



**SGMSPM's**  
**SHARADCHANDRA PAWAR INSTITUTE OF**  
**MANAGEMENT OTUR,**  
**PUNE - 412409**

Approved by AICTE, Recognized by DTE (Govt. of Maharashtra),  
Affiliated to Savitribai Phule Pune University

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



Shri Gajanan Maharaj Shikshan Prasarak Mandal's  
**Sharadchandra Pawar Institute of Management**

**Vishal Tambe**  
President & Corporator, PMC

**Late Vilasrao Tambe**  
(Founder)

**Vaibhav Tambe**  
Hon. Secretary

Outward No.:

Date : 24-02-2022

**DECLARATION**

SharadchandraPawar Institute of Management has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases. Regular meetings are held for making sure that no student faces any inappropriate experience in the institute or premises. Different committees have been established with members from teaching staff non-teaching staff and a representative amongst students of each academic year to maintain the balance of the committee. From the academic year 2016-17 to 2020-21, there were no cases reported by any student regarding ragging, grievance or sexual harassment.



*Sunil*

**Director**

Sharadchandra Pawar Institute of Management  
Otur (Dumbarwadi), Tal. Junnar, Dist.- Pune



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**Internal Complaint Committee**

**Objectives of internal complaint committee**

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.
- To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To encourage participation of NGO's working in the area of women's development.
- To disseminate knowledge about rights and laws related to women.

**Composition of Internal Complaint Committee**

Designation	Member/Representative
Chairman	Head of the Institute
Secretary	Senior Faculty
Member	Female Faculty Representative
Member	Male Faculty Representative

Note: No any Sexual harassment case observed/found in NAAC Assessment Period



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**Anti-ragging Committee**

**RAGGING IS BANNED**

Ragging is strictly prohibited in this institution as per Government order. Names of those indulging in ragging will be instantly removed from the roll and further action will be taken as per Government order.

**Ragging constitutes one or more of any of the following acts:**

1. Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.b) Indulging in rowdy or in disciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.
2. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
3. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.e) Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
4. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students
5. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;





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6. Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
7. Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher.
8. Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of color, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background. For students, Ragging Prevention Program is ready to help. The students can call any time on 1800 180 5522. It is a free phone. Students can also send an E mail on [helpline@antiragging.in](mailto:helpline@antiragging.in).

**Composition of Anti-Ragging Committee**

Designation	Member/Representative
Chairman	Head of the Institution
Member	Police or Civil Representative
Member	NGO or Local Media Representative
Member	Faculty Representative
Member	Parent Representative
Member	Student Representatives
Member	Non-teaching staff Representative

Note: No any Ragging case observed/found in NAAC Assessment Period



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**SC/ST Cell**

As per the Provisions laid down by the **Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989, Act No. 33 OF 1989, dated 11/09/1989** & the Notification No. **GSR - 316 (E)** by **Ministry of Welfare**, New Delhi dated 31/03/1995 and as per the UGC Directives to be adhered and followed by the Educational Institute in this regard, following shall be the SC-ST Welfare Committee of VESIM.

**Objectives:-**

This Committee shall be functioning for the following objectives of this Act.

1. To implement, monitor and evaluate continuously the Reservation Policy in the Institute (if any applicable).
2. To take necessary steps of measuring for ensuring effective implementation of the policy & programmes/schemes of the State and Central Govt. for SC-ST, if any.
3. To ensure the **Prevention of Atrocities** (as defined within the meaning of this Act) on the SC, ST Staff, Faculty and Students.
4. To ensure the equal opportunity in matters of employment/promotions subject to fulfilling Qualification, Eligibility criteria and Merits.
5. To hear and resolve the issues/complaints if any; of such nature of Atrocity reported/complained.
6. To conduct the inquiries on the reported & complained issues and to aid and advice the Director & the Management of the Institute in this regard for the justice and smooth functioning of the Institute.

**Composition of SC/ST Cell**

Designation	Member/Representative
Chairman	Head of the Institute
Member	Liaison Officer
Member	Faculty Representative
Member	Non-Teaching Representative



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**Grievance Redressed Cell**

SPIOM is committed to providing a safe environment for students. We provide a mechanism to students for grievances redressal with regards to their complaints on matters related to academics, victimisation, assessment, fees, harassment by teachers or other students.

At SPIOM, the Institute Level Grievance Redressal Committee has been constituted with the following objectives:

1. To introduce an impartial and fair mechanism for redressal of issues faced by students.
2. To create a responsive attitude among students, teachers, and parents, thereby maintaining a positive environment in the campus.
3. To advise students, teachers, and parents to respect each other, and to refrain them from behaving in a vindictive manner towards each other for any reason.
4. To ensure the grievances are resolved promptly, and confidentially.
5. To uphold the goodwill and dignity of the institute in high esteem.

**Composition Grievance Redressed Cell**

Designation	Member/ Representative
Chairman	Head of the Institute
Coordinator	Senior Faculty
Member	Faculty Representative
Member	Student Representatives
Member	Non-Teaching Representative



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Hon. Secretary

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Date: 24-02-2022

**Anti-Ragging Committee (A. Y. 2021-22)**

Designation	Name of Member
Chairman-Director of the institute	Dr. Suunil Ganpatrao Losarwarr
Police or Civil Representative	EX. officio Otur API
NGO or Local Media Representative	Mr. Devidas Maruti Hande
Faculty Representative	Mr. Ganesh Arun Abhale
Parent Representative	Mr. Ravindra Ramkrishna Patade
Student Representatives	Mr. Dighe Krishna Ratan
Non-teaching staff Representative	Mr. Abhishek Shankar Abhang

**SC/ST Cell (A. Y. 2021-22)**

Designation	Name of Member
Chairman- Director of the institute	Dr. Suunil Ganpatrao Losarwarr
Liaison Officer	Ex. Offico
Faculty Representative	Mr. Amit Dilip Ghotane
Non-Teaching Representative	Mr. Abhishek Shankar Abhang

**Internal Complaint Committee / Anti Sexual Harassment Committee (A. Y. 2021-22)**

Designation	Name of Member
Chairman- Director of the institute	Dr. Suunil Ganpatrao Losarwarr
Secretary	Dr. Ramesh Bandu Kakad
Faculty Representative	Mr. Shushil Bhagirath Paliwal
Student Representatives	Mr. Mayur Dilip Jadhav

**Grievance Redressal Cell (GRC) (A.Y. 2021-22)**

Designation	Name of Member
Chairman- Director of the institute	Dr. Suunil Ganpatrao Losarwarr
Coordinator	Dr. Ramesh Bandu Kakad
Faculty Representative	Mr. Ganesh Arun Abhale
Student Representatives	Mr. Sopan Ashok Kajale
Non-Teaching Representative	Mr. Abhishek Shankar Abhang



*Suunil*

**Director**

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Approved by : AICTE, DTE Mumbai  
Affiliated to SPPU, Pune  
ID No.: PU/PN/MMT/97/2006

Email : directorspiom@gmail.com  
Web : www.spiom.in

Institute : At. Dumbarwadi, Post. Khamundi,  
Tal. Junnar, Dist. Pune- 410504  
☎ : 02132-239231 / 33, Fax : 02132-264925