



SADHU VASWANI MISSION'S
St. Mira's College for Girls, Pune
An Autonomous (Affiliated to Savitribai Phule Pune University)
Reaccredited by NAAC- A Grade, cycle 3
[ARTS, COMMERCE, SCIENCE, BSc (Computer Science),
BBA, BBA(CA)]
6, Koregaon Road, Pune-411001. [INDIA]

SSR

2021-22


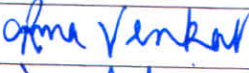

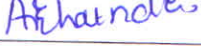
5.1.5

**Institutional mechanisms for redressal of student
grievances including sexual harassment and ragging cases**

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

Minutes of the Meeting [14/7/2021]

The meeting of the Internal Complaints Committee was held on 14/07/2021 at 11.00 a.m. in Sociology cubicle The following members were present-

Name	Designation	Signature
Dr. Vaishali Joshi	Co-ordinator, ICC	
Dr. Rama Venkat	Member, ICC	
Dr. Arwa Madan	Member, ICC	
Anandmayi <i>Choude</i>	Member, ICC	

Agenda Items

- Item 1- Planning of activities for 2021-22
- Item 2 – Incorporating Mrs. Uma Kurhade in the ICC

Decisions

- Item 1 – Activity plan for 2021-22 was discussed. It was decided that one workshop specifically for the non-teaching staff should be organized. One workshop for students will be planned in the second semester. Activities like screening of documentaries can be conducted to create more awareness.
- Item 2 – Dr. Vaishali Joshi proposed the name of Mrs. Uma Kurhade, Founder Director of an NGO, Kshitij, to be incorporated in the committee as outside expert. All members unanimously agreed to this.

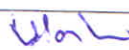



The meeting ended with a vote of thanks.



St. Mira's College for Girls, Pune
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Minutes of the Meeting [17/3/2022]

The meeting of the Internal Complaints Committee was held on 17/3/2022 at 2.00 p.m. in Sociology cubicle The following members were present-

Name	Designation	Signature
Dr. Vaishali Joshi	Co-ordinator, ICC	
Dr. Rama Venkat	Member, ICC	
Dr. Arwa Madan	Member, ICC	
Anandmayi chounde	Member, ICC	

Agenda Items

- Item 1- To plan and discuss the session on POSH for teaching faculty

Decisions

- Item 1 – It was decided that an offline session on POSH will be conducted on 17th April 2022 in A.V.Room. The session will be facilitated by Ms. Preeti Karmarkar, Activist and member, Nari Samata Manch.

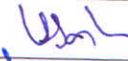

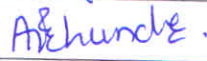
The meeting ended with a vote of thanks



St. Mira's College For Girls, Pune
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Minutes of the Meeting [25/9/2021]

The meeting of the Internal Complaints Committee was held on 25/09/2021 at 11.00 a.m. in Sociology cubicle The following members were present-

Name	Designation	Signature
Dr. Vaishali Joshi	Co-ordinator, ICC	
Dr. Arwa Madan	Member, ICC	
Anandmayi Chounde	Member, ICC	

Agenda Items

- Item 1- To plan and discuss the session on POSH for non-teaching staff

Decisions

- Item 1 – It was decided that an offline session on POSH will be conducted on 30th September, 2021 in A.V.Room. This session will be conducted following all COVID norms and guidelines. The session will be facilitated by Dr. Sneha Gole, Faculty in-charge, ICC, Women's Studies Centre.

The meeting ended with a vote of thanks.








St. Mira's College for Girls, Pune
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Anti- Ragging Committee
Circular

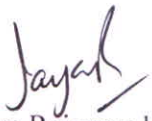
Circular No:

Day & Date: Friday, 11th March, 2022

There will be an Anti-Ragging Committee meeting i.e. on Sat. 12th March, 2022 at 01:30pm in the A.V. Room. The following Committee members and the Grievance Redressal Coordinator are requested to attend the same.



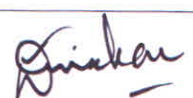


S. No.	Name of Faculty	Designation	Signature
1.	Ms. Suhaile Azavedo	Presiding Officer, Faculty, Dept. of English & Coordinator, Grievance Redressal Committee	
2.	Dr. Shalini Iyer	V. Principal, HoD, B. Eco & Bkg, Coordinator, Anti-Ragging Committee	
3.	Dr. Vaishali Diwakar	Controller of Examinations HoD, Sociology & Member, Anti-Ragging Committee	
4.	Ms. Veena Kenchi	HoD, Politics & Public Administration & Member, Anti-Ragging Committee	
5.	Ms. Rekha Kankariya	Coordinator, Self-financing Course, Exam Officer & Member, Anti-Ragging Committee	




Dr. Jaya Rajagopalan
Principal In charge
St. Mira's College for Girls, Pune

St. Mira's College For Girls, Pune
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Minutes of the Meeting [12-03-2022]

The meeting of the [Anti-ragging Committee] was held on [12-03-2022] at [01:30pm] in [A.V. Room]. The following members were present-

Name	Designation	Signature
Ms. Suhaile Azavedo	Presiding Officer	
Dr. Shalini Iyer	Coordinator	
Dr. Vaishali Diwakar	COE, HoD, Sociology & Committee Member	
Ms. Veena Kenchi	HoD, Politics & Pub. Admn & Committee Member	
Ms. Rekha Kankariya	Coordinator, Self-financing Courses & Committee Member	

Agenda Items

- Item 1. Review of Anti-ragging Grievances Addressed & Resolved (No. received, No. addressed, No. resolved);
- Item 2. Compilation of Action Taken Report;
- Item 3. Any other pertinent grievance with the permission of the Chair.
-Compilation of Anti Ragging Awareness Drive DVV collection.

Decisions

- Item 1. No anti-ragging grievances needed to be addressed or resolved (due to online interaction of students)
- Item 2. A Nil Action Taken Report was prepared for the year.
- Item 3. -Compilation of Anti Ragging Awareness Drive DVV collection.

The meeting ended with a vote of thanks.



St. Mira's College for Girls, Pune
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Anti- Ragging Committee

Circular

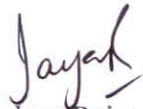
Circular No: G15/100AC/2021-2022/1c

Day & Date: Thursday, 1st July, 2021

There will be an Anti-Ragging Committee meeting on [Sat, 03-07-2021] at [12:00noon] in [Vice Principal's Room]. The following Committee members and the Grievance Redressal Committee Coordinator are requested to attend the same.



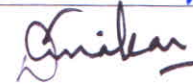


S. No.	Name of Faculty	Designation	Signature
1.	Ms. Suhaile Azavedo	Presiding Officer, Senior Faculty, Dept. of English & Coordinator, Grievance Redressal Committee	
2.	Dr. Shalini Iyer	V. Principal, HoD, B. Eco & Bkg, Coordinator, Anti-Ragging Committee	
3.	Dr. Vaishali Diwakar	Controller of Examinations HoD, Sociology & Member, Anti-Ragging Committee	
4.	Ms. Veena Kenchi	HoD, Politics & Public Administration & Member, Anti-Ragging Committee	
5.	Ms. Rekha Kankariya	Coordinator, Self-financing Course, Exam Officer & Member, Anti-Ragging Committee	




Dr. Jaya Rajagopalan
Principal In charge
St. Mira's College for Girls, Pune

St. Mira's College For Girls, Pune
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Minutes of the Meeting [03-07-2021]

The meeting of the [Anti-ragging Committee] was held on [Sat, 03-07-2021] at [12:00noon] in [Vice Principal's Room]. The following members were present-

Name	Designation	Signature
Ms. Suhaile Azavedo	Presiding Officer	
Dr. Shalini Iyer	Coordinator	
Dr. Vaishali Diwakar	COE, HoD, Sociology, & Member	
Ms. Veena Kenchi	Hod, Politics & Public Administration & Committee Member	
Ms. Rekha Kankariya	Coordinator, Self-financing Courses & Committee Member	

Agenda Items

- Item 1. Introduction of Committee members;
- Item 2 Action Plan regarding procedure to address anti-ragging issues;
- Item 3 With the permission of the Chair (if any).

Decisions

- Item 1. Members were introduced.
- Item 2 Action Plan was prepared
- Item 3. Anti Ragging Orientation session for First Year Students at Student Induction Programme to be conducted by Ms. Veena Kenchi. The session would include creating awareness about Anti Ragging Rules and a video presentation.

The meeting ended with a vote of thanks.



St. Mira's College for Girls, Pune
[Autonomous-affiliated to Savitribai Phule Pune University]

Anti-ragging Committee
Action Plan 2021-22

Objective:

1.To spell out the procedure for effective and speedy addressal of Anti-ragging issues.

Procedure:

1.Awareness about such a redressal mechanism, including maintenance of Grievance Register with Vice Principal and Grievance Box (outside Vice Principal's Office) conveyed to students through Class Teachers in class.

2.Complaint by student to Class Representative /Class Teacher (verbal/written) to be initially addressed & resolved by Class Teacher, with intimation to any one of the Grievance Committee Members & Coordinator (Vice Principal) and/or Presiding Officer.

3.Complaint by student to Class Representative /Class Teacher (verbal/written), if not resolved by Class Teacher, to be intimated to any one of the Grievance Committee Members & Coordinator (Vice Principal) and/or Presiding Officer, for further action and suitable redressal.

4. Maintenance of Anti-ragging Complaint File/Register with the Vice Principal for filing of written complaints and the action taken.

5.Maintenance of Complaint Box for receipt of such complaints. The key to the complaint box is maintained by the Vice Principal and reviewed regularly for further action.








St. Mira's College for Girls, Pune
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Anti-Ragging Committee
Circular

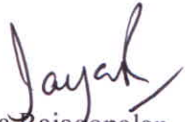
Circular No:

Day & Date: Friday, 1st Oct, 2021.

There will be an Anti-Ragging Committee meeting on [Tuesday, 05-10-2021] at [1:00pm] in [the Staff Room (Ground Floor)]. The following Committee members and the Grievance Redressal Coordinator are requested to attend the same.

S. No.	Name of Faculty	Designation	Signature
1.	Dr. Shalini Iyer	V. Principal, HoD, B. Eco & Bkg, Coordinator, Anti-Ragging Committee	
2.	Dr. Vaishali Diwakar	Controller of Examinations HoD, Sociology & Member, Anti-Ragging Committee	
3.	Ms. Rekha Kankariya	Coordinator, Self-financing Course, Exam Officer & Member, Anti-Ragging Committee	
4.	Ms. Veena Kenchi	HoD, Politics & Public Administration & Member, Anti-Ragging Committee	
5.	Ms. Suhaile Azavedo	Faculty, Dept. of English & Coordinator, Grievance Redressal Committee	




Dr. Jaya Rajagopalan
Principal In charge
St. Mira's College for Girls, Pune

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Minutes of the Meeting [05-10-2021]

The meeting of the [Anti-ragging Committee] was held on [Tuesday, 05-10-2021] at [01:00pm] in [Staff Room]. The following members were present-

Name	Designation	Signature
Ms. Suhaile Azavedo	Presiding Officer	<i>Suhaile Azavedo</i>
Dr. Shalini Iyer	Coordinator	<i>Shalini Iyer</i>
Dr. Vaishali Diwakar	COE, HoD, Sociology & Committee Member	<i>Vaishali Diwakar</i>
Ms. Veena Kenchi	HoD, Politics & Pub. Admn & Committee Member	<i>Veena Kenchi</i>
Ms. Rekha Kankariya	Coordinator Self Financing Courses & Committee Member	<i>Rekha Kankariya</i>

Agenda Items

- Item 1. Review of Anti-ragging Grievances Addressed (No. received & No. addressed);
- Item 2. Review of Anti-ragging Grievances Resolved (No. resolved);
- Item 3. Any other pertinent grievance with the permission of the Chair.

Decisions

- Item 1. No grievances arose relating to anti-ragging issues (due to online interaction of students).
- Item 2. No grievance needed to be resolved. [kindly refer item 1 above]
- Item 3. Nil

The meeting ended with a vote of thanks.





SADHIL VASWANI MISSIONS
ST. MIRA'S COLLEGE FOR GIRLS

[An Autonomous College Affiliated to the Savitribai Phule Pune University.]

[ARTS, COMMERCE, SCIENCE, BBA, BCA]

6, Koregaon Road, Pune - 411001 [INDIA]

Ph: Fax: 26124846 | mail: mira_college@yahoo.co.in

Dr. Jaya Rajagopalan
Principal Incharge

PU/PN/AC/0159/19624
College Code No. 013

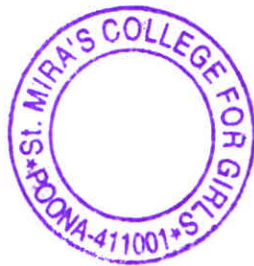
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Day & Date: Thursday, 10th Feb, 2022

Venue: A.V. Room

There will be an Anti-Ragging Committee meeting tomorrow, i.e. on Friday, 11th February, 2022 at 12 noon in the AV Room. The following Committee members and the Grievance Redressal Coordinator are requested to attend the same.

S. No.	Name of Faculty	Designation	Signature
1.	Dr. Shalini Iyer	V. Principal, HoD, B. Eco & Bkg, Coordinator, Anti-Ragging Committee	
2.	Dr. Vaishali Diwakar	Controller of Examinations HoD, Sociology & Member, Anti-Ragging Committee	
3.	Ms. Rekha Kankariya	Coordinator, Self-financing Course, Exam Officer & Member, Anti-Ragging Committee	
4.	Ms. Veena Kenchi	HoD, Politics & Public Administration & Member, Anti-Ragging Committee	
5.	Ms. Suhaile Azavedo	Faculty, Dept. of English & Coordinator, Grievance Redressal Committee	







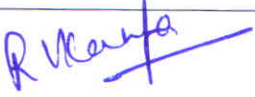
Dr. Jaya Rajagopalan
Principal Incharge
St. Mira's College for Girls, Pune

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St. Mira's College For Girls, Pune
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Minutes of the Meeting [11-02-2022]

The meeting of the [Anti-ragging Committee] was held on [0-02-2022] at [12:00noon] in [A.V. Room]. The following members were present-

Name	Designation	Signature
Ms. Suhaile Azavedo	Presiding Officer	
Dr. Shalini Iyer	Coordinator	
Dr. Vaishali Diwakar	COE, HoD, Sociology & Committee Member	
Ms. Veena Kenchi	HoD, Politics & Public Administration & Committee Member	
Ms. Rekha Kankariya	Coordinator, Self-financing Courses & Member	

Agenda Items

- Item 1. Review of Anti-ragging Grievances Addressed (No. received & No. addressed);
- Item 2. Review of Anti-ragging Grievances Resolved (No. resolved);
- Item 3. Any other pertinent grievance with the permission of the Chair.

Decisions

- Item 1. No grievances arose relating to anti-ragging issues (due to online interaction of students)
- Item 2. No grievance needed to be resolved. [kindly refer item 1 above]
- Item 3. Conduct of class wise online Anti Ragging Awareness Drive for Degree College Students between [16th Feb, 2022 to 18th Feb, 2022]

The meeting ended with a vote of thanks.





KINDLE THE LIGHT

SADHU VASWANI MISSION'S
ST. MIRA'S COLLEGE FOR GIRLS
[An Autonomous College Affiliated to the Savitribai Phule Pune University]

[ARTS, COMMERCE, SCIENCE, BBA, BCA]

6, Koregaon Road, Pune - 411001.[INDIA]

Ph./Fax : 26124846 E-mail : mira_college@yahoo.co.in

Dr. Jaya Rajagopalan
Principal Incharge

PU/PN/AC/015/(1962)
College Code No. : 013

Notification No. A-7(z)/2021-2022/52 dated 20.10.2021

Subject: St. Mira's College for Girls Grievance Redressal Policy and Procedure Document

It is hereby notified for information of all the concerned that the St. Mira's College for Girls Grievance Redressal Policy and Procedure Documents shall be effective from the date of issuance of this notification.

The St. Mira's College for Girls Grievance Redressal Policy and Procedure Document is enclosed hereunder.



Jaya
Dr Jaya Rajagopalan
Principal Incharge

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

GRIEVANCE REDRESSAL POLICY AND PROCEDURE DOCUMENT

1. PREAMBLE

St. Mira's College for Girls is committed to providing high-quality services for the entire College community. The College has set up the Grievance Redressal Committee following the University Grants Commission Regulations 2012 and the provisions of the University Grants Commission supersession notification published in the Government of India Gazette on May 6th, 2019, to promote and develop a safe, fair, and harmonious learning and work environment (https://www.ugc.ac.in/pdfnews/0588502_English.pdf). This document details the Grievance Redressal Policy and Procedure followed by the College.

The procedure applies to all stakeholders of St. Mira's College- students and staff; and is designed for the redressal of all complaints and grievances fairly and consistently. The purpose of the procedure is to maintain high standards in its provision of courses, services, and facilities and rectify causes of dissatisfaction in a fair, prompt, and efficient manner.

