

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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

Link of Policies

https://mucollege.edu.in/sexual-harassment_policy/

<https://mucollege.edu.in/anti-ragging-anti-harassment-policy/>

write up:

The college has constituted Internal Complaint Committee, Student Grievance Committee, Anti-Ragging committee and Anti-Ragging Squads. The Anti Ragging Squads conduct surprise visit to the classes in the campus to check the possibility of ragging. There are no registered or reported cases with our institution either for Anti-Ragging as for sexual harassment. However, our own institution conducts lectures by professionals every year to create awareness amongst the students.

There are minimum two meetings held during the year. The College also submits Anti-Ragging reports to the university every semester.

Mechanism for timely redressal as per the guidelines has been put on website.

The college has displayed posters at prominent places at the college entrance and on notice board.

WOMEN HELPLINE NUMBER

Police Helpline No. : 7066446655

Helpline of M. U. College of Commerce : 9028004422

Women's Help Centre Coordinator E-mail: icc.mucollege@gmail.com

ANTI RAGGING & BAN SMOKING COMMITTEE

Dr. Vinita Basantani

Dr. Rekha Chetwani

Prof. Azhar Khan

Dr. Dnyaneshwar Shirode

INTERNAL COMPLAINTS COMMITTEE & STUDENTS' GRIEVANCE REDRESSAL CELL

Dr. Vinita Basantani : Chairperson

Dr. Rekha Chetwani : SDO & Senior Teacher (Lady)

Mrs. Sunita Desale : Member

Dr. D. B. Shirode : Member

Adv. Priti Mandhan : Lawyer

Mrs. Rupali Deshmukh : Counsellor

Ms. Anushka Aundhakar : Students' Representative



Manghanmal Udharam College of Commerce, Pimpri, Pune-17

Internal Complaints Committee

अंतर्गत तक्रार समिती

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

कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ

(प्रतिबंध, मनाई व निवारण) कायदा, २०१३

'Sexual Harassment' include any of the following unwelcome acts
(whether directly or by implications) such as:

'लैंगिक छळामध्ये' खालीलपैकी एक किंवा अनेक अस्वागतार्ह वर्तणूकीचा समावेश होतो (प्रत्यक्ष किंवा अप्रत्यक्ष) जसे की,

◆ **Physical Contact and Advances**

नकोसा वाटणारा शारीरिक स्पर्श

◆ **Demand or Request for Sexual Favors**

लैंगिक सुखासाठी मागणी किंवा विनंती

◆ **Sexually Colored Remarks**

लैंगिक शेरबाजी

◆ **Showing Pornography**

अश्लील चित्रे दाखवणे

◆ **Any Other Unwelcome Physical, Verbal or Non Verbal Conduct of Sexual Nature**

कोणत्याही प्रकारची शारीरिक, शाब्दिक, अशाब्दिक अस्वागतार्ह वर्तणूक



◆ **Womens's Rights** ◆ महिलांचे अधिकार ◆

◆ **Work with dignity in a safe environment**

सुरक्षित वातावरणात आत्म-सन्मानाने काम करता येणे

◆ **Protection against sexual harassment**

लैंगिक छळापासून संरक्षण

◆ **Equal treatment at workplace**

कामाच्या ठिकाणी समान वागणूक

Contact for more details

Internal Complaints Committee

Email id : icc.mucollege@gmail.com

Contact

Dr. Rekha Chetwani 9689404945 Dr. D.B. Shirode 9881152573

Mrs. Sunita Desale 3796459126



V. B. W.

Principal

M. U. College of Commerce
Pimpri, PUNE - 411 017.