled on 11<sup>th</sup> August 2022 at 11:50a.m in 108. The following points were discussed:

- The committee decided to conduct orientation for all courses
- The committee decided to organize activities for the awareness of anti-ragging
- Complaint register is to be maintained for any complaints.

Sl.No	Name of the member	Signature
1	Dr.Padmaja Arvind	
2	Mrs.Sreekala Nair	
3	Mrs.Ranjana Mhalgi	
4	Mrs.Sandhya Pandey	
5	Mrs.Savita Joshi	

Convenor



**Principal**  
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**Anti-Ragging Committee**

**Report 22-23**

**Name of the committee:** Anti –Ragging Cell

**Name of the event:** Awareness Program on Anti Ragging

**Date:** 17<sup>th</sup> August ,2022

**Venue :** Classroom

**Purpose :** To promote anti- ragging through Anti ragging cell of the college

**Outcome :** Students were made aware of anti-ragging committee in the college

**Male beneficiaries -79**

**Female beneficiaries -84**

**Total beneficiaries-163**

*Sait*

**Convenor**

*[Signature]*

**Principal**

PRINCIPAL

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Date :

Committee/ Dept/ Club Name	Anti -ragging	Date and Time of the Event	17/08/22
Event Name	Orientation	Venue	Classroom

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Vimla choudhary	Fyb.com	Vimla.c
2	Rupa chaurasiya	fyb.com	Rupa.c
3	Poiti Gauram	F.Y.B.com	Poiti
4	Dimple Dodhia	F.Y.B.com	Dimple
5	Monika Chauhan	F.Y.B. Com	Monika
6	Neha Parmatmarai Chauhan	F.Y.B. com.	Neha
7	Deepali Kanojiya	F.Y.B. com	Deepali
8	Manasi Mathe	F.Y.B. Com	Manasi
9	Kirti Kisan Borase	F.Y.B.COM	Kirti
10	Jyoti Subhash Chaugule	F.Y. Bcom	Jyoti
11	Pooja Dura Samy	F.Y. B. com	Pooja Dura
12	Madhavi Sudhakar Lone	F.Y. Bcom	Madhavi
13	Sanika Madhukar Dhuri	F.Y. Bcom	Sanika
14	Krutika R. Jalvi	F.Y. Bcom	Krutika
15	Snehal D. Kadam	F.Y. Bcom	Snehal
16	Pooja R. Das	F.Y. B.com	Pooja.das.
17	Parnavi . Das	F.Y. B.com	Parnavi.
18	Karande Siddhi	F.Y. Bcom	Karande
19	Khan Sufiya Lukman.	F.Y. Bcom.	Sufiya





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Date :

Committee/ Dept/ Club Name	Anti -ragging	Date and Time of the Event	17/08/22
Event Name	orientation	Venue	class room

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Juned Ansari	F.Y. B.com	Juned
2	Rajdip. P. Chattopadhyay	F.Y. B.com	Rajdip
3	Shaurav Bheda	F.Y. B.com	<del>Shaurav</del>
4	DEEP MAHURADAS GAIRA	F.Y. B.com	DEEP.M. GAIRA
5	Amol J. Borkar	F.Y. B.com	<del>Amol</del>
6	Jay. S. Bamne	F.Y. B.com	<del>Jay</del>
7	Akash Jaydevant Chauhan	F.Y. B.com	A.S.C
8	Vedant S. Kulkarni	F.Y. B.com	Vedant
9	Nilesh M. Jainwar	F.Y. B.com	Nilesh
10	RUDRA H. Bhatt	F.Y. B.com	RUDRA
11	Bala Krishan	F.Y. B.com	Bokols no
12	Vedant L. Bhandari	F.Y. B.com	<del>Vedant</del>
13	Chetan M. Haldankar	F.Y. B.com	Chetan
14	Rishab Ramarathan	F.Y. B.com	Rishab
15	amkar. P. Khadse	F.Y. B.com	<del>Amkar</del>
16	Vedant. A. Hamirani	F.Y. B.com	Vedant
17	Shrikant V. Chaudhari	F.Y. B.com	Shrikant
18	Pravish N. Longre	F.Y. B.com	<del>Pravish</del>
19	Rakesh R. Jangam	F.Y. B.com	<del>Rakesh</del>
20	Jeshant A. Kadam	F.Y. B.com	Jeshant