2. AIMS AND OBJECTIVES

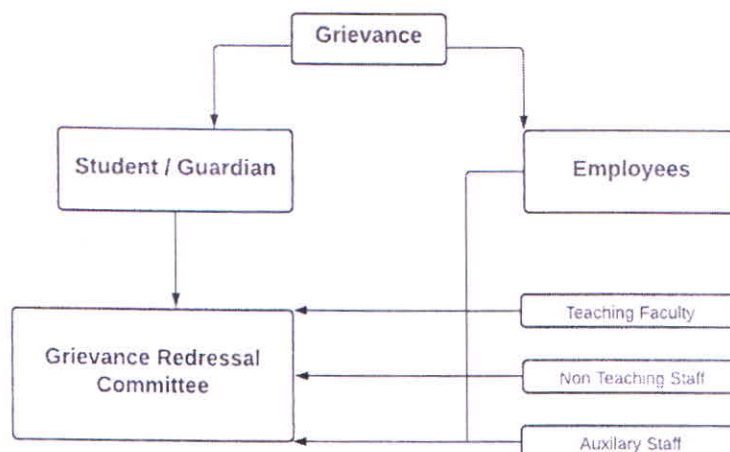
Grievance Redressal Committee aims to facilitate the resolution of grievances fairly and impartially, maintaining necessary confidentiality. The procedure aims to allow all stakeholders the opportunity to express concerns without any fear of recrimination.

The objectives of the Grievance Redressal Policy is to provide:

- Anefficient and open process, which is fair to all parties.
- A procedure designed to resolve problems quickly.
- A thorough investigation into grievances received.
- Improvements to services provided by acting on feedback and the recommendations made following investigations.
- Accurate recording, monitoring and reporting of grievances.



3. GRIEVANCE REDRESSAL COMMITTEE



The College has put in place the mandatory grievance redressal procedures for the resolution of all grievances. A centralised Grievance Redressal Committee with its associated committees responsively redresses every grievance received. The Committee considers only formal grievances, either received online through the web form on the College website; or via email at grievance@stmiracollegepune.edu.in, or submitted in hard copy to the Coordinator. The grievance will be thoroughly and objectively investigated by the appropriate associated committee, using the information provided by the student in their formal statement.

3.1 List of St. Mira's College Grievance Redressal Committees

Collegiate Student Grievance Redressal Committee (CSGRC) (as per UGC regulations of 2019)

1.	Dr Jaya Rajagopalan	Principal-In-Charge	Chairperson
2.	Dr Shalini Iyer	Vice-Principal	Member
3.	Ms Elizabeth Kanade	Senior Teaching Faculty	Member
4.	Dr Dimple Buche	Senior Teaching Faculty	Member
5.	Ms Hasina Shaikh	Senior Teaching Faculty	Member
6.	Ms Rekha Kankariya	Senior Teaching Faculty	Member
7.	Ms UmmeSalama Karu	Student Representative	Member, Special Invitee

St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

Internal Complaints Committee (ICC-Sexual Harassment)

1.	Dr Vaishali Joshi	Presiding Officer	vaishali.joshi@stmirascollegepune.edu.in
2.	Dr Rama Venkatachalam	Senior Teaching Faculty	rama.venkat@stmirascollegepune.edu.in
3.	Dr Arwah Madan	Senior Teaching Faculty	dr.arwahmadan@stmirascollegepune.edu.in
4.	Ms Vandana Kardile	Non-teaching Member	vandana.kardile@stmirascollegepune.edu.in
5.	Ms Anandmayi Chounde	Non-teaching Member	anandmayi.chounde@stmirascollegepune.edu.in
6.	Ms Uma Mane	Kshitij NGO	umamaane@yahoo.com
7.	Ms Umme Salama Karu	Student Representative - UG	umme.karu@gmail.com
8.	Ms Priti Varma	Student Representative - PG	priverma3000@gmail.com

Anti-Ragging Committee

1.	Dr Shalini Iyer	Vice-Principal	Chairperson	shalini.iyer@stmirascollegepune.edu.in
2.	Dr Vaishali Diwakar	Senior Teaching Faculty	Member	vaishali.diwakar@stmirascollegepune.edu.in
3.	Ms Veena Kenchi	Senior Teaching Faculty	Member	veena.kenchi@stmirascollegepune.edu.in
4.	Ms Rekha Kankariya	Senior Teaching Faculty	Member	rekha.kankariya@stmirascollegepune.edu.in

Prevention of Caste-based Discrimination

1.	Ms Jyoti Chintan	Senior Teaching Faculty	jyoti.chintan@stmirascollegepune.edu.in
2.	Ms Hasina Shaikh	Senior Teaching Faculty	hasina.shaikh@stmirascollegepune.edu.in
3.	Ms Manjita Kulkarni	Senior Teaching Faculty	manjita.kulkarni@stmirascollegepune.edu.in



St. Mira's College For Girls Pune
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Ethics and Conduct/ Disciplinary Committee

1.	Dr Shalini Iyer	Vice-Principal	Chairperson	shalini.iyer@stmirascollegepune.edu.in
2.	Ms Komal Tujare	Senior Teaching Faculty	Member	komal.tujare@stmirascollegepune.edu.in
3.	Ms Ekta Jadhav	Dir. of Physical Edu.	Member	ekta.jadhav@stmirascollegepune.edu.in

COVID-19 Related Grievances

1.	Dr Shalini Iyer	Vice Principal	Chairperson	shalini.iyer@stmirascollegepune.edu.in
2.	Ms Manisha Pimpalkhare	Senior Teaching Faculty	Member	manisha.pimpalkhare@stmirascollegepune.edu.in
3.	Ms Swatee Sarvate	Senior Teaching Faculty	Member	swatee.sarvate@stmirascollegepune.edu.in

The Grievance Redressal Committee members have a term of two years.

3.2. Responsibilities of the Committee:

It is the responsibility of the Committee to:

- i. put in place a formal grievance procedure in keeping with the grievance policy document
- ii. organise awareness of the grievance redressal mechanism and procedures among stakeholders
- iii. ensure that the College responds to grievances following the procedure set out within the policy
- iv. analyse the merits of grievances received and conduct formal hearings and/or investigations as the case may be
- v. ensure a thorough, objective and prompt investigation of all grievances
- vi. ensure that all stakeholders who file grievances are treated non-discriminately, without recrimination and that no stakeholder will be disadvantaged on account of raising a grievance.

Notification No. A-7(z)/2021-2022/52 Grievance Redressal Policy

4/11



- vii. preserve the confidentiality of all concerned parties at any stage of the process
- viii. monitor the thorough, objective and timely conduct of grievance investigations and reporting of all findings
- ix. work out a resolution of the issues with the involved parties named in the grievance application; within a maximum period of one month of the receipt of the application.
- x. communicate the written response(s) and the outcome of the investigation to the grievant
- xi. ensure comprehensive analysis of grievances received is undertaken and reported to the College IQAC Committee.

3.3 Applicability and Scope of Grievances

The grievant must be a current and bonafide student or College employee. The broad areas and types of grievance that the Grievance Redressal Committee deals with are related to academics, administration, examination and infrastructure; sexual harassment; ragging; caste-based discrimination; breach of ethics and/or code of conduct; matters related to the COVID-19 pandemic and other grievance as listed in the University Grants Commission (Grievance Redressal) Regulations. It is generally in the best interest of both the grievant and the College if grievances are raised as soon as possible after the relevant matter has occurred. A grievance should normally be raised, under Stage 1 of the procedure, within seven working days of the relevant matter occurring. If the grievant is dissatisfied with the Stage 1 outcome, then the grievant can within fifteen working days submit a formal Stage 2 complaint. If the time limit specified in the procedure has not been complied with, the College will consider whether the grievant has a good reason for delay. All grievances must be raised within a month of the original issue so that evidence is available for investigation. The College will not accept or act upon anonymous grievances.

4. GRIEVANCE REDRESSAL PROCEDURES

4.1 Stage 1: Informal Stage

Any student or staff member who wants to initiate a grievance may in the first stage bring the issue to the notice of the Head of the respective department/office, who will address the issue and try to resolve it within seven working days of the communication of the grievance. The purpose of Stage 1 is to swiftly address issues or concerns on an informal basis. The College believes that a majority of



issues and concerns can be resolved informally at Stage 1 through discussion with the student /staff member at the point closest to where the matter originated.

Stage 1 will normally result in one of the following outcomes:

- i. a solution to the student's issue or concern
- ii. a suitable explanation where the desired outcome cannot be achieved

If the student is dissatisfied with the Stage 1 outcome and wishes to pursue the matter as a formal complaint the student should submit the Stage 2 Grievance Form within fifteen working days of receiving the Stage 1 outcome. Section 4.2 of this procedure explains how a student can submit a formal grievance.

4.2 Stage 2: Raising a Formal Grievance

If the grievance is not resolved informally at Stage 1; or should the grievant desire a formal redressal directly, the grievant may make a formal complaint. Formal grievances should be made in writing. Grievances can be submitted via email, in hard copy, or, preferably, through the grievance web form on the College website.

4.2.1 For online submission of grievances, the grievant must fill in all the details in the grievance web form on the College website, scan and attach the supporting documents and submit it.

4.2.2 For submissions of grievance in hardcopy, the grievant can print the web form, fill and submit the grievance, with the supporting documents, to the coordinator of the grievance committee, Ms. Suhaile Azavedo, at the English Department cubicle, on Tuesdays and Thursdays from 11.00 to 11.30 am

4.2.3 The grievance can also be emailed to grievance@stmirascollegepune.edu.in

The following details must be provided when submitting grievances via email:

- the name of the grievant
- the stream/ class/ subject / specialisation/ academic year
- full contact details of the grievant
- a full statement of the grievance
- brief details of the steps already taken to resolve the grievance at Stage 1 (if any)
- reasons for the dissatisfaction with the attempts to resolve the grievance
- copy (not original documents) of all documentary evidence the student wishes to submit



4.2.4 Acknowledgement

All formal grievances will be acknowledged, in writing within three working days of receiving the application.

4.3 Stage 3: Inquiry and Investigation

Formal grievances will be forwarded to the appropriate Committee (as listed under 3.1) for investigation using the information provided by the grievant. The Committee shall analyse the merits of the grievance and initiate inquiries with the respective department/office/individual (linked with the grievance) within fifteen days. Once the investigation is completed, the findings will be shared with the Grievance Redressal Committee.

4.4 Stage 4: Review and Completion of Procedures

The Grievance Redressal Committee and the investigating committee will jointly make a thorough review of the investigation and the redressal process and use their best efforts to work out a resolution of the issues named in the grievance application. The resolution will be communicated to the grievant via e-mail within ten working days. Once the grievant indicates a written acceptance of the resolution at this level, the matter is deemed closed and a 'completion of procedures' mail will be sent to the grievant. The timeframe for the redressal of a grievance from application to completion of the procedure is one month. If there is no response from the grievant within fifteen days of receiving the resolution and recommendation mail, the matter will be deemed closed.

5. APPEALS

5.1 Appeal Level I

Grievances should be resolved amicably and conclusively, in compliance with the abovementioned grievance redressal procedures. However, if the grievant wishes to appeal against the outcome of the formal inquiry and investigation, then the grievant should write or send an email, requesting an appeal, to the Grievance Redressal Committee (grievance@stmirascollegepune.edu.in), within fifteen working days of receiving the resolution and recommendation mail.



The Vice-Principal of the College alongwith the Grievance Redressal Committee and the investigating Committee will review the documentation, the investigation procedure and the resolution offered. If deemed necessary, a re-investigation will be conducted during which the involved parties may be called for a hearing; or maybe requested to submit additional information and testimonies; and, interview witnesses, if necessary.

After the hearing or re-investigation, Vice-Principal, the Grievance Redressal Committee and investigating Committee shall use their best efforts to work out a resolution of the issues involved with the parties named in the grievance application. Upon completion of proceedings, following the outcome of Appeal Level 1, a formal response, via email, will be sent to the grievant within fifteen working days of receipt of the appeal.

5.2 Closure of Grievance:

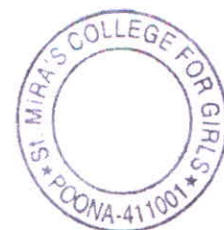
The grievance shall be considered as resolved and closed when:

- i. the grievant has indicated acceptance of the resolution, in writing, offered at Appeal Level 1
- ii. the grievant has not responded within fifteen working days from the date of intimation of resolution offered at Appeal Level 1

5.3 Appeal Level 2

If, after all the above-mentioned endeavours to resolve the grievance, a grievant is still dissatisfied, she/he may request a personal interview with the Principal of the College. The interview shall be arranged within ten working days of the submission of the request. The Principal may request a report of all procedures followed to the date; conduct an additional review of the formal investigation and documentation gathered so far. The Principal may confirm or rescind the earlier decision in the light of this report and review and will formally decide what corrective action can be implemented if any. A written reply will be sent to the grievant within 20 working days of receiving the request for Appeal Level 2. The Appeal Level 2 exhausts the College's internal procedures. There will be no further opportunity to pursue the grievance within the College.

Please see Appendix A for the Infographic of the Grievance Procedure



St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

6. General Principles and Guidelines :

6.1 Formal Grievance: A formal grievance must always be a detailed written complaint submitted via the webform or email at grievance@stmirascollegepune.edu.in, or in hardcopy to the Coordinator of the Grievance Redressal Cell, within one calendar month from the date of occurrence of the event giving rise to the grievance.

6.2 Time frame: The Grievance Redressal Committee shall work towards the redressal of every grievance within one calendar month of the receipt of application/grievance.

6.3 Fairness: All stakeholders of the College shall be entitled to process their grievances without fear of retaliation, coercion, or discrimination. The College will strictly prohibit any such retaliation, coercion, or discrimination. The grievance procedure will not curtail the informal day-to-day contact between the College and the grievant. Any complainant who makes a grievance in good faith will not be adversely affected by the fact of the grievance, whether or not the grievance is upheld. They will have a fair opportunity to present their complaint and will be provided with clear reasons for the outcome of each stage of the procedure.

6.4 Representation: No proxy or deputation will be allowed. The aggrieved student or staff member shall have to apply individually and present her case before the Grievance Redressal Committee

6.5 Confidentiality: The College shall maintain the confidentiality of information shared throughout the grievance process. All information collected will be treated as confidential and will not be disclosed to third parties without the consent of the parties involved.

6.6 Documentation: All information relating to the proceedings of grievances shall be treated as confidential, accessible only to the members of the Grievance Redressal Committee.

a) Copies of the written complaint and the written description of action submitted by the investigating committee will be maintained for two years, after which they will be purged altogether.

b) The annual report of the Grievance Committee will contain the following information:

- i. The total number of complaints received in an academic year
- ii. The types of complaints received by generic category

Notification No. A-7(z)/2021-2022/52 Grievance Redressal Policy



St. Mira's College For Girls Pune
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- iii. The total number of complaints conclusively resolved
- iv. A summary record of each complaint received, the action taken by the College, and any other information concerning the grievance/ resolution.

6.7 Exclusions: The following grievances shall not be taken up for consideration and disposal:

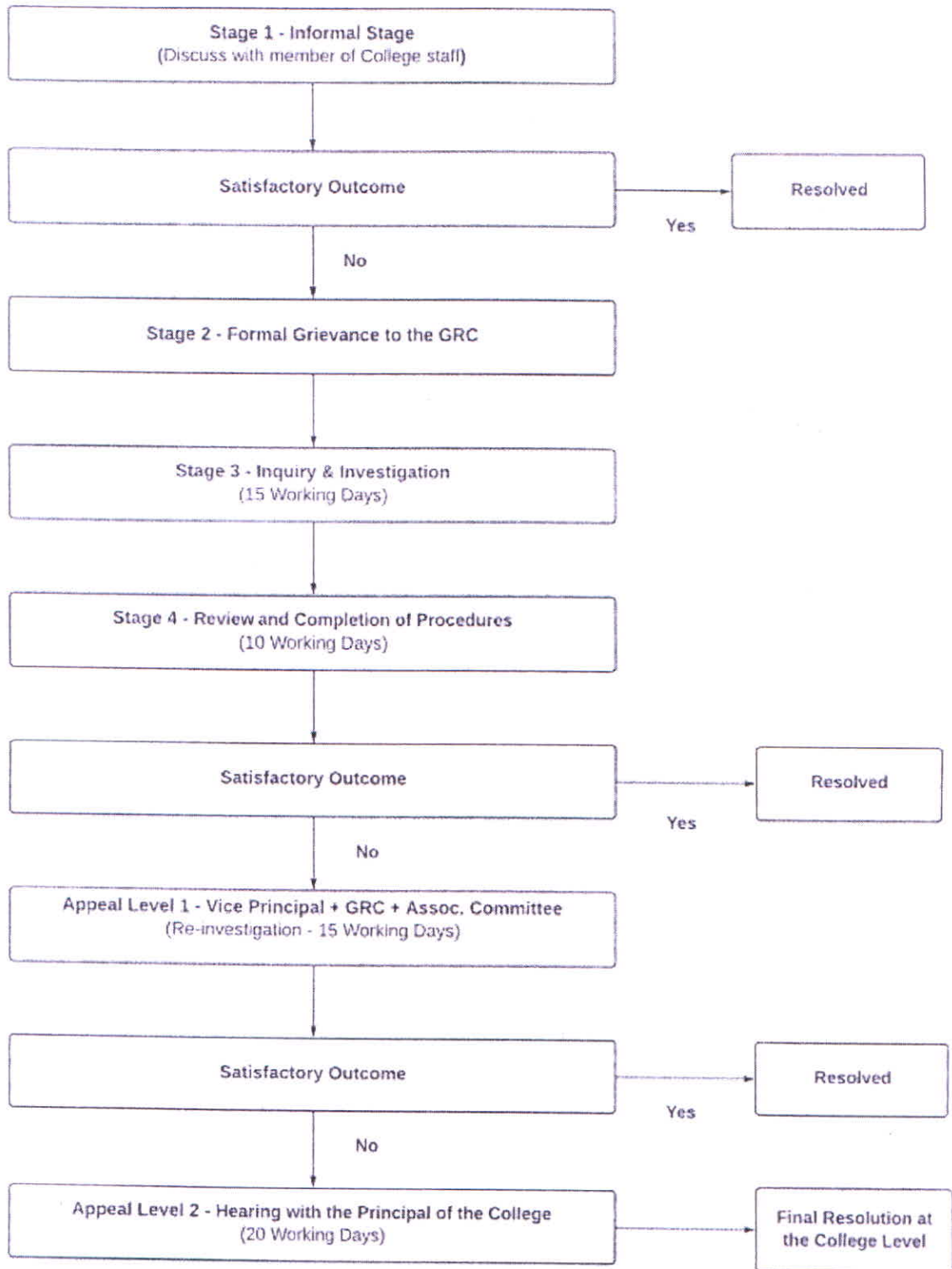
- Decisions of the Academic Council/Academic Committees constituted the College
- Complaints involving policy matters in which the grievant has not been directly or indirectly affected
- Decisions about disciplinary matters and breach of the College Code of Conduct
- Decisions concerning the recruitment and selection process
- Decisions by a competent authority on assessment and examination result/ revaluation or remarking of answer sheets
- Complaints that are anonymous, frivolous, vexatious, or motivated by malice will not be entertained/processed

6.8 Feedback: Grievance Redressal Committee will collect formal feedback from relevant stakeholders (students and staff) from time to time on account for *reviewing* and *improving the* grievance handling and redressal process.



St. Mira's College For Girls Pune
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APPENDIX A - INFOGRAPHIC OF THE GRIEVANCE PROCEDURE



St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee
Constituted Statutory Bodies for the Academic Year 2021 – 22

The following statutory bodies were constituted in keeping with guidelines required for statutory/regulatory bodies:

1. Collegiate Student Grievance Redressal Committee (CSGRC) (as per UGC regulations of 2019)

1.	Dr. Jaya Rajagopalan	Principal-In-Charge	Chairperson
2.	Dr. Shalini Iyer	Vice Principal	Member
3.	Ms. Elizabeth Kanade	Senior Teaching Faculty	Member
4.	Dr. Dimple Buche	Senior Teaching Faculty	Member
5.	Dr. Hasina Shaikh	Senior Teaching Faculty	Member
6.	Ms. Rekha Kankariya	Senior Teaching Faculty	Member
7.	Ms Ummesalama Karu	Student Representative	Member, Special Invitee

2. Internal Complaints Committee (ICC-Sexual Harassment)

1.	Dr. Vaishali Joshi	Presiding Officer	vaishali.joshi@stmirascollegepune.edu.in
2.	Dr. Rama Venkatachalam	Senior Teaching Faculty	rama.venkat@stmirascollegepune.edu.in
3.	Dr. Arwah Madan	Senior Teaching Faculty	dr.arwahmadan@stmirascollegepune.edu.in
4.	Mrs. Vandana Kardile	Non-teaching Member	mira_college@yahoo.co.in
5.	Mrs. Anandmayi Chounde	Non-teaching Member	mira_college@yahoo.co.in
6.	Ummesalama Karu	Student Representative - UG	umme.karu@gmail.com
7.	Priti Varma	Student Representative - PG	priverma3000@gmail.com

COORDINATOR OF
GRIEVANCE CELL:
SUNITA AZAVADO
S. Azavado



Jaya
Principal Incharge
St. Mira's College for Girls

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3. Anti-Ragging Committee

1.	Dr Shalini Iyer	Vice Principal	Chairperson	shalini.iyer@stmirascollegepune.edu.in
2.	Dr Vaishali Diwakar	Senior Teaching Faculty	Member	vaishali.diwakar@stmirascollegepune.edu.in
3.	Ms Veena Kenchi	Senior Teaching Faculty	Member	veena.kenchi@stmirascollegepune.edu.in
4.	Ms Rekha Kankariya	Senior Teaching Faculty	Member	rekha.kankariya@stmirascollegepune.edu.in

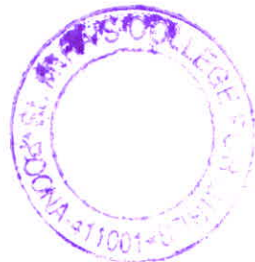
4. Prevention of Caste-based Discrimination

1.	Ms Jyoti Chintan	Senior Teaching Faculty		jyoti.chintan@stmirascollegepune.edu.in
2.	Dr Hasina Shaikh	Senior Teaching Faculty		hasina.shaikh@stmirascollegepune.edu.in
3.	Ms Manjita Kulkarni	Senior Teaching Faculty		manjita.kulkarni@stmirascollegepune.edu.in

5. COVID-19 Related Grievances

1.	Dr Shalini Iyer	Vice Principal	Chairperson	shalini.iyer@stmirascollegepune.edu.in
2.	Dr Manisha Pimpalkhare	Senior Teaching Faculty	Member	manisha.pimpalkhare@stmirascollegepune.edu.in
3.	Ms Swatee Sarwate	Senior Teaching Faculty	Member	swatee.sarwate@stmirascollegepune.edu.in

S. Praveda
COORDINATOR
GRIEVANCE CELL



Jayal
Principal Incharge
St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Minutes of the Grievance Committee Meeting 17/09/2021



The meeting of the Grievance Redressal Committee was held on 17-9-2021 at 1.00 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr Vaishali Joshi	Presiding Officer- ICC	
Dr Rama Venkat	Senior Teaching Faculty- ICC	
Dr Arwah Madan	Senior Teaching Faculty- ICC	
Ms. Anandmayi Chounde	Non-teaching Member- ICC	
Dr Dimple Buche	Senior Teaching Faculty- CSGRC	
Ms. Elizabeth Kanade	Senior Teaching Faculty- CSGRC	
Ms Rekha Kankariya	Senior Teaching Faculty- Anti Ragging Comm. & CSGRC	
Ms Veena Kenchi	Senior Teaching Faculty- Anti Ragging Comm.	
Ms Hasina Shaikh	Senior Teaching Faculty- Prevention of Caste-based Discrimination Comm. & CSGRC	
Ms Manjita Kulkarni	Senior Teaching Faculty- Prevention of Caste-based Discrimination Comm.	
Dr Manisha Pimpalkhare	Senior Teaching Faculty- Covid_19 Comm.	
Ms Swatee Sarvate	Senior Teaching Faculty- Covid_19 Comm.	
Ms Komal Tujare	Senior Teaching Faculty- Code of Conduct Comm.	
Ms Ekta Jadhav	Dir. of Physical Edu.- Code of Conduct Comm.	
Ms Suhaile Azavedo	Coordinator Grievance Redressal Committee	

Agenda for the meeting

1. To finalize the number and scope of meetings each committee must have in an academic year.
2. To adopt and put in place a record maintaining mechanism for each sub-committee and the DVV for the same.
3. To outline the scope of each subcommittee's activities as mandated by UGC.

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Action planned for the Grievance Committees


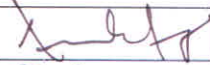



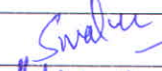



1. The number of meetings held by the several committees will be increased from 2 to 3 per academic year. Scheduled in June, November, and March coinciding with the beginning and end of the semesters
2. The gaps in the DVV be completed with the filling of meetings, reports, and activities templates as and where required by the 30th of September
3. As mandated by UGC, all the committees would plan their respective awareness and orientation sessions specifically for the incoming F.Y. students. These are to be included as a point of discussion in the next Grievance Committee Meeting



Jayab
Dr Jaya Rajagopalan
Principal Incharge
Principal Incharge
chals **St. Mira's College for Girls, Pune.**

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Minutes of the Grievance Committee Meeting 17/12/2021

The meeting of the Grievance Redressal Committee was held on 17-12-2021 at 1.00 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr Vaishali Joshi	Presiding Officer- ICC	
Dr Arwah Madan	Senior Teaching Faculty- ICC	
Dr Dimple Buche	Senior Teaching Faculty- CSGRC	
Ms Veena Kenchi	Senior Teaching Faculty- Anti Ragging Comm.	
Ms Hasina Shaikh	Senior Teaching Faculty- Prevention of Caste-based Discrimination Comm. & CSGRC	
Ms Swatee Sarvate	Senior Teaching Faculty- Covid_19 Comm.	
Ms Komal Tujare	Senior Teaching Faculty- Code of Conduct Comm.	
Ms Ekta Jadhav	Dir. of Physical Edu.- Code of Conduct Comm.	
Ms Suhaile Azavedo	Coordinator Grievance Redressal Committee	

Agenda for the meeting

1. Discussion and planning of upcoming activities for the year 2021-22.
2. Changes in Anti Ragging Admission form and updating on advisories from the UGC for all committees.
3. Documentation process for 2021-22.

Action planned for the Grievance Committees

1. All committees were in attendance and were brought up to date with the latest UGC advisories, especially for Anti- Ragging, Prevention of Caste based Discrimination and ICC.
2. All the associated Committees discussed the workshop and activities to be conducted in the Jan to Mar semester. The workshop/activity would be conducted after the upcoming January examinations.
3. DVVs to be completed and maintained on GRC up to date with the filling of meetings, reports, and activities templates as and where required by the 10th of January 2022




Principal Incharge
St. Mira's College for Girls, Pune.



St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

Minutes of the Grievance Committee Meeting 07/03/2022



The meeting of the Grievance Redressal Committee was held on 07-03-2022 at 1.30 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr Arwah Madan	Senior Teaching Faculty- ICC	
Ms Rekha Kankariya	Senior Teaching Faculty – CSGRC	
Ms Veena Kenchi	Senior Teaching Faculty- Anti Ragging Comm.	
Ms Hasina Shaikh	Senior Teaching Faculty- Prevention of Caste-based Discrimination Comm. & CSGRC	
Ms Swatee Sarvate	Senior Teaching Faculty- Covid_19 Comm.	
Ms Komal Tujare	Senior Teaching Faculty- Code of Conduct Comm.	
Ms Anandmayi Chounde	Non-teaching Member– ICC	
Ms Suhaile Azavedo	Coordinator Grievance Redressal Committee	

Agenda for the meeting

1. Review of the Grievance Committee functioning and mechanisms for 2021-22.
2. Submission of DVV for 2021-22.

Action planned for the Grievance Committees

1. All associated committees were in attendance and were brought up to date with the documentation required for the AY 2021-22
2. All associated committees to have an annual review meeting to review activities conducted and committee functioning in 2021-22
3. All associated committees to submit documentation required by Monday, 14th March 2022
4. The Code of Conduct committee has an upcoming activity in March. Subsequent to which all documentation will be completed

The meeting ended with a vote of thanks.

St. Mira's College for Girls, Pune
Task force committee / Covid Grievance Cell
Agenda of Meeting



The meeting of the Covid grievance cell/ Task force committee was held at St. Mira's College for Girls, Pune on 27/9/2021 at 1.00 p.m. (During the SIP Orientation)

The agenda of the meeting was as follows:

- 1) To address students of FY in SIP on 29th sept, 2021, at 1pm regarding Covid grievance cell.

Minutes:

1. Students were introduced to Covid grievance cell.
2. The guidelines and covid-19 protocol were presented
3. It was explained to the students that on campus behavior should be covid appropriate as and when college reopens.

Members present.

Name	Signature
Dr. Jaya Rajagopalan	
Dr. Shalini Iyer	
Ms. Suhail Azavedo	
Dr. Manisha Pimpalkhare	
Ms. Swatee Sarwate	

COVID-19 Related Grievances

As per the UGC recommendation, St. Mira's College has constituted a committee to address the grievances students related to the COVID-19 pandemic with the following members:

1	Dr Shalini Iyer	Vice Principal	Chairperson	shalini.iyer@stmiracollegepune.edu.in
2	Ms Manisha Pimpalkhare	Senior Teaching Faculty	Member	manisha.pimpalkhare@stmiracollegepune.edu.in
3	Ms Swatee Sarwate	Senior Teaching Faculty	Member	swatee.sarwate@stmiracollegepune.edu.in

Conduct of Conduct & Ethics Committee

The composition of the monitoring Committee is as under:

1	Dr Shalini Iyer	Vice Principal	Chairperson	shalini.iyer@stmiracollegepune.edu.in
2	Ms Komal Tujare	Senior Teaching Faculty	Member	komal.tujare@stmiracollegepune.edu.in
3	Ms Ekta Jadhav	Director of Physical Education	Member	ekta.jadhav@stmiracollegepune.edu.in

St. Mira's College for Girls, Pune
Reopening task Force 2021-22/Covid Gr Cell
Minutes of Meeting_9th Oct 2021

Subject- The meeting was held in the light of the PMC circular (Break the Chain- Revised Guidelines dated 8th October 2021) about reopening colleges.

The following members were present.

- Dr. Shalini Iyer
- Dr. Manisha Pimpalkhare
- Mrs. Suhaile Azavedo
- Mrs. Ekta Jadhav
- Mrs. Swati Sarawate
- Mrs. Deepali Agarwal
- MrsGauri Mhalgi- Registrar

The agenda- To create a plan of action for reopening college as per PMC/ SPPU/ other guidelines.

- It was decided by consensus that the information about students vaccination details and consent forms to be collected through Google form. This form will be uniform across classes... to be circulated and collected by the class teachers.
- The existing consent form to updated with new dates of reopening
- The response sheets and the uploads of consent letters and vaccination certificates to be checked and then shared by the class teachers with the task force using the new email id
- In order to facilitate communication in this respect, request for a separate email id to be made.
- Faculty members' vaccination details- to be checked on the google sheet.
- Hard copy of both the vaccination details of the faculty members and the non teaching staff to be deposited to the office.
- Procuring posters / promotional material to be uploaded to website/ displayed on campus.
- Updating Instructions sheet to be put on website/ circulated with students

Agenda for the next meeting- to be scheduled on 11th or 12th Oct 2021 as follows-

- Check the logistics- registers for entry, sanitizers etc
- Take an update about SPPU circular
- Check the schedule of classes that was made in Feb 2021 in case an update is necessary.



Manisha Pimpalkhare
Manisha Pimpalkhare

St. Mira's College For Girls Pune
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Minutes of Meeting_Reopening Taskforce_9th Oct 2021_Zoom_10.45 to 11.20

Meeting-Screenshots



Manisha
Manisha Pimpalkhare



St. Mira's College for Girls, Pune
Reopening task Force / Covid Gr Cell 2021-22

Minutes of Meeting_11th Dec. 2021

Subject- The meeting was held in the light of the PMC circular (Break the Chain- Revised Guidelines dated 8th October 2021) about reopening colleges.

The following members were present.

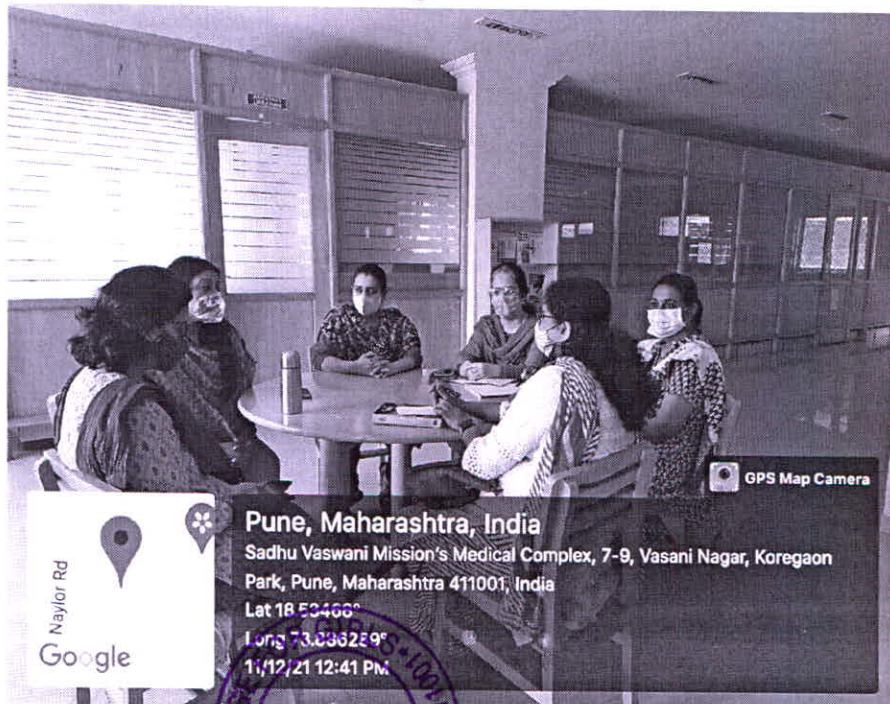
- Dr. Shalini Iyer
- Dr. Manisha Pimpalkhare
- Mrs. Suhaile Azavedo
- Mrs. Ekta Jadhav
- Mrs. Swati Sarawate
- Mrs. Deepali Agarwal
- Mrs. Gauri Mhalgi- Registrar
- Ms. Rekha Kankariya

The agenda- To create a plan of action for reopening college on 13th Dec 2021 and 1st Jan 2022

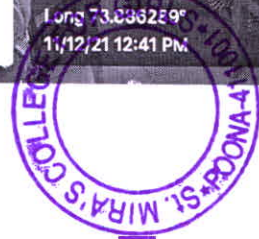
It was decided by consensus that the information about students vaccination details and consent forms to be collected through Google form. This form will be uniform across classes... to be circulated and collected by the class teachers for SY and TY students.