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Date :

Committee/ Dept/ Club Name	Anti -ragging	Date and Time of the Event	
Event Name	Orientation	Venue	Class room

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	Prathamesh Kamble	F.Y.B.com	<u>P.Kamble</u>
2	Kaivalya S. Jagtap	F.Y.B.com	<u>K.Jagtap</u>
3	Shreyashi M. Kene	F.Y.B.com	<u>Shreyashi</u>
4	Austin Sargaya Raj	F.Y.B.com	<u>Austin</u>
5	Subeen Kanakraj	F.Y.B.com	<u>Subeen</u>
6	Siddhesh Hule	F.Y.B.com	<u>S.Hule</u>
7	Suraj J. Gupta	F.Y.B.com	<u>Suraj</u>
8	Vinay S. Gaikwad	F.Y.B.com	<u>Vinay</u>
9	Krishna V. Bind	F.Y.B.com	<u>KRISHNA</u>
10	Yash A. Lad	F.Y.B.com	<u>Yash</u>
11	Rahul V. JADHAV	F.Y.B.com	<u>R.V. Jadhav</u>
12	Nishal V. Gaurkar	F.Y.B.com	<u>Nishal</u>
13	Parasuram Khare	F.Y.B.com	<u>P.Khare</u>
14	Kishan S. Kumawat	F.Y.B.com	<u>Kishan</u>
15	Anuj P. Dubey	F.Y.B.com	<u>Anuj</u>
16	Arjun. Chohan	F.Y.B.com	<u>Arjun</u>
17	Akshay S. 	F.Y.B.com	<u>Akshay</u>
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Date :

Committee/ Dept/ Club Name	Anti -ragging	Date and Time of the Event	17/08/22
Event Name	Orientation	Venue	Class room

Attendance (Female)

No	Student Name	Class	Signature
	Sharvani . S . khade	FYIT	sharvani.
	Mehavish . J . Kotwal	FYIT	Mehavish
	Sneha . S Khawne	FYIT	Sneha
	Sheetal S. Konduskar	FYIT	Sheetal
	Sakshi S Desai	FYIT	Sakshi
	Shruti M Gaikwad	FYIT	GAIKWAD
	Aarti . D . Mahto	FYIT	AARTI
	Kinjal A. Bhaudray	FYIT	Kinjal
	Harshali V. Khair	FYIT	Khair
	Drishya R. Chaudhey	FYIT	Chaudhey
	Keshav M. S. Chadana	FYIT	Keshav
	Shikha J. Jaiswar	FYIT	Shikha





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Date :

Committee/ Dept/ Club Name	Anti -ragging	Date and Time of the Event	17/08/22
Event Name	Orientation	Venue	class room

Attendance (Male)

Sr. No	Student Name	Class	Signature
1	MICHAEL SAGAI JOE	FYIT	
2	Mahesh yagesh Bhargavat	FYIT	M.Y. Bhargavat
3	Vijay .m. Prajapati	FYIT	Vijay
4	Suryaj Raybhar	F.Y BScIT	Suryaj
5	Binil Gupta	F.Y BSc.IT	Binil
6	Anil Gupta	FYBSCIT	Anil
7	Rahul Gupta	FY BSCIT	Rahul
8	Rahul Gupta	FY Bsc(IT)	Rahul
9	Sandeep prajapati	FY BscIT	Sandeep
10	Trayambaleshwar Mishra	FYBSC(IT)	Trayambaleshwar
11	Rahul. A. Awasthi	FY Bsc. IT	Rahul
12	Jones Immanuel	FY BscIT	Jones
13	Rahul Gupta	F.Y BSc IT	Rahul
14	Sahil. Kothavale	FyBSCIT	Sahil
15	Aditya. Gawade	FYBSCIT	Aditya
16	Anoosh S Konde	FYBSCIT	Anoosh
17	Vishal. B. Chauhan	FYBSCIT	Vishal
18	Aakash. R. Gupta	F.Y BScIT	Aakash
19	Atharva Chavan	F.Y BSCIT	Atharva
20	Dunwang. Raghunath. Gawade	F.Y. Bsc. IT	Dunwang
21	Raj P. R	F.Y. Bsc. IT	Raj