- The FY students with two vaccination and consent forms will come for practicals in college from 13/12/2021 while their lecture will be online.
- Check the schedule of classes that was made in Jan 2021 in case an update is necessary.
- Sanctuary will be conducted as per schedule.
- Students are advised to generate an E -pass .
- SY and TY students will come offline to attend college from 3/1/2022.
- Guidelines for students to follow appropriate covidbehaviour to be issued.

Meeting-Screenshot






Manisha Pimpalkhare



St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

Minutes of the Meeting [Date 14.03.2022]

The meeting of the [Caste Discrimination Committee] was held on [14.03.2022] at [10:40 to 11:10 am] in [Staffroom]. The following members were present-

Name	Designation	Signature
Jyoti Chintan	Assistant Professor	
Dr. Hasina Shaikh	Assistant Professor	
Manjita Kulkarni	Assistant Professor	

Agenda Items

Item 1 Discussion on action to be taken if any complaints are raised by the students regarding caste discrimination and the plan of action for the same.

Decisions

- Item 1 If Informal grievances are not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee.
- Item 2 The team members have decided to sort the issue on counselling them on personal grounds.
- Item 3 We would request the class teacher to speak to the concerned parties and guide them.
- Item 4 In case still the student is not convinced then the complaint will be put up to the redressal committee and whatever decision is taken by the redressal committee would be final.

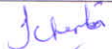


The meeting ended with a vote of thanks



St. Mira's College For Girls, Pune
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Minutes of the Meeting [Date 19.7.2021]

The meeting of the [Caste Based Discrimination] was held on [19.07.2021] at [10:45 to 11:10 am] in [Staffroom]. The following members were present-

Name	Designation	Signature
Jyoti Chintan	Assistant Professor	
Hasina Shaikh	Assistant Professor	
Manjita Kulkarni	Assistant Professor	

Agenda Items

- Item 1 - Discussion on action to be taken if any complaints are raised by the students regarding caste discrimination and the plan of action for the same.

Decisions

- Item 1- If Informal grievances are not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee.
- Item 2- The team members have decided to sort the issue on counselling them on personal grounds.
- Item 3- We would request the class teacher to speak to the concerned parties and guide them.
- Item 4- In case still the student is not convinced then the complaint will be put up to the redressal committee and whatever decision is taken by the redressal committee would be final.




The meeting ended with a vote of thanks



St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

Minutes of the Meeting [Date 20.12.2021]

The meeting of the [Caste Based Discrimination] was held on [20.12.2021] at [10:45 to 11:10 am] in [Staffroom]. The following members were present-

Name	Designation	Signature
Jyoti Chintan	Assistant Professor	
Hasina Shaikh	Assistant Professor	
Manjita Kulkarni	Assistant Professor	

Agenda Items

- Item 1 - Discussion on action to be taken if any complaints are raised by the students regarding caste discrimination and the plan of action for the same.

Decisions

- Item 1- If Informal grievances are not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee.
- Item 2- The team members have decided to sort the issue on counselling them on personal grounds.
- Item 3-We would request the class teacher to speak to the concerned parties and guide them.
- Item 4-In case still the student is not convinced then the complaint will be put up to the redressal committee and whatever decision is taken by the redressal committee would be final.

The meeting ended with a vote of thanks.



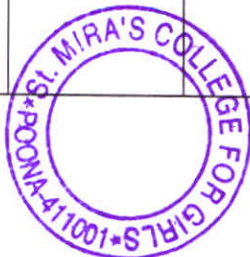
St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

Annual Report of the ICC for the year 2021-22

1. Number of grievances received during the year 2021-22: NIL
2. Number of grievances resolved during the year 2021-22: NIL
3. Number of cases pending: NIL
4. Number of workshops/awareness programmes conducted during the year 2021-22: 2
5. Details of meetings conducted in the year 2021-22:

S. no.	Meeting	Date	Action/ Decision Taken
1	Agenda- 1. Planning of activities 2. Incorporating Mrs. Uma Kurhade in the ICC	14.7.2021	1. Two awareness generation sessions to be conducted, one for non-teaching and the other for the teaching faculty. 2. All members unanimously agreed to incorporating Mrs. Uma Kurhade, Founder Director of an NGO, Kshitij, in the committee as outside expert.
2	Agenda- 1. To plan and discuss the session on POSH for non-teaching staff	25.9.2021	It was decided that an offline session on POSH will be conducted on 30 th September, 2021 for all non-teaching faculty.
3	Agenda- 1. To plan and discuss the session on POSH for teaching faculty	17.3.2022	It was decided that an offline session on POSH will be conducted in the month of April for teaching faculty and that the session will be facilitated by Preeti Karmarkar from Nari Samata Manch

Shraveda
COORDINATOR
GRIEVANCE REDRESSAL
COMMITTEE



Jayab
Principal Incharge
St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

6. The names of the Committee members are as follows:

S. No.	Name	Designation	Contact details - email
1	Dr. Vaishali Joshi	Presiding Officer	vaishali.joshi@stmirascollegepune.edu.in
2	Dr. Rama Venkatachalam	Senior Teaching Faculty	rama.venkat@stmirascollegepune.edu.in
3	Dr. Arwah Madan	Senior Teaching Faculty	dr.arwahmadan@stmirascollegepune.edu.in
	Mrs. Anandmayi Choude	Non-teaching Member	mira_college@yahoo.co.in
	Mrs. Uma Kurhade Mane	NGO representative	mira_college@yahoo.co.in
	Ummesalama Karu	Student Representative - UG	umme.karu@gmail.com
	Priti Varma	Student Representative - PG	

7. Summary of the action taken on Grievances received: NA

Spaveds
COORDINATOR
GRIEVANCE
REDRESSAL COMMITTEE



Jayab
Principal Incharge
St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

Annual Report of the Prevention of Caste-based Discrimination for the year 2021-22

1. Number of grievances received during the year 2021-22: NIL
2. Number of grievances resolved during the year 2021-22: NIL
3. Number of cases pending: NIL
4. Number of workshops/awareness programmes conducted during the year 2021-22: 1
5. Details of meetings conducted in the year 2021-22:

S. no.	Meeting	Date	Action/ Decision Taken
1	Discussion on action to be taken if any complaints are raised by the students regarding caste discrimination and the plan of action for the same.	19.07.2021	<ol style="list-style-type: none"> 1. If Informal grievances are not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee. 2. The team members have decided to sort the issue on counselling them on personal grounds. 3 We would request the class teacher to speak to the concerned parties and guide them. 4 In case still the student is not convinced then the complaint will be put up to the redressal committee and whatever decision is taken by the redressal committee would be final.
2	Discussion on action to be taken if any complaints are raised by the students regarding caste discrimination and the plan of action for the same.	20/12/21	<ol style="list-style-type: none"> 1- If Informal grievances are not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee. 2- The team members have decided to sort the issue on counselling them on personal grounds. 3-We would request the class teacher to speak to the concerned parties and guide them. 4-In case still the student is not convinced then the complaint will be put up to the redressal committee and whatever decision is taken by the redressal committee would be final.

S. Sarda
 COORDINATOR
 GRIEVANCE
 REDRESSAL COMMITTEE



Jayab
 Principal Incharge
 St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

3	Discussion on action to be taken if any complaints are raised by the students regarding caste discrimination and the plan of action for the same.	14.03.2022	<p>1. If Informal grievances are not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee.</p> <p>2. The team members have decided to sort the issue on counselling them on personal grounds.</p> <p>3 We would request the class teacher to speak to the concerned parties and guide them.</p> <p>4 In case still the student is not convinced then the complaint will be put up to the redressal committee and whatever decision is taken by the redressal committee would be final.</p>
4			

6. The names of the Committee members are as follows:

S. No.	Name	Designation	Contact details - email
1	Jyoti Chintan	Senior Teaching Faculty, Member	jyoti.chintan@stmirascollegepune.edu.in
2	Dr. Hasina Shaikh	Senior Teaching Faculty, Member	hasina.shaikh@stmirascollegepune.edu.in
3	Manjita Kulkarni	Senior Teaching Faculty, Member	manjitakulkarni@yahoo.in

7. Summary of the action taken on Grievances received: NA

S. Praveen
 COORDINATOR
 GRIEVANCE REDRESSAL
 COMMITTEE



Jayate
 Principal Incharge
 St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

Annual Report of the [Anti-ragging Committee] for the year [2021-22]

1. Number of grievances received during the year[2021-22]:Nil
2. Number of grievances resolved during the year[2021-22]: N.A.
3. Number of cases pending: Nil
4. Number of workshops/awareness programmes conducted during the year [2021-22]:One [class wise between 16th Feb,2022 to 18th Feb, 2022].
5. Details of meetings conducted in the year [2021-22]:

S. no.	Meeting	Date	Action/ Decision Taken for 2020-21
1	Term 1 Mtg 1	03-07-2021	Introduction of Committee Members; Action Plan indicating Procedure to address Anti-ragging Grievances and conduct of Anti Ragging Orientation Session during FY Student Induction Program.
2	Term 1 Mtg 2	05-10-2021	Review of Anti-ragging Grievances addressed; Action Taken
3	Term 2 Mtg 2	11-02-2022	Review of Grievances addressed; Action Taken Discuss Revised procedure to file online Anti-Ragging Affidavit by student Conduct of AR Awareness Drive
4	Term 2 Mtg 2	05-04-2022	Review of Grievances addressed; Action Taken; AR Awareness Drive DVV collection; Preparation of Anti-ragging Committee Report. 2021-22

6. Summary of the action taken on Grievances received:

There were no grievances related to anti-ragging for the academic year 2021-22.

S. Aravinda
COORDINATOR
GRIEVANCE REDRESSAL
COMMITTEE



Jayashree
Principal Incharge
St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Gr. No. Grievance Record Form CONFIDENTIAL

Anti-Ragging Committee 2021-22

Grievance Record Form – Action Taken Report		
1.	Name of the Grievant	Nil
2.	Contact details of the Grievant	Nil
3.	Date of Receipt of Grievance	Nil
4.	Date of Acknowledgement	Nil
5.	Nature of the Grievance	Nil
6.	Name of the Committee/ Faculty handling the Grievance	Nil
7.	Details of Investigation and Action Taken	N.A
8.	Resolution and Recommendations	N.A.
9.	Number of days for Grievance Redressal	N.A
10.	List of documents	N.A.

Principal Incharge: Dr. Jaya Rajagopalan

Jaya

Committee: Presiding Officer: Ms Suhaile Azavedo

Members: Coordinator: Dr. Shalini Iyer

HoD, Sociology: Dr. Vaishali Diwakar

Vaishali

HoD, Politics: Ms. Veena Kenchi

Coordinator, Self-financing Courses: Ms. Rekha Kankariya

Rekha



St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

Annual Report of the Code of Conduct Committee for the year 2021-22

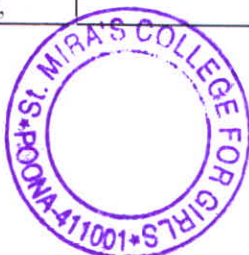
1. Number of grievances received during the year 2021-22: NIL
2. Number of grievances resolved during the year 2021-22: NIL
3. Number of cases pending: NIL
4. Number of workshops/awareness programmes conducted during the year 2021-22: 3
5. Details of meetings conducted in the year 2021-22:

S. no.	Meeting	Date	Action/ Decision Taken
1	Meeting for Introduction and Orientation at Student Induction Programme	27/9/2021	The programme would be coordinated by Ms. Komal Tujare. An introduction of the committee along with a detailed summary of the policy on code of conduct would be offered to all FY students
2	Meeting to conduct a programme in Professional Ethics for Students	17/01/22	A programme on Professional Ethics at Workplace was organised on the 19 th of January 2022 for all graduating students
3	Meeting for Documentation for Grievance Committee and final submissions to criteria	24/03/22	The documentary evidence of all committee activities was collectively submitted to the respective criterion heads.
4			

6. The names of the Committee members are as follows:

S. No.	Name	Designation	Contact details - email
1	Dr. Shalini Iyer	Vice Principal, Chairman of Code of Conduct	shalini.iyer@stmirascollegepune.edu.in
2	Komal Tujare	Senior Teaching Faculty,	komal.tujare@stmirascollegepune.edu.in

Shriveda
COORDINATOR
GRIEVANCE
REDRESSAL COMMITTEE



Jayashree
Principal Incharge
St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

		Member	
3	Ekta Jadhav	Senior Teaching Faculty, Member	ekta.jadhav@stmirascollegepune.edu.in

7. Summary of the action taken on Grievances received: NA

Shavda
COORDINATOR
GRIEVANCE REDRESSAL
COMMITTEE



Jaysh
Principal Incharge
St. Mira's College for Girls

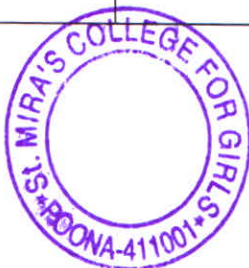
St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

Annual Report of the COVID-19 Committee (Task Force) for the year 2021-22

1. Number of grievances received during the year 2021-22: NIL
2. Number of grievances resolved during the year 2021-22: NIL
3. Number of cases pending: NIL
4. Number of workshops/awareness programmes conducted during the year 2021-22: 1
5. Details of meetings conducted in the year [2017-18]:

S. no.	Meeting	Date	Action/ Decision Taken
1	To address students of FY in SIP on 29th sept, 2021, at 1pm regarding Covid grievance cell.	27/9/2021	1. Students were introduced to Covid grievance cell. 2. The guidelines and covid-19 protocol were presented 3. It was explained to the students that on campus behavior should be covid appropriate as and when college reopens.

Sharda
COORDINATOR
GRIEVANCE REDRESSAL
COMMITTEE



Jayashree
Principal Incharge
St. Mira's College for Girls

St. Mira's College For Girls, Pune
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Grievance Redressal Committee Annual Report

2	<p>The meeting was held in the light of the PMC circular (Break the Chain- Revised Guidelines dated 8th October 2021) about reopening colleges.</p>	9/10/2021	<p>It was decided by consensus that the information about students vaccination details and consent forms to be collected through Google form. This form will be uniform across classes... to be circulated and collected by the class teachers.</p> <ul style="list-style-type: none"> ● The existing consent form to updated with new dates of reopening ● The response sheets and the uploads of consent letters and vaccination certificates to be checked and then shared by the class teachers with the task force using the new email id ● In order to facilitate communication in this respect, request for a separate email id to be made. ● Faculty members' vaccination details- to be checked on the google sheet. ● Hard copy of both the vaccination details of the faculty members and the non teaching staff to be deposited to the office. ● Procuring posters / promotional material to be uploaded to website/ displayed on campus. ● Updating Instructions sheet to be put on website/ circulated with students
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S. S. S. S.
 COORDINATOR
 GRIEVANCE
 REDRESSAL
 COMMITTEE



Jayati
 Principal Incharge
 St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

3	The meeting was held in the light of the PMC circular (Break the Chain- Revised Guidelines dated 8th October 2021) about reopening colleges.	11/12/ 2021	<p>The FY students with two vaccination and consent forms will come for practicals in college from 13/12/2021 while their lecture will be online.</p> <ul style="list-style-type: none"> ● Check the schedule of classes that was made in Jan 2021 in case an update is necessary. ● Sanctuary will be conducted as per schedule. ● Students are advised to generate an E - pass . ● SY and TY students will come offline to attend college from 3/1/2022. ● Guidelines for students to follow appropriate covid behaviour to be issued.
4			

6. The names of the Committee members are as follows:

S. No.	Name	Designation	Contact details - email
	Dr Shalini Iyer	Vice Principal	shalini.iyer@stmirascollegepune.edu.in
	Ms Manisha Pimpalkhare	Senior Teaching Faculty	manisha.pimpalkhare@stmirascollegepune.edu.in
	Ms Swatee Sarvate	Senior Teaching Faculty	swatee.sarvate@stmirascollegepune.edu.in

7. Summary of the action taken on Grievances received:NA

S. Aravind
 COORDINATOR
 GRIEVANCE REDRESSAL
 COMMITTEE



Jayashree
 Principal Incharge
 St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

Annual Report of the Collegiate Student Grievance Redressal Committee (CSGRC)
for the year 2021-22

1. Number of grievances received during the year 2021-22: 04
2. Number of grievances resolved during the year 2021-22: 04
3. Number of cases pending: NIL
4. Number of workshops/awareness programmes conducted during the year 2021-22: 2
5. Details of meetings conducted in the year 2021-22:

S. no.	Meeting	Date	Action/ Decision Taken
1	1. To finalize the number and scope of meetings each committee must have in a year. 2. To adopt and put in place a record maintaining mechanism for each sub-committee and the DVV for the same. 3. To outline the scope of each sub-committees activities as mandated by UGC.	17/9/2021	1. The number of meetings held by the several committees will be increased from 2 to 3 per academic year. Scheduled in June, November, and March coinciding with the beginning and end of the semesters 2. The gaps in the DVV be completed with the filling of meetings, reports, and activities templates as and where required by the 30th of September 3. As mandated by UGC, all the committees would plan their respective awareness and orientation sessions specifically for the incoming F.Y. students. These are to be included as a point of discussion in the next Grievance Committee Meeting
2	1. Discussion and planning of upcoming activities for the year 2021-22. 2. Changes in Anti Ragging Admission form and updating on advisories from the UGC for all committees. 3. Documentation process for 2021-22.	17/12/2021	1. All committees were in attendance and were brought up to date with the latest UGC advisories, especially for Anti- Ragging, Prevention of Caste based Discrimination and ICC. 2. All the associated Committees discussed the workshop and activities to be conducted in the Jan to Mar semester. The workshop/activity would be conducted after the upcoming January examinations. 3. DVVs to be completed and maintained on GRC up to date with the filling of meetings, reports, and activities templates as and where required by the 10th of January 2022