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Date:

Department/Comm	Anti ragging	Date and Time of the Event	17/08/22
Event Name:	Orientation	Venue:	class room

Attendance (Female)

Sr. No.	Name of the Student	Roll No.	Signature
1.	Aarya A. Kadam	BF22024	<u>Kadam</u>
2.	Ekta S. Tiwari	BF22049	<u>Ekta</u>
3.	Kinjal N. Gromi	BF22011	<u>Kinjal</u>
4.	Lalita S. Pariyar	BF22040	<u>Lalita</u>
5.	Swarangi A. Bhasale	BF22005	<u>Swarangi</u>
6.	Samiksha S. Shinde	BF22045	<u>Shinde</u>
7.	Sakshi A. Singh	BF22046	<u>Sakshi</u>
8.	Mansi Ramprakash Jaiswal	BF22064	<u>Mansi</u>
9.	Anjali S. Raibhav	BF22042	<u>Anjali</u>
10.	Piyusha D. Dhamal	BF22007	<u>Dhamal</u>
11.	Shraddha D. Mali	BF22080	<u>Mali</u>
12.	Khushi Goud	BF22061	<u>Khushi</u>
13.	Samruddhi Hule	BF22018	<u>Hule</u>
14.	Srushti Bhoir	BF22055	<u>Srushti T. Bhoir</u>
15.	Pratiksha V. Handarkar	BF22017	<u>Pratiksha</u>
16.	Srushti T. Bhoir	BF22055	<u>Srushti T. Bhoir</u>

Activity In charge

Conver or





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Date:

Department/Room	Anti Lagging	Date and Time of the Event	17/08/22
Event Name:	orientation	Venue:	classroom

Attendance (Female)

Sr. No.	Name of the Student	Roll No.	Signature
1.	Meena. Natesh. Maurya	BF22032	<u>Meena</u>
2.	sakshi Bharat chougale	-	<u>Chougale</u>
3.	Neha Gangaprasad Mishra	BF22035	<u>Neha</u>
4.	Priyanka Ashok singh.	-	<u>Priyanka.</u>
5.	Chhati. P. Singh	BF22047	<u>Chhati</u>
6.	Jasmi C. Gupta	BF22014	<u>Jasmi</u>
7.	Vaishnavi. M. Gaikwad	BF22009	<u>Gaikwad</u>
8.	Kiran. J. Maurya	BF22031	<u>KMaurya</u>
9.	Sachal D. Gaud	BF22060	<u>Sachal</u>
10.	Priya. G. Yadav	BF22052	<u>Priya</u>
11.	Yashvi. S. Visonia	BF22050	<u>Yashvi</u>
12.	Sneha B. Gurav	BF22015	<u>Gurav</u>
13.	Mrunali D. Nikam	BF22037	<u>Mrunali.</u>
14.	Rakshita. K. Bongera	BF22054	<u>Bongera.</u>
15.	Rutuja R. Nimbharkar	BF22038	<u>Rutuja</u>
16.	Pooati Vinay Dubey	BF22008	<u>Dubey</u>
17.	Roshni Sharma	BF22044	<u>Roshni</u>

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Committee:	Anti Ragging	Date and Time of the Event	17/08/22
Event Name:	Orientation	Venue:	Classroom

### Attendance (Male)

Sr. No.	Roll No.	Name of the Student	Class	Signature
1	BF22001	Kenneth Henry	FYBBI	Kenneth
2	BF22067	Sumrat Nayak	FYBBI	<del>Sumrat</del>
3	BF22010	Sumit Gautam	FYBBI	<del>Sumit</del>
4	BF22029	Nitin Lodh	FYBBI	Nitin
5	BF22070	sushmit. shetty.	FYBBI	Shetty
6	BF22034	Sumit. Mehta.	FYBBI	Sumit.
7	BF22003 22	Sanketh anchan	FYBBI	Sanketh
8	BF22016	Rivan Haldankar	FYBBI	Rivan.
9	BF22063	Shobhan Jaiswal	FYBBI	Shobhan
10	BF22013	siddhesh Gupta	FYBBI	Siddhesh
11	BF22068	Sudraj Sharma	FYBBI	Sudraj
12	BF22025	Abhishhek. B. Kanajiya.	FYBBI	Abhishhek
13				
14				
15				

Activity In charge

Sain  
Convenor



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Committee:	Anti Ragging	Date and Time of the Event	17/08/22
Event Name:	Orientations	Venue:	classroom

**Attendance (Male)**

Sr. No.	Roll No.	Name of the Student	Class	Signature
1	BF22071	ISHWAR. P. SINGH.	FYBBI	<u>ISingh</u>
2	BF22027	Jaidish Kumar Velumangan	FYBBE	<u>Jaidish</u>
3	BF22019	Haxikharan Srinikshan Jey	FYBBI	<u>Haxi</u>
4	BF22043	Arumuga Selva	FYBBI	<u>Arumuga</u>
5	BF22026	Rohan KOLEKAR	FYBBE	<u>Rohan</u>
6	BF22040	Yash. Talokar	FYBBI	<u>Talokar</u>
7	BF22025	Abhishhek. Kanjinya	FYBBI	<u>Abhishhek</u>
8				
9				
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Date :

Committee/ Dept/ Club Name	Anti -ragging	Date and Time of the Event	17/08/22
Event Name	Orientation	Venue	class room.

Attendance (Female)

Sr. No	Student Name	Class	Signature
1	Roja Sarvan Gupta	FYBcom - A	<u>Roja</u>
2	Mayuri Shekhar Katare	FYBcom - A	<u>Mayuri</u>
3	Diksha Madhukar Angane	FyBcom - A	<u>Diksha</u>
4	Apurva Rakesh Gharat.	FyB.com - A.	A.R. Gharat.
5	Manjini Anil Jadhav	F.Y.B Com - A	Manjini A.J
6	Kashish Gupta	F.Y.B Com - A	<u>Kashish</u>
7	Anushtha Kasekar	F.Y.B.com - A	<u>A. Kasekar</u>
8	Deepali Kanikute	F.Y.B. com - A	<u>Deepali</u>
9	Samiksha Hood	F.Y. B. com - A	<u>Samiksha</u>
10	Prerna Konde	Fy.B.com - A	<u>Prerna</u>
11	Keena Choudhary	F.Y.B. Com - A	<u>Keena</u>
12	Shreeta N. Jadhav	F.Y. B. Com - A	<u>Shreeta</u>
13	Janhavi Mahajan	f.y. B. Com A	<u>Janhavi</u>
14	Jagruhi Jadhav	F.Y. B. com A	<u>Jagruhi</u>
15	Kashish Jadhav	F.Y. B. Com A	<u>Kashish</u>
16	Bhavana Kumbhar	F.Y. B.com A	<u>Bhavana</u>
17	Komal Rajan Kanofiyer	F.Y B.com P	<u>Komal</u>
18	Iyer Vijayalakshmi	FYBcom	<u>Lax</u>
19	Bhavana Chaurasia Archana Kanofiyer	F.Y B.com F.Y B.com	<u>Bhavana</u>

2022-23  
A/H. Raagring over all Report

Date	Name of Complaint	Nature of Complaint	Name of Respondent	No. of meeting	Remarks
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Note: No complaints regarding ragging has been filed during the academic year 2022-23

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Pursued



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