Shraddha
 COORDINATOR
 GRIEVANCE REDRESSAL
 COMMITTEE



Jayesh
 Principal Incharge
 St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Grievance Redressal Committee Annual Report

3	1. Review of the Grievance Committee functioning and mechanisms for 2021-22. 2. Submission of DVV for 2021-22	07/03/22	1. All associated committees were in attendance and were brought up to date with the documentation required for the AY 2021-22 2. All associated committees to have an annual review meeting to review activities conducted and committee functioning in 2021-22 3. All associated committees to submit documentation required by Monday, 14 th March 2022 4. The Code of Conduct committee has an upcoming activity in March. Subsequent to which all documentation will be completed
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6. The names of the Committee members are as follows:

S. No.	Name	Designation	Contact details - email
1	Dr. Jaya Rajagopalan	Principal-In-Charge	principalincharge@stmirascollegepune.edu.in
2	Dr. Shalini Iyer	Vice Principal	shalini.iyer@stmirascollegepune.edu.in
3	Ms. Elizabeth Kanade	Senior Teaching Faculty	elizabeth.kanade@stmirascollegepune.edu.in
4	Dr. Dimple Buche	Senior Teaching Faculty	dimple.buche@stmirascollegepune.edu.in
5	Ms. Haseena Shaikh	Senior Teaching Faculty	hasina.shaikh@stmirascollegepune.edu.in
6	Ms. Rekha Kankariya	Senior Teaching Faculty	rekha.kankariya@stmirascollegepune.edu.in
7	Ms UmmeSalama Karu	Student Representative	umme.karu@gmail.com

7. Summary of the action taken on Grievances received: The nature of the 4 grievances ranged from difficulty in understanding the subject (Hindi) problems with admissions and students' concerns with faculty. The grievances were brought before the appropriate committees that investigated the grievances and suggested appropriate redressal mechanisms. The redressals were complete within the time mandated as per the College grievance policy

Shraddha
COORDINATOR
GRIEVANCE REDRESSAL
COMMITTEE



Jaysh
Principal Incharge
St. Mira's College for Girls

SADHU VASWANI MISSION'S

ST. MIRA'S COLLEGE FOR GIRLS

[An Autonomous College Affiliated to the Savitribai Phule Pune University]
[ARTS, COMMERCE, SCIENCE, B.Sc.(COMPUTER SCIENCE) BBA, BCA]

6, Koregaon Road, Pune - 411001.[INDIA]

Ph./Fax : 26124846 E-mail : mira_college@yahoo.co.in



KINDLE THE LIGHT

Dr. Jaya Rajagopalan
Principal Incharge

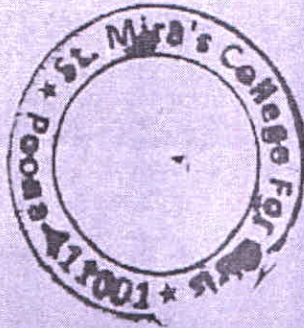
PU/PN/AC/015/(1962)
College Code No. : 013

G-15/2021-2022/13(a)

Date : 12th August 2021

CIRCULAR

An Orientation will be conducted for St. Mira's College Policy and Procedure of Grievance Redressal for the faculty of the Degree College on the 18th of August 2021 at 1.00 pm. We request the faculty members to please attend the same in the A.V. Room.



Jaya
Dr Jaya Rajagopalan
Principal Incharge

Please visit: www.dadavaswanisbooks.org

Jaya
44

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

Report – Grievance Redressal Committee - Orientation for the Policy and Procedure of Grievance Redressal

The Grievance Redressal Committee organised an orientation for Orientation for the Policy and Procedure of Grievance Redressal on 18th August 2021, conducted by Suhaile Azavedo, Coordinator of the Grievance Redressal Committee to familiarize the faculty with the policy, procedures and documentation mandatory for grievance redressal. **Thirty-nine faculty (39)** from the Degree College attended the session held in the A.V. Room following all necessary COVID_19 protocols.



Asst. Prof. Suhaile Azavedo
Programme Coordinator



Principal Incharge
St. Mira's College for Girls



ORIENTATION - ST. MIRA'S COLLEGE POLICY AND PROCEDURES FOR GRIEVANCE REDRESSAL - 18.08.21 ATTENDANCE

DEGREE COLLEGE

- 1 Dr. Mrs. Jaya Rajagopalan JB
- 2 Mrs. Shalini Iyer Jyer
- 3 Dr. Mrs. Rama Venkat RV
- 4 Dr. Mrs. Arwah Madan AM
- 5 Dr. Mrs. Vaishali Diwakar VD
- 6 Mrs. Jyoti Chintan JC
- 7 Dr. Mrs. Vaishali Joshi VJS
- 8 Mrs. Meenakshi Wagh MSW
- 9 Ms. Elizabeth Kanade
- 10 Dr. Mrs. Dimple Buche DB
- 11 Mrs. Devinder Kaur DK
- 12 Dr. Mrs. Manisha Pimpalkhare MP
- 13 Dr. Mrs. Meenal Sumant MS
- 14 Dr. Mrs. Sangeeta Deshmukh SD
- 15 Mrs. Hasina Shaikh HS
- 16 Mrs. Rajni Singh RS
- 17 Mrs. Shanthi Fernandes SF
- 18 Dr. Mrs. Snober Satarawala SS
- 19 Mrs. Veena Kenchi VK
- 20 Dr. Ms. Sandhya Pandit SP
- 21 Ms. Manjita Kulkarni MK
- 22 Ms. Deepa Krishnamurthi DK
- 23 Ms. Suhaile Azavedo SA
- 24 Ms. Komal Tujare KT
- 25 Ms. Ekta Jadhav EJ
- 26 Ms. Amruta Narke AN
- 27 Ms. Deepanjali Muzumdar DM
- 28 Mrs. Shital Jadhav SJ
- 29 Mrs. Sharmin Palsetia SP
- 30 Ms. Elizabeth Varkey EV
- 31 Mrs. Pooja Jain PJ

SPORTS DEPARTMENT

- 1 Gurbans Kaur
- 2 Mr. Bhandari

JUNIOR COLLEGE

- 1 Mrs. Suvarna Deolankar
- 2 Mrs. Revati Pandhare
- 3 Mrs. Vibha Rathod
- 4 Mrs. Shirin Jinnah
- 5 Mrs. Suvarna Pundale
- 6 Mrs. Sawani Vinita
- 7 Mrs. Jyoti Joshi
- 8 Dr. Mrs. Bindu Nair
- 9 Mrs. Bincy Devasia
- 10 Mrs. Aasha Bhavkar
- 11 Mrs. Pallavi Gandhi
- 12 Mrs. Jyoti Salehittal
- 13 Ms. Pooja Sadhawani
- 14 Mrs. Neena Dutta
- 15 Mrs. Anita D'cunha

BBA/BCA COLLEGE

- 1 Mrs. Amrita Basu AB
 - 2 Mrs. Rekha Kankariya RK
 - 3 Mrs. Abhradita Navhi AN
 - 4 Ms. Deepali Agarwal DA
 - 5 Mrs. Monika Rajguru MR
 - 6 Mrs. Kajal Jaisinghani KJ
- Mrs Jyoti Amate, JAM
Mrs Annapoorna, ANA

SCIENE DEGREE COLLEGE

- 1 Mrs. Anjali Kale AK
- 2 Mrs. Swatee Sarwate SS
- 3 Mrs. Gitanjali Phadnis GP
- 4 Mrs. Anita Vinod Menon AV
- 5 Mrs. Vrushali Paranjape VP
- 6 Mrs. Ashwini Kulkarni AK
- 7 Mrs. Shubhangi Jagtap SJ
- 8 Mrs. Smita Borkar SB
- 9 Mrs. Swati Pulate SP
- 10 Mrs. Alka Kalhapure AK

Sparada
COORDINATOR



Jayal
Principal Incharge
St. Mira's College for Girls

SCIENCE JUNIOR COLLEGE

- 1 Mrs. Nilima Patil
- 2 Mrs. Ashwini Khaire
- 3 Mrs. Poonam Sharma
- 4 Mrs. Suvarna Sarade
- 5 Ms. Kanan Vyas
- 6 Ms. Dash Sujata
- 7 Mrs. Geetika Bhatti
- 8 Mrs. Anita Keswani
- 9 Mrs. Pradnya Godbole
- 10 Mrs. Jayashri Bhakare
- 11 Mrs. Mamta Kaushik
- 12 Mrs. Ayesha Shaikh

PEONS

- 1 Mrs. Jayashri Joglekar
- 2 Shri. Sudam Shrikhande
- 3 Shri. Housila Yadav
- 4 Mrs. Sakhu Naik
- 5 Shri. Dayaram Pal
- 6 Shri. Vishram Nishad
- 7 Mrs. Aasavari Jadhav
- 8 Mrs. Manda Gaikwad
- 9 Ms. Chaya Pawar
- 10 Mrs. Kavita Ghodke
- 11 Shri. Hamid Sayyad
- 12 Mrs. Sarika Yadav
- 13 Mrs. Reshma Ahiwale
- 14 Mrs. Varsharani Deshmukh
- 15 Mrs. Kaushalya Gawali
- 16 Mrs. Shraddha Kadam
- 17 Mr. Raviprasad Mallah

LIBRARY STAFF

- 1 Mrs. Ghule Seema
- 2 Mrs. Jyoti Napate
- 3 Asha Hingmire
- 4 Karuna Gawali

LAB ASSISTANT

OFFICE STAFF

- 1 Mrs. Gauri Mhalgi
- 2 Mrs. Anju Bajaj
- 3 Mrs. Vandana Kardile
- 4 Mrs. Gauri Ghumatkar
- 5 Mrs. Seema Thakur
- 6 Mrs. Shraddha Joshi
- 7 Ms. Fariya Inamdar
- 8 Ms. Tripti Sawant
- 9 Mrs. Arati Kulkarni
- 10 Ms. Smita Tirthakar
- 11 Mrs. Anandmayi C. AE.
- 12 Mrs. Madhuri Ghandat
- 13 Mrs. Padamaja Sawant
- 14 Mrs. Medha Khandale
- 15 Mrs. Jyoti Landge
- 16 Ms. Sneha Gaikwad
- 17 Ms. Prinyanka Kulkarni

St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

Photographs - Faculty Orientation to the College Grievance Redressal Committes and Mechanisms



Shravela
PROGRAMME COORDINATOR

Jayab
Principal Incharge
St. Mira's College for Girls



A2021-

St. Mira's College For Girls, Pune

Autonomous (Affiliated to Savitribai Phule Pune University)

Proforma for Approval of Department/ Committee activity A.Y. 2021-2022

Activity No	Criteria: -	No of participants expected	Approved	Dis approved	Reason
	6.5.3	47			

Does the activity relate to your department/ committee IDP? Yes/No

Is this activity mentioned in your academic calendar? Yes/ No

Department/ Committee: -		Date:- 10 /08/2021
Nature	Grievance Committee	
Title of Activity	Orientation for the Policy and Procedure of Grievance Redressal	
Coordinator	Suhaile Azavedo	
Resource Person	Suhaile Azavedo	
Proposed Date	18/08/2021	
Time and Venue/ Platform	1.00 pm / A.V. Room	
Commercials	N.A	
Audience	Degree College Faculty	
Activity Objectives	The familiarize the faculty with the policy, procedures and documentation mandatory for grievance redressal	
Expected Outcomes	The faculty will know of the changes, updates to the grievance redressal policy, procedures and of the new documentation fields	
Flyer Link	Circular	
Registration form Link	NA	
Feedback form link		
Resume of Resource person	In- house faculty of St. Mira's College/ Coordinator of the Grievance Committee	

Student Coordinator	Faculty Coordinator	HoD	IQAC	Principal In charge
NA	Suhaile Azavedo <i>Suhaile Azavedo</i>	NA	Dr. Snober Sataravala <i>D. S. Sataravala</i>	Dr Jaya Rajagopalan <i>Jayah</i>



Principal Incharge
St. Mira's College for Girls, Pune.

B2021-

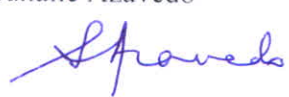
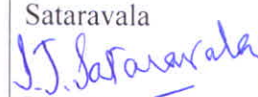
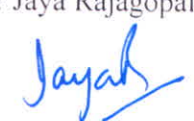
St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

**Proforma for Documentation of Department/ Committee activity after the event A.Y.
2021-2022**

Date	Criteria	No of faculty participated
18.08.2021	6.5.3	39

[Note:- the entry in the above table will be made by the competent authority after verification of documents]

Department/ Committee:-		Date:- 01 / 09 /2021
Nature	Grievance Committee	
Title of Activity	Orientation for the Policy and Procedure of Grievance Redressal	
Coordinator	Suhaile Azavedo	
Resource Person	Suhaile Azavedo	
Date of event	18/08/2021	
Time and Venue/ Platform	1.00 pm / A.V. Room	
Attendance Record	Number of faculty participated = 39 Copy of duly signed attendance sheet - Yes	
Report of the Event	Report to the event duly signed – Yes	
Geotag Photo	2 Pictures of the events geotagged and duly labeled - Yes	
Feed back forms	Duly filled feedback forms along with analysis report - Yes	
Report to website team	If this activity needs to be reported to the website, kindly mail the details as per website guidelines to the website committee. – No	
Remark for documentation		

Student Coordinator	Faculty Coordinator	HoD	IQAC	Principal Incharge
NA	Suhaile Azavedo 	NA	Dr. Snober Sataravala 	Dr Jaya Rajagopalan 



Principal Incharge
St. Mira's College for Girls, Pune.

CSGRC - July 2

SADHU VASWANI MISSION'S

ST. MIRA'S COLLEGE FOR GIRLS

[An Autonomous College Affiliated to the Savitribai Phule Pune University]
[ARTS, COMMERCE, SCIENCE, B.Sc.(COMPUTER SCIENCE) BBA, BCA]



KINDLE THE LIGHT

6, Koregaon Road, Pune - 411001.[INDIA]
Ph./Fax : 26124846 E-mail : mira_college@yahoo.co.in

Dr. Jaya Rajagopalan
Principal Incharge

PU/PN/AC/015/(1962)
College Code No. : 013

G-15(a)/2021-2022/r4 (a)

Date:- 27.09.2021

CIRCULAR

On 29.09.2021 an Orientation other titled "Introduction to St. Mira's College Grievance Redressal Committees and Procedures", for F.Y. students, is organized by the Grievance Redressal Committee from 1.00 to 2.00 via the Zoom Meetings platform.



Jaya

Dr Jaya Rajagopalan
Principal Incharge

Principal Incharge
St. Mira's College for Girls, Pune.

Jaya
07

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

Report – “Introduction to St. Mira's College Grievance Redressal Committees and Procedures”

The Grievance Redressal Committee organised an orientation “Introduction to St. Mira's College Grievance Redressal Committees and Procedures” on 29th September 2021. All committees associated with Grievance Redressal i.e., the CSGRC, the Anti-Ragging Committee, the ICC, Prevention of Caste- based Discrimination Committee, the Ethics/ Code of Conduct Committee and the Covid – 19 Committee were introduced to the incoming F.Y. students. Representative members of each of the committees made presentations to familiarize the students with the policies and procedures involved in grievance redressal. **One hundred and seventy-eight (178) F.Y.** attended the session that was held online via the Zoom Meetings Platform.



Asst. Prof. Suhaile Azavedo
Programme Coordinator


Principal Incharge
St. Mira's College for Girls



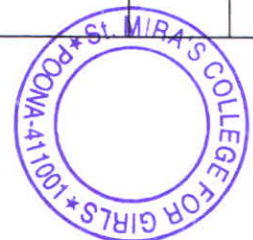
St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

Meeting ID	Topic	Start Time	End Time	User Email	Duration (Minutes)	Participants
96481902829	St. Mira's College for Girls, Pune's Zoom Meeting	09/29/2021 12:43:25 PM	09/29/2021 02:00:27 PM	iqac@stmiracollegepune.edu.in	78	178
Name (Original Name)	User Email	Total Duration (Minutes)	Guest			
Sakshi gawade fybcom		44	Yes			
Shalini		54	Yes			
Kashish		58	Yes			
Ashona Ovhal_FYBcom		53	Yes			
Ruchita kadam_Fybcom		75	Yes			
Suhani Yadav_FyBba(ca)		51	Yes			
St. Mira's College for Girls# Pune	iqac@stmiracollegepune.edu.in	78	No			
Meg Young	youmeg29@gmail.com	78	Yes			
Nishta Chulani_FYBBA		79	Yes			
Durga Suthar - FYBCOM		78	Yes			
amanda_FYBA		78	Yes			
Alisha Mascarenhas_FYBA	alishamascarenhas26@gmail.com	64	Yes			
Akshata Govankop_FYBBA		78	Yes			
Nikita Bade	badenikita23@gmail.com	78	Yes			
Suhana Singh_FYBBA		78	Yes			
Mihika Lele	mihikalele03@gmail.com	78	Yes			
Zainab Parekh_FYBBA (Zainab Parekh)	zainabparekh8@gmail.com	79	Yes			
Srushti Agrawal	srushti.agrawal26@gmail.com	78	Yes			
Jasmeet Kaur_FYBCOM (A-19 Jasmeet Kaur)	iamjkaur.2769@gmail.com	77	Yes			
Kaizeen Kamdin_FYBBA (Kaizeen Kamdin)	kaizeen1203@gmail.com	77	Yes			
Sunita kumari_BBA		77	Yes			
Madhavi Komkala_BBA(CA)		77	Yes			
Samruddhi Surve_FYBBA		77	Yes			
Riya Yadav_FYBA		60	Yes			
Prasannalaxmi_BBA(CA)		59	Yes			
Tanushree Banerjee_FYBA (Tanushree Banerjee)	nbn1345@gmail.com	76	Yes			

S. Prasad

PROGRAMME COORDINATOR

Jayshree
Principal Incharge
St. Mira's College for Girls



St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

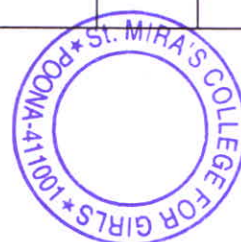
Kanchan Keswani_ F.Y.B.A (A)		76	Yes			
Teesha Shewani_ FYBBA (Teesha Shewani)	teeshashewani7@gmail.com	15	Yes			
Shruti_ Kadam_ BBA(CA)		76	Yes			
Tanaya Aronkar_ FYBA (Tanaya Aronkar)		76	Yes			
Monika Rajguru	monika_gajendra@rediffmail.com	76	Yes			
Khushi (FYBBA) (Khushi Sampat)	sampatk9@gmail.com	39	Yes			
Laxmi Guddakayu_ BSC	guddakayulaxmi@gmail.com	76	Yes			
Manashri Dongre		76	Yes			
Manannasani Venkatvani _ BBA(CA)		77	Yes			
Bushra Shaikh		76	Yes			
Nishita Patil	nishitapatil02@gmail.com	78	Yes			
Vaishnavi Jambhulkar FYB.com		76	Yes			
KhushiDhamani_ BBA		76	Yes			
Hrithika Kahol_ FYBCOM		76	Yes			
2441Lalita Choudhary...(FYBA) (Lalita Choudhary...)		76	Yes			
FYBA Sakina Bharmal		76	Yes			
Anushka Pawar_ BCOM		16	Yes			
Rifhat_ FYBA(A)		76	Yes			
Aditi Yadav_ (FYB.com)		52	Yes			
^hana Shah		77	Yes			
ashwanti Surve_ B.com		75	Yes			
Sakshi chavan fy bca		76	Yes			
SaniaShaikh_ Fybba(ca)		75	Yes			
Kajal Sharma_ B.com (B)		20	Yes			
Abha	abhapat28@gmail.com	74	Yes			
Vaishnavi Katkar_ FYBA		75	Yes			
Divvya Agarwaal_ FYBA		69	Yes			
Aparna Sen_ FYBA (Aparna Sen)		75	Yes			
Alifiya Miyagamwala_ FYBA	miyagamwalaalifiya@gmail.com	74	Yes			
Purva Joshi_ FYBA		75	Yes			
Jayanti_ FYBBA (Jayanti)		75	Yes			

Shruti

PROGRAMME COORDINATOR

Jayanti

Principal Incharge
St. Mira's College for Girls



St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

Maanvi Sahani_fyBA (Maanvi Sahani_BA)	maanvisahani@gmail.com	76	Yes			
Moon_FYBCOM		75	Yes			
Aadirenu Shinde		75	Yes			
Harsha Sirwani_FYBBA		76	Yes			
Nidhi Mundada_FY BCOM (A)		32	Yes			
Blancy Fernandes B.com		73	Yes			
Ayman Kazi FYBA		74	Yes			
Priti Zurunge_FYBBA CA		60	Yes			
Muskan Mirpuri bba ca		74	Yes			
Jyotishree Raut B.Com		74	Yes			
Khushi Lot_FY BCA		73	Yes			
Pournima- FYBCOM		48	Yes			
Mahek Shaikh_FYBSC (265_Mahek Shaikh)	shaikhmahek6186@gmail.com	50	Yes			
Chinmaya nand Sharma	sharmachinmaya7@gmail.com	2	Yes			
Neha.S.Giri_BCA	nehajuliegiri@gmail.com	73	Yes			
Vaibhavi Adep(fybcom)		57	Yes			
Fatemeh		2	Yes			
Aditi Gade FYBA		56	Yes			
Raahat Tamboli	sweetraahat812@gmail.com	58	Yes			
Devshree Gupta_FYBA (A) (Devshree Gupta)	guptadevshree5@gmail.com	71	Yes			
Supriya Shrama (fyba) (Sakshi Shrama)	sakshishrama553@gmail.com	51	Yes			
Mrudula Neware	mrudulaneware2002@gmail.com	71	Yes			
Divraj Shaikh FY.Bcom		69	Yes			
Husnara Ansari (FYB.Com) (Husnara Ansari)	hussu559@gmail.com	71	Yes			
Akanchha Yadav_FYBcom		75	Yes			
Akshada Kapadi_BA		52	Yes			
Yashita M Bcom		69	Yes			
Bhagyashree jadhav_Bba(ca)		69	Yes			
Mansi Avaghade FYB.COM		29	Yes			
Shivanjali Tingre	tingreshivanjali@gmail.com	68	Yes			
Nivedita chavan_fybcom		37	Yes			
Gracey_FYBA (B)		68	Yes			
Khushi Negi - FYBA(A)		68	Yes			
Saiee pawar_FYB.com		68	Yes			

Sfando

PROGRAMME COORDINATOR

Jayash
Principal Incharge
St. Mira's College for Girls



St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

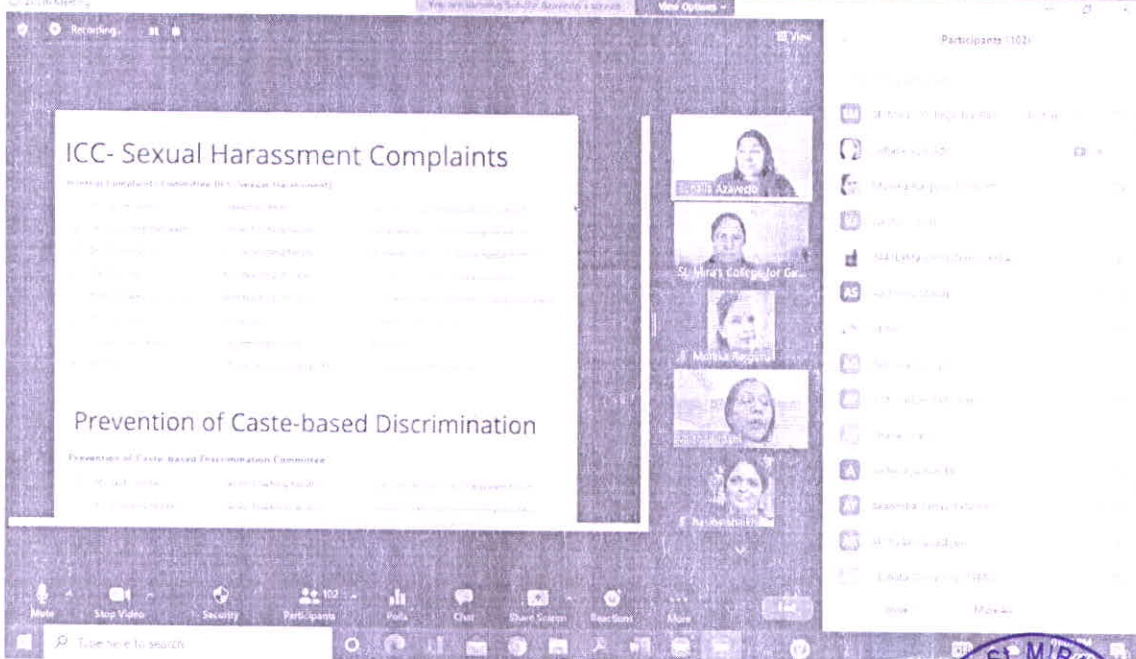
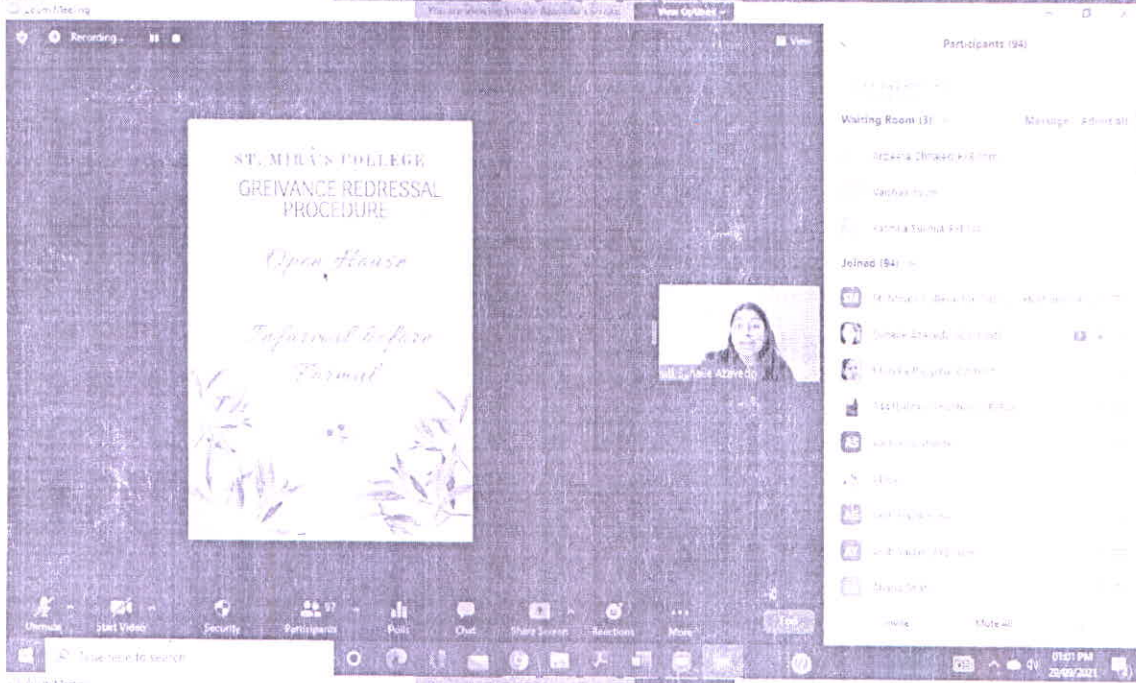
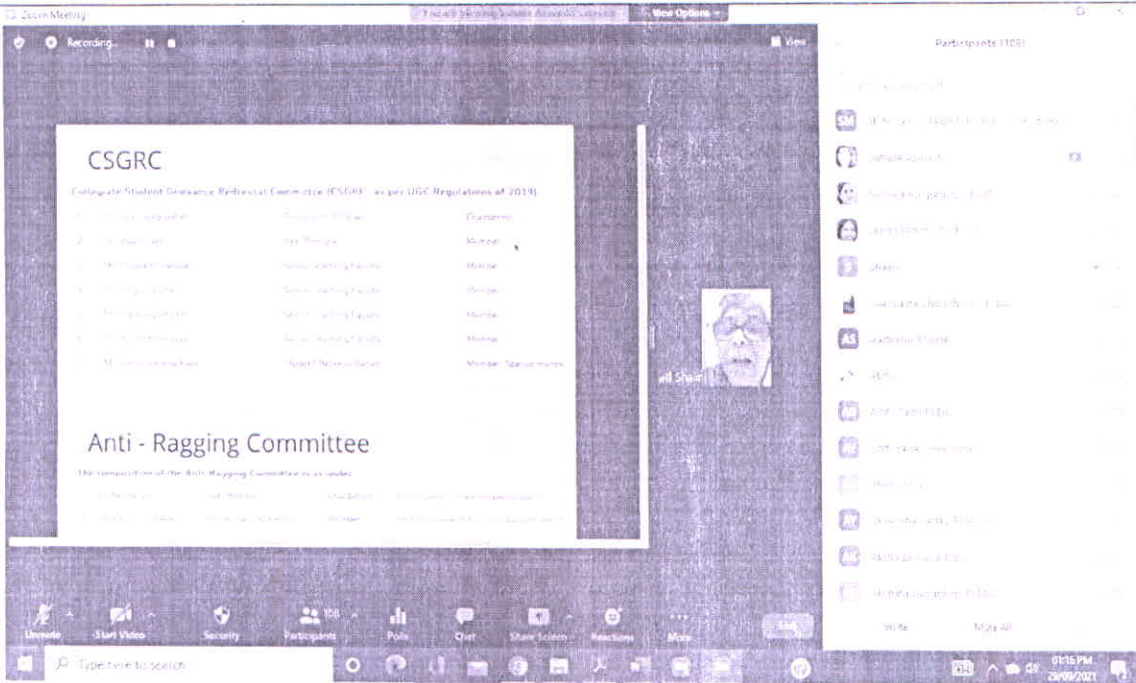
Sharayu Thete	sharayuthete00@gmail.com	68	Yes			
Charul Hastak fyba (Sameer Hastak Hastak)		61	Yes			
Karuna Narke_FYB.com		66	Yes			
Megha Lohokare	ranibawsay@gmail.com	66	Yes			
Tanzeem_bba(ca)		66	Yes			
Komal Tujare	komal_unsurpassed@hotmail.com	64	Yes			
Meghana Maliyadri_FYBA		65	Yes			
Suhaile Azavedo	suhzav@gmail.com	63	Yes			
Mariam ba		2	Yes			
Ayushi_Bcom		41	Yes			
Gautami Patel_FYBCOM		63	Yes			
peeta Chhaged_FYB.com	arpeetachhaged13@gmail.com	62	Yes			
Yashika Sukhija_FYBA(A)		22	Yes			
Vaishali Joshi		61	Yes			
vyoti chintan		42	Yes			
Shital Pimpale	shitalpimpale512@gmail.com	62	Yes			
Sweta singh_bba ca		10	Yes			
Ekta Jadhav		59	Yes			
Zainab Tamim		59	Yes			
hasina shaikh	hashafizshaikh@gmail.com	44	Yes			
Aishwarya Bandal_bba ca (Aishwarya Bandal)	aishwaryab0399@gmail.com	43	Yes			
Manjita Kulkarni	manjitaKulkarni@yahoo.in	53	Yes			
Conia Maryam FYBA		52	Yes			
veena kenchi	veenahkenchi@gmail.com	50	Yes			
Swatee Sarwate		35	Yes			
Anandmayi Chounde		49	Yes			
Aradhana BA		42	Yes			
Harshada Dhokale		12	Yes			
MANISHA PIMPALKHARE		46	Yes			
Afreen Shaikh_Bba(ca)		19	Yes			
Srushti Kolaki_FYB.Com		59	Yes			
Rekha Kankariya	rekhakankariya@rediffmail.com	45	Yes			

S. Prasad

PROGRAMME COORDINATOR

Jayab
Principal Incharge
St. Mira's College for Girls





Shravedo
PROGRAMME COORDINATOR

Jayal
Principal Incharge
St. Mira's College for Girls



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6, Koregaon Road, Pune - 411001.[INDIA]
Ph./Fax : 26124846 E-mail : mira_college@yahoo.co.in



KINDLE THE LIGHT

Dr. Jaya Rajagopalan
Principal Incharge

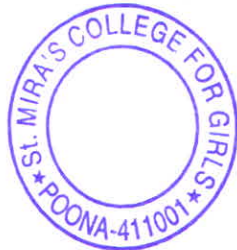
PU/PN/AC/015/(1962)
College Code No. : 013

A-7(z)/2021-22/49

Date : 1st Oct.2021

CIRCULAR

This is to inform that, our college Internal Complaints Committee has organized an Orientation session on "Prevention of Sexual Harassment Act" on 5th October, 2021 at 1.30 pm for the Non-teaching staff in the A.V. Room. The session is mandatory.



Jaya

Dr Jaya Rajagopalan
Principal Incharge
Principal Incharge
St. Mira's College for Girls

Please visit: www.dadavaswanisbooks.org

Jaya

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

Internal Complaints Committee

Orientation Workshop on 'Sexual Harassment at Workplace' - 5th October 2021

The ICC organized a basic orientation workshop on 'Sexual Harassment at Workplace' on 5th October, 2021, in Sanctuary Hall at 1.30 p.m. The session was organized for all non-teaching staff of the college with an objective of giving basic clarity on the need and provisions of the Prevention of Sexual Harassment at workplace Act, 2013.

The workshop was facilitated by Dr. Sneha Gole, Asst. Professor and faculty in-charge of ICC at Women's Studies Centre, SPPU.

The session began with rationale of the workshop presented by Dr. Vaishali Joshi, Presiding officer, ICC at St. Mira's College. Dr. Jaya Rajgopalan, Principle-in-charge, congratulated the committee for having organized such session for the non-teaching staff.


Dr. Sneha Gole began her talk with explaining basic terms of gender and gender-based violence. She elaborated on various social mechanisms through which women are subordinated and also the ways in which sexual abuse is seen as natural. She then talked about the historical events that contributed to the framing of POSH in 2013. Dr. Gole explained the legal definition of sexual harassment at workplace specifying all fine details. She then elaborated the provisions of this law.

The session was attended by 3 participants who participated actively in discussion and expressed willingness to participate in more such activities.



Dr. Vaishali Joshi
Presiding Officer, ICC





Dr Jaya Rajagopalan

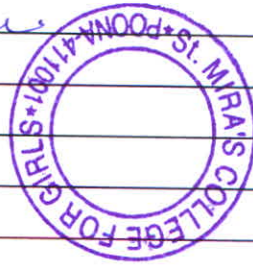
Principal Incharge
Principal Incharge
St. Mira's College for Girls



Orientation session on "Prevention of Sexual Harassment Act" on 5th October 2021 at 1.30 pm for Non-teaching staff

Attendance Sheet

Sr.No	OFFICE STAFF	Signature
1	Mrs. Gauri Mhalgi	Ab
2	Mrs. Anju Bajaj	Ab
3	Mrs. Vandana Kardile	Ab
4	Mrs. Gauri Ghumatkar	<i>[Signature]</i>
5	Mrs. Seema Thakur	<i>[Signature]</i>
6	Mrs. Shraddha Joshi	<i>[Signature]</i>
7	Ms. Fariya Inamdar	Ab
8	Ms. Tripti Sawant	<i>[Signature]</i>
9	Mrs. Arati Kulkarni	<i>[Signature]</i>
10	Ms. Smita Tirthakar	Ab
11	Mrs. Anandmayi C.	Ab
12	Mrs. Madhuri Ghandat	<i>[Signature]</i>
13	Mrs. Padamaja Sawant	<i>[Signature]</i>
14	Mrs. Medha Khandale	<i>[Signature]</i>
15	Mrs. Jyoti Landge	<i>[Signature]</i>
16	Ms. Sneha Gaikwad	<i>[Signature]</i>
17	Ms. Prinyanka Kulkarni	<i>[Signature]</i>
18	Ms. Vaishakhi Kolhal	Ab
	PEONS	
1	Mrs. Jayashri Joglekar	<i>[Signature]</i>
2	Shri. Sudam Shrikhande	<i>[Signature]</i>
3	Shri. Housila Yadav	
4	Mrs. Sakhu Naik	<i>[Signature]</i>
5	Shri. Dayaram Pal	<i>[Signature]</i>
6	Shri. Vishram Nishad	Vishram
7	Mrs. Aasavari Jadhav	<i>[Signature]</i>
8	Mrs. Manda Gaikwad	<i>[Signature]</i>
9	Ms. Chhaya Pawar	<i>[Signature]</i>
10	Mrs. Kavita Ghodke	<i>[Signature]</i>
11	Shri. Hamid Sayyad	Ab
12	Mrs. Sarika Yadav	<i>[Signature]</i>
13	Mrs. Reshma Ahiwale	<i>[Signature]</i>
14	Mrs. Varsharani Deshmukh	Ab
15	Mrs. Kaushalya Gawali	<i>[Signature]</i>
16	Mrs. Shraddha Kadam	<i>[Signature]</i>
17	Mr. Raviprasad Mallah	<i>[Signature]</i>
18	Mr. Ramdhiraj Thakur	<i>[Signature]</i>



[Signature]
Principal Incharge
St. Mira's College for Girls

19. Jyoti Khatke
20. Kamuna Gowari
21. Seema Chhule
22. Asha Hingmire

[Signature]
[Signature]
[Signature]
[Signature]

Total Attendance - 30
[Signature]
(Dr. Vaishakhi Joshi)
ICC In-charge



SADHU VASWANI MISSION'S
St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Reaccredited by NAAC- A Grade, cycle 3
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Ph./Fax: 26124846; Email: mira_college@yahoo.co.in

PU/PN/AC/015/(1962)
College Code:- 013

Circular No:- *GIS(a)/2021-22/36*

Date:- 6/04/2022

CIRCULAR

The Internal Complaints Committee at St. Mira's College has organized a session on 'Sexual harassment at workplace: Legal and social aspects' on 7th April, 2022.

This session is compulsory for all teaching faculty.

Time: 12.00 – 1.30 p.m.

Venue – A. V. Room

V Joshi

Dr. Vaishali Joshi

In-charge, ICC



Jaya Rajagopalan

Dr. Jaya Rajagopalan

Principal in-charge
St. Mira's College for Girls

St. Mira's College for Girls, Pune

Autonomous (Affiliated to Savitribai Phule Pune University, Pune)

DEGREE COLLEGE

- 1 Dr. Mrs. Jaya Rajagopalan
- 2 Mrs. Shalini Iyer *Jyer*
- 3 Dr. Mrs. Rama Venkat *RW*
- 4 Dr. Mrs. Arwah Madan
- 5 Dr. Mrs. Vaishali Diwakar
- 6 Mrs. Jyoti Chintan *Jchintan*
- 7 Dr. Mrs. Vaishali Joshi
- 8 Mrs. Meenakshi Wagh
- 9 Ms. Elizabeth Kanade *EK*
- 10 Dr. Mrs. Dimple Buche
- 11 Mrs. Devinder Kaur
- 12 Dr. Mrs. Manisha Pimpalkhare *Mpimpalkhare*
- 13 Dr. Mrs. Meenal Sumant *Msumant*
- 14 Dr. Mrs. Sangeeta Deshmukh *SD*
- 15 Mrs. Hasina Shaikh
- 16 Mrs. Rajni Singh *Rajni S*
- 17 Mrs. Shanthi Fernandes *Shanthi*
- 18 Dr. Mrs. Snober Satarawata *SB*
- 19 Mrs. Veena Kenchi *VK*
- 20 Dr. Ms. Sandhya Pandit *SP*
- 21 Ms. Manjita Kulkarni *MK*
- 22 Ms. Deepa Krishnamurthi *DK*
- 23 Ms. Suhaile Azavedo *SA*
- 24 Ms. Komal Tujare *KT*
- 25 Ms. Ekta Jadhav
- 26 Ms. Amruta Narke *AN*
- 27 Ms. Deepanjali Muzumdar
- 28 Mrs. Shital Jadhav
- 29 Mrs. Sharmin Palsetia *SPalsetia*
- 30 Ms. Elizabeth Varkey
- 31 Mrs. Pooja Jain *PJ*
- 32 Mrs. Komal Raisinghani

SPORTS DEPARTMENT

- 1 Gurbans Kaur
- 2 Mrs. Kalyani Kumbhar



JUNIOR COLLEGE

- 1 Dr. Mrs. Suvarna Deolankar
- 2 Mrs. Revati Pandhare
- 3 Mrs. Vibha Rathod
- 4 Mrs. Shirin Jinnah
- 5 Dr. Mrs. Suvarna Pundale
- 6 Mrs. Sawani Vinita
- 7 Mrs. Jyoti Joshi
- 8 Dr. Mrs. Bindu Nair
- 9 Mrs. Bincy Devasia
- 10 Mrs. Aasha Bhavekar
- 11 Mrs. Pallavi Gandhi
- 12 Mrs. Jyoti Salehittal
- 13 Ms. Pooja Sadhawani
- 14 Mrs. Neena Dutta
- 15 Mrs. Anita D'cunha

BBA/BCA COLLEGE

- 1 Mrs. Amrita Basu
- 2 Mrs. Rekha Kankariya *RK*
- 3 Mrs. Abhradita Navhi *AN*
- 4 Ms. Deepali Agarwal
- 5 Mrs. Monika Rajguru
- 6 Mrs. Kajal Jaisinghani

SCIENE DEGREE COLLEGE

- 1 Mrs. Anjali Kale
- 2 Mrs. Swatee Sarwate
- 3 Mrs. Gitanjali Phadnis
- 4 Mrs. Anita Vinod Menon
- 5 Mrs. Vrushali Paranjape
- 6 Mrs. Ashwini Kulkarni
- 7 Mrs. Shubhangi Jagtap
- 8 Mrs. Smita Borkar
- 9 Mrs. Swati Pulate
- 10 Mrs. Alka Kalhapure

Jayab
Principal Incharge
St. Mira's College for Girls

SCIENCE JUNIOR COLLEGE

- 1 Mrs. Nilima Patil
- 2 Mrs. Ashwini Khaire
- 3 Mrs. Poonam Sharma
- 4 Mrs. Suvarna Sarade
- 5 Ms. Kanan Vyas
- 6 Ms. Dash Sujata
- 7 Mrs. Geetika Bhatti
- 8 Mrs. Anita Keswani
- 9 Mrs. Pradnya Godbole
- 10 Mrs. Ayesha Shaikh
- 11 Mrs. Shefali Vithalani
- 12 Mrs. Irum Ansari

PEONS

- 1 Mrs. Jayashri Joglekar
- 2 Shri. Sudam Shrikhande
- 3 Shri. Housila Yadav
- 4 Mrs. Sakhu Naik
- 5 Shri. Dayaram Pal
- 6 Shri. Vishram Nishad
- 7 Mrs. Aasavari Jadhav
- 8 Mrs. Manda Gaikwad
- 9 Ms. Chaya Pawar
- 10 Mrs. Kavita Ghodke
- 11 Shri. Hamid Sayyad
- 12 Mrs. Sarika Yadav
- 13 Mrs. Reshma Ahiwale
- 14 Mrs. Varsharani Deshmukh
- 15 Mrs. Kaushalya Gawali
- 16 Mrs. Shraddha Kadam
- 17 Mr. Raviprasad Mallah

LIBRARY STAFF

- 1 Mrs. Ghule Seema
- 2 Mrs. Jyoti Napate

LAB ASSISTANT

- 1 Ms. Kamble Rani
- 2 Mrs. Vandana Machal

OFFICE STAFF

- 1 Mrs. Gauri Mhalgi
- 2 Mrs. Anju Bajaj
- 3 Mrs. Vandana Kardile
- 4 Mrs. Gauri Ghumatkar
- 5 Mrs. Seema Thakur
- 6 Mrs. Shraddha Joshi
- 7 Ms. Fariya Inamdar
- 8 Ms. Tripti Sawant
- 9 Mrs. Arati Kulkarni
- 10 Ms. Smita Tirthakar
- 11 Mrs. Anandmayi C.
- 12 Mrs. Madhuri Ghandat
- 13 Mrs. Padamaja Sawant
- 14 Mrs. Medha Khandale
- 15 Mrs. Jyoti Landge
- 16 Ms. Sneha Gaikwad
- 17 Ms. Prinyanka Kulkarni
- 18 Mrs. Payal Ramphale

St. Mira's College for Girls, Pune
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Internal Complaints Committee

Session on 'Sexual harassment of women at Workplace : Legal and social aspects'- 7th April, 2022

The ICC organized a session on 'Sexual harassment of women at Workplace : Legal and social aspects' on 7th April 2022, in Classroom No. 201 at 12.00 p.m. The session was organized for teaching and non-teaching staff of the college with an objective of giving basic clarity on the concepts related to sexual harassment at workplace and major provisions of the Prevention of Sexual Harassment at workplace Act, 2013.

The workshop was facilitated by Ms. Preeti Karmarkar, Managing Trustee of the Pune based NGO, Nari Samata Manch.

In the beginning of the session, Dr. Vaishali Joshi, Presiding officer, ICC presented the rationale of the workshop. Ms. Preeti presented a historical review of the law and asserted the need to look at sexual harassment as a form of gendered violence and of the larger patriarchal structure which assigns more power to men. She enlightened the participants on the law – objectives, provisions and mechanisms of redressal. She also spoke about the vital role of Internal Committee in prevention and redressal of this issue.

The presentation ended with an insightful question and answer session and elaborate discussion.



Dr. Vaishali Joshi
Presiding officer, ICC

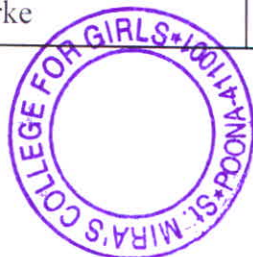


Jayab
Principal Incharge
St. Mira's College for Girls

St. Mira's College for Girls, Pune
Autonomous [Affiliated to Savitribai Phule Pune University]
Orientation session on "Sexual Harassment at workplace: Legal and Social Aspects" on
7th April 2022 at 12.00 noon in A.V.Hall for Degree College







Attendance Sheet

Sr.No	DEGREE COLLEGE	Signature
1	Dr. Jaya Rajagopalan	Jaya
2	Dr. Shalini Iyer	Shalini Iyer
3	Dr. Mrs. Rama Venkat	Rama Venkat
4	Dr. Mrs. Arwah Madan	Arwah Madan
5	Dr. Mrs. Vaishali Diwakar	Vaishali Diwakar
6	Mrs. Jyoti Chintan	Jyoti Chintan
7	Dr. Mrs. Vaishali Joshi	Vaishali Joshi
8	Dr. Ms. Meenakshi Wagh	MSWagh
9	Ms. Elizabeth Kanade	Elizabeth Kanade.
10	Dr. Mrs. Dimple Buche	Dimple Buche
11	Mrs. Devinder Kaur	Devinder Kaur
12	Dr. Mrs. Manisha Pimpalkhare	Manisha Pimpalkhare
13	Dr. Mrs. Meenal Sumant	Meenal Sumant
14	Dr. Mrs. Sangeeta Deshmukh	Sangeeta Deshmukh
15	Mrs. Hasina Shaikh	Hasina Shaikh
16	Mrs. Rajni Singh	Rajni Singh
17	Mrs. Shanthi Fernandes	Shanthi Fernandes
18	Dr. Mrs. Snober Satarawala	Snober Satarawala
19	Mrs. Veena Kenchi	Veena Kenchi
20	Dr. Ms. Sandhya Pandit	Sandhya Pandit
21	Ms. Manjita Kulkarni	Manjita Kulkarni
22	Ms. Deepa Krishnamurthi	Deepa Krishnamurthi
23	Ms. Suhaile Azavedo	Suhaile Azavedo
24	Ms. Komal Tujare	Komal Tujare
25	Ms. Ekta Jadhav	Ekta Jadhav
26	Ms. Amruta Narke	Amruta Narke



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Orientation session on "Sexual Harassment at workplace: Legal and Social Aspects" on
7th April 2022 at 12.00 noon in A.V.Hall for Degree College
Attendance Sheet

Sr.No	<u>OFFICE STAFF</u>	Signature
1	Mrs. Gauri Mhalgi	
2	Mrs. Anju Bajaj	
3	Mrs. Vandana Kardile	
4	Ms. Fariya Inamdar	
5	Shri. Housila Yadav	
6	Shri. Hamid Sayyad	
7	Mrs. Varsharani Deshmukh	

Total Attendance

(51)



Dr. Vaishali Joshi
Incharge-ICC



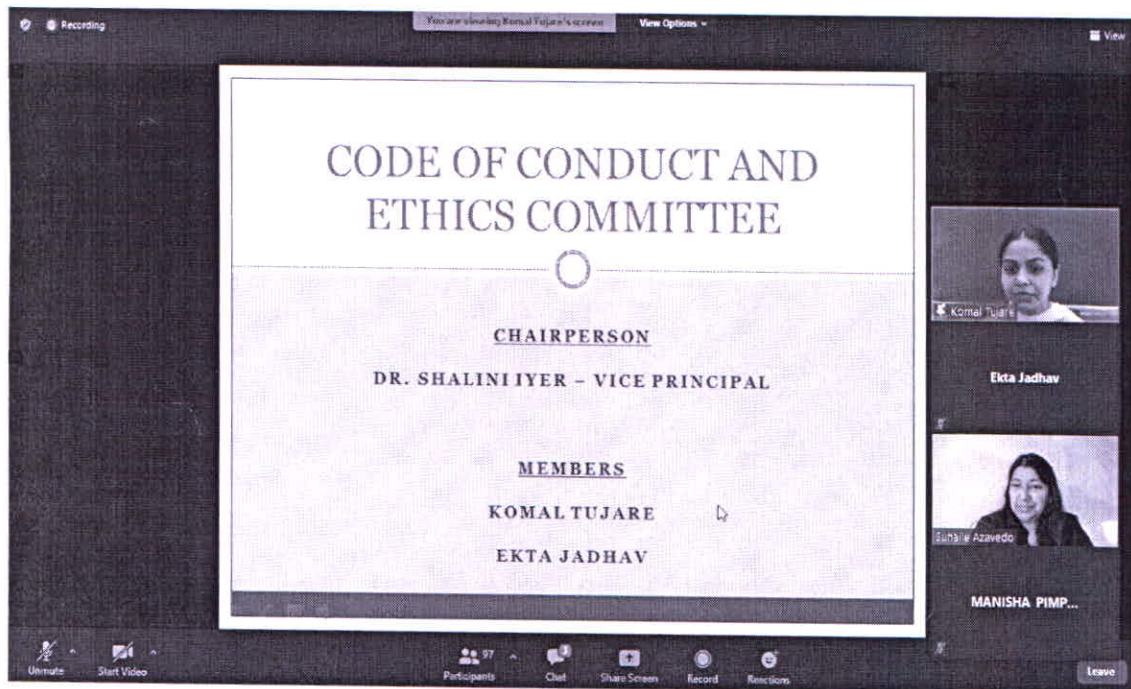

Principal Incharge
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St. Mira's College For Girls, Pune

An Autonomous (Affiliated to Savitribai Phule Pune University)

CODE OF CONDUCT ORIENTATION AT STUDENT INDUCTION PROGRAMME

The Code of Conduct committee organized an orientation programme for all the first year students at the student induction programme on the 29th of September 2021 at 1 p.m. on Zoom. In this orientation, the students were given an introduction to the committee members and a lucid explanation on the Code of Conduct expected in the college was offered to them. The activity was coordinated by Ms. Komal Tujare, senior teacher from the Code of Conduct Committee. The session included a powerpoint presentation on the details of the college policy on Code of Conduct and the students were guided on the conduct expected on campus.



Dr. Shalini Iyer

Coordinator

Code of Conduct Committee



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Principal Incharge
St. Mira's College for Girls



KINDLE THE LIGHT

SADHU VASWANI MISSION'S
ST. MIRA'S COLLEGE FOR GIRLS

[An Autonomous College Affiliated to the Savitribai Phule Pune University]
[ARTS, COMMERCE, SCIENCE, B.Sc.(COMPUTER SCIENCE) BBA, BCA]

6, Koregaon Road, Pune - 411001, [INDIA]
Ph./Fax : 26124846 E-mail : mira_college@yahoo.co.in

Dr. Jaya Rajagopalan
Principal Incharge

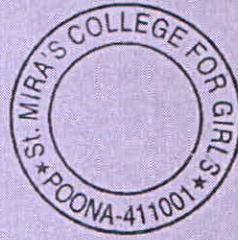
PU/PN/AC/015/(1962)
College Code No. : 013

G-15(a)/2021-2022/14(a)

Date:- 27.09.2021

CIRCULAR

On 29.09.2021 an Orientation other titled "Introduction to St. Mira's College Grievance Redressal Committees and Procedures", for F.Y. students, is organized by the Grievance Redressal Committee from 1.00 to 2.00 via the Zoom Meetings platform.



Jaya

Dr Jaya Rajagopalan
Principal Incharge

Principal Incharge
St. Mira's College for Girls, Pune.

Please visit: www.dadavaswanisbooks.org

Jaya
/

St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

Meeting ID	Topic :Orientation of Grievance Redressal	Start Time	End Time	User Email	Duration	Participants
96481902829	St. Mira's College for Girls, Pune's Zoom Meeting	09/29/2021 12:43:25 PM	09/29/2021 02:00:27 PM	iqac@stmirascollegepune.edu.in	78	178
Name (Original Name)	User Email	Total Duration (Minutes)	Guest			
Sakshi gawade fybcom		44	Yes			
Shalini		54	Yes			
Kashish		58	Yes			
Mona Ovhal_ FYBcom		53	Yes			
Ruchita kadam_ Fybcom		75	Yes			
Shilpi Yadav_ FyBba(ca)		51	Yes			
St. Mira's College for Girls# Pune	iqac@stmirascollegepune.edu.in	78	No			
Meg Young	youmeg29@gmail.com	78	Yes			
Nishta Chulani_ FYBBA		79	Yes			
Durga Suthar - FYBCOM		78	Yes			
amanda_ FYBA		78	Yes			
Alisha Mascarenhas_ FYBA	alishamascarenhas26@gmail.com	64	Yes			
Akshata Govankop_ FYBBA		78	Yes			
Nikita Bade	badenikita23@gmail.com	78	Yes			
Suhana Singh_ FYBBA		78	Yes			
Mihika Lele	mihikalele03@gmail.com	78	Yes			
Zainab Parekh_ FYBBA (Zainab Parekh)	zainabparekh8@gmail.com	79	Yes			
Shrushti Agrawal	srushti.agrawal26@gmail.com	78	Yes			
Jasmeet Kaur_ FYBCOM (A-19 Jasmeet Kaur)	iamjkaur.2769@gmail.com	77	Yes			
Kaizeen Kamdin_ FYBBA (Kaizeen Kamdin)	kaizeen1203@gmail.com	77	Yes			
Sunita kumari_ BBA		77	Yes			
Madhavi Komkala_ BBA(CA)		77	Yes			
Samruddhi Surve_ FYBBA		77	Yes			
Riya Yadav_ FYBA		60	Yes			
Prasannalaxmi_ BBA(CA)		59	Yes			
Tanushree Banerjee_ FYBA (Tanushree Banerjee)	nbn1345@gmail.com	76	Yes			
Kanchan Keswani_ F.Y.B.A (A)		76	Yes			
Teesha Shewani_ FYBBA (Teesha Shewani)	teeshashewani7@gmail.com	15	Yes			
Shruti_ Kadam_ BBA(CA)		76	Yes			



Jayashree
Principal Incharge
St. Mira's College for Girls

St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

Tanaya Aronkar_FYBA (Tanaya Aronkar)		76	Yes			
Monika Rajguru	monika_gajendra@rediffmail.com	76	Yes			
Khushi (FYBBA) (Khushi Sampat)	sampatk9@gmail.com	39	Yes			
Laxmi Guddakayu_BSC	guddakayulaxmi@gmail.com	76	Yes			
Manashri Dongre		76	Yes			
Nannasani Venkatvani FYBBA(CA)		77	Yes			
Bushra Shaikh		76	Yes			
Nishita Patil	nishitapatil02@gmail.com	78	Yes			
Vaishnavi Jambhulkar FYB.com		76	Yes			
KhushiDhamani_BBA		76	Yes			
Hrithika Kahol_FYBCOM		76	Yes			
2441Lalita Choudhary...(FYBA) (Lalita Choudhary...)		76	Yes			
FYBA Sakina Bharmal		76	Yes			
Anushka Pawar_BCOM		16	Yes			
Rifhat_FYBA(A)		76	Yes			
Aditi Yadav_(FYB.com)		52	Yes			
Ahana Shah		77	Yes			
Yashwanti Surve_B.com		75	Yes			
Sakshi chavan fy bca		76	Yes			
SaniaShaikh_Fybba(ca)		75	Yes			
Kajal Sharma_B.com (B)		20	Yes			
Abha	abhapat28@gmail.com	74	Yes			
Vaishnavi Katkar_FYBA		75	Yes			
Divvyaa Agarwaal_FYBA		69	Yes			
Aparna Sen_FYBA (Aparna Sen)		75	Yes			
Alifiya Miyagamwala_FYBA	miyagamwalaalifiya@gmail.com	74	Yes			
Purva Joshi_FYBA		75	Yes			
yanti_FYBBA (Jayanti)		75	Yes			
Maanvi Sahani_fyBA (Maanvi Sahani_BA)	maanvisahani@gmail.com	76	Yes			
Moon_FYBCOM		75	Yes			
Aadirenu Shinde		75	Yes			
Harsha Sirwani_FYBBA		76	Yes			
Nidhi Mundada_FY BCOM (A)		32	Yes			
Blancy Fernandes B.com		73	Yes			
Ayman Kazi FYBA		74	Yes			
Priti Zurunge_FYBBA CA		60	Yes			
Muskan Mirpuri bba ca		74	Yes			
Jyotishree Raut_B.Com		74	Yes			
Khushi Lot_FY BCA		73	Yes			
Pournima- FYBCOM		48	Yes			
Mahek Shaikh_FYBSC (5265_Mahek Shaikh)	shaikhmahek6186@gmail.com	50	Yes			



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St. Mira's College for Girls

St. Mira's College For Girls Pune
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Chinmaya nand Sharma	sharmachinmaya7@gmail.com	2	Yes		
Neha.S.Giri_BCA	nehajuliegiri@gmail.com	73	Yes		
Vaibhavi Adep(fybcom)		57	Yes		
Fatemeh		2	Yes		
Aditi Gade FYBA		56	Yes		
Raahat Tamboli	sweetraahat812@gmail.com	58	Yes		
Devshree Gupta_FYBA (A) (Devshree Gupta)	guptadevshree5@gmail.com	71	Yes		
Supriya Shrama (fyba) (Sakshi Shrama)	sakshishrama553@gmail.com	51	Yes		
Mrudula Neware	mrudulaneware2002@gmail.com	71	Yes		
Meraj Shaikh FY.Bcom		69	Yes		
Husnara Ansari (FYB.Com) (Husnara Ansari)	hussu559@gmail.com	71	Yes		
Akanchha Yadav_FYBcom		75	Yes		
Akshada Kapadi_BA		52	Yes		
Yashita M Bcom		69	Yes		
Bhagyashree jadhav_Bba(ca)		69	Yes		
Mansi Avaghade FYB.COM		29	Yes		
Shivanjali Tingre	tingreshivanjali@gmail.com	68	Yes		
Nivedita chavan_fybcom		37	Yes		
Gracey_FYBA (B)		68	Yes		
Khushi Negi - FYBA(A)		68	Yes		
Saiee pawar_FYB.com		68	Yes		
Sharayu Thete	sharayuthete00@gmail.com	68	Yes		
Charul Hastak fyba (Sameer Hastak Hastak)		61	Yes		
Karuna Narke_FYB.com		66	Yes		
Megha Lohokare	ranibawsay@gmail.com	66	Yes		
Tanzeem_bba(ca)		66	Yes		
Komal Tujare	komal_unsurpassed@hotmail.com	64	Yes		
Meghana Maliyadri_FYBA		65	Yes		
Suhaile Azavedo	suhzav@gmail.com	63	Yes		
Mariam_ba		2	Yes		
Ayushi_Bcom		41	Yes		
Gautami Patel_FYBCOM		63	Yes		
Arpeeta Chhaged_FYB.com	arpeetachhaged13@gmail.com	62	Yes		
Yashika Sukhija_FYBA(A)		22	Yes		
Vaishali Joshi		61	Yes		
iyoti chintan		42	Yes		



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St. Mira's College for Girls

St. Mira's College For Girls Pune
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Shital Pimpale	shitalpimpale512@gmail.com	62	Yes			
Sweta singh_bba ca		10	Yes			
Ekta Jadhav		59	Yes			
Zainab Tamim		59	Yes			
hasina shaikh	hashafizshaikh@gmail.com	44	Yes			
Aishwarya Bandal_bba ca (Aishwarya Bandal)	aishwaryab0399@gmail.com	43	Yes			
Manjita Kulkarni	manjitakulkarni@yahoo.in	53	Yes			
Sania Maryam FYBA		52	Yes			
veena kenchi	veenahkenchi@gmail.com	50	Yes			
Swatee Sarwate		35	Yes			
Manandmayi Chounde		49	Yes			
Aradhana_BA		42	Yes			
Harshada Dhokale		12	Yes			
MANISHA PIMPALKHARE		46	Yes			
Afreen Shaikh_Bba(ca)		19	Yes			
Srushti Kolaki_FYB.Com		59	Yes			
Rekha Kankariya	rekhakankariya@rediffmail.com	45	Yes			




 Principal Incharge
 St. Mira's College for Girls

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
Code of Ethics and Conduct Committee
REPORT

Activity: PROFESSIONAL ETHICS AT WORK-PLACE

The Placement Cell and Code of Conduct Committee of St. Mira's College for Girls organized a session on "Professional Ethics at Workplace" on January 19, 2022 from 2:00 p.m. to 3:00 p.m. Ms. Pooja Kashid – HR Consultant at AllScripts, public speaking coach, Employee Engagement expert and a Design Thinking Expert was invited as the speaker for the session.

The lecture intended to train the final year students of the college on how to follow the work ethics in the professional world. Ms. Kashid demonstrated the same by using the word "ETHICS" as an acronym such that E stands for Executive Presence which aimed in explaining Dressing Etiquette followed by T for Techniques, H for Honesty, I for Integrity, C for Collaboration and lastly S for Speaking Freely. Based on the Acronym, Ms. Kashid elucidated about professional etiquette at the enterprise.

Seventy five Students and faculty members from various departments attended the webinar with great enthusiasm and zeal. Ms. Kashid made the webinar very lively and engaging for the participants. The attendees were engrossed in the webinar and made it quite interactive. Ms. Kashid also enlightened the participants by amplifying various case studies, scenarios about how we should tackle various situations with sheer confidence.

All in all, the webinar was quite thought-provoking, interesting and well organized by Mrs. Swatee Sarwate and Ms. Komal Tujare and the entire management team. The webinar was an eye opener for many of the participants who will soon step into the professional world.

Swatee Sarwate
Swatee Sarwate
Co-ordinator

Komal Tujare
Co-ordinator



Jayashree



SADHU VASWANI MISSION'S

ST. MIRA'S COLLEGE FOR GIRLS

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[ARTS, COMMERCE, SCIENCE, B.Sc.(COMPUTER SCIENCE) BBA, BCA]

6, Koregaon Road, Pune - 411001. [INDIA]

Ph./Fax : 26124846 E-mail : mira_college@yahoo.co.in

KINDLE THE LIGHT

Dr. Jaya Rajagopalan
Principal Incharge

G-28/2021-22/30

PU/PN/AC/015/(1962)
College Code No. : 013
Date:- 12.01.2022

CIRCULAR

On 19th January 2022 a guest lecture titled 'Professional Ethics at Workplace' by Ms. Pooja Kashid, HR Consultant at All Scripts, is to be organized by the Code of Conduct Committee and the Placement Cell from 02:00 p.m. to 03:00 p.m. on Google Meet. Third year students of all disciplines are encouraged to attend the same. Other students may join if free.

Swatee Sarwate
Swatee Sarwate
Komal Tujare
Coordinators

Jaya
Dr. Jaya Rajagopalan
Principal in charge



Please visit: www.dadavaswanibooks.org

Jaya

St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

St. Mira's College for Girls, Pune
Autonomous- Affiliated to Savitribai Phule Pune University
Code of Conduct Committee

Gmeet for Professional Ethics Session dated January 19, 2022

name	2:29:22 PM	percentage
Komal Tujare	Present	100
Leoum Jessica Joshua Shetty	Present	100
2616_ummekulsum dalal	Present	100
2702-Madhu Sheelavant	Present	100
2823_Christina D'souza_SYBA	Present	100
2854_Lavina	Present	100
4236_Sheryl Rasundaram	Present	100
4243_Prerna Sanjeev Anand	Present	100
4254_Tanvi Kakade	Present	100
4262_Nidhi Santosh Agarwal	Present	100
4263_Vidhi Santosh Agarwal	Present	100
4265_Rutuja Gawle	Present	100
4269_Anam Shaikn	Present	100
4288_Bhagyashree B Jagwani	Present	100
4409_Aleena Johnson	Present	100
4411_Treasa Roy	Present	100
4412_Sherien Rajesh Thomas	Present	100
4430_Ishshah Isabel Mathew	Present	100
4435_Sneha Pehere	Present	100
4441_Vaishnavi Vijaykumar Dhabu	Present	100
4601_Venkatraman Priya	Present	100
4611_Arya Galande	Present	100
4650_Divya Pardeshi	Present	100
4838 Esha daruwala	Present	100
4843_Samiksha Moon	Present	100
4928_Siddiqua Firfiray	Present	100
4969_Harshada Malgonde	Present	100
4987_Anushka Jadhav	Present	100
5459_Tejashwini Kakade	Present	100
5503 Inaara Rajwani	Present	100
5506 Vaishnavi Kokate	Present	100
5509_Shirin Saji	Present	100
5510_Harshada Dhamdhere	Present	100
5511 Sneha Gawde	Present	100
5514 Komal Sawant	Present	100
5607_Bipasini Polai	Present	100
5616_Mrunal_Jadhav	Present	100
5619_Sakshi Zaware	Present	100
5620_Pallavi Nalage	Present	100

Swake Samake



Jaysh

St. Mira's College For Girls Pune
Autonomous Affiliated to Savitribai Phule Pune University

5627_Riddhi Kawade	Present	100
5628_Darshani Babar	Present	100
5630_Mansee Ingawale	Present	100
5631_Bhakti Sawant	Present	100
5640_Devshri Joshi	Present	100
5642_Shravani Majalkar	Present	100
6411_Priyanka chaurasiya	Present	100
Aksha Badlani	Present	100
anuja kusalkar	Present	100
Bhavya Golani	Present	100
Deepali Agarwal	Present	100
Garima kundu	Present	100
Heba Yusuf	Present	100
Hetal Yadav	Present	100
kajal jaisinghani	Present	100
Kavya Menon	Present	100
Minali Parwani	Present	100
Neha Hanagandi	Present	100
Nikita Surag	Present	100
Pooja Kashid	Present	100
Rieyona Menezes	Present	100
Rukaiya Hyderabadwala	Present	100
Sakshi Kamble	Present	100
Savita Choudhary	Present	100
Sejal	Present	100
Sharayu Bagade	Present	100
Sharmin Palsetia	Present	100
Sharvari Bhapkar	Present	100
Simran Balani	Present	100
Sonali Patil	Present	100
Srushti Padale	Present	100
swatee sarwate	Present	100
Swatee Sarwate	Present	100
Swati Sahu	Present	100
Vaibhavi Chavan	Present	100

Swatee Sarwate



Jayashree

St. Mira's College for Girls, Pune
[Autonomous-affiliated to Savitribai Phule Pune University]

**Report and Photographs of Anti Ragging Committee Activity
conducted between 16-18 Feb, 2022
by Class Teachers (all streams)**

The University Grants Commission has through its circulars has communicated to the Higher Educational Institutions, the importance of creating awareness about curbing the menace of Ragging amongst the student community.

'Ragging' as we know, is disorderly and improper conduct of students towards their peers and juniors on campus. It is a punishable offence and can result in imprisonment upto 2 years, monetary fine upto Rs 10,000/ and debarring of errant student from HEIs for a period of 5 years.

During the conduct of admissions for all academic programmes of the College, in the academic year 2021-22, the College students, were instructed by the College administration to compulsorily submit an online anti-ragging undertaking on the UGC designated web sites, viz. www.antiragging.in and www.amanmovement.org and submit details of their Anti Ragging Undertaking Reference No. along with their online admission forms to the College Office.

As a follow up exercise, the Anti Ragging Committee of St. Mira's College conducted an Anti Ragging Awareness Drive for the benefit of the undergraduate [BA, BCom, BSc(CS), BBA, BBA(CA) and postgraduate students [MA, MCom, MSc(CS)] between 16-18 Feb, 2022.

The activity was conducted in online mode in class by the Class Teachers of the respective classes. The students of St. Mira's College were intimated about the Revised procedure for students to file online Anti Ragging Affidavit Based on UGC circular no. D.O No. F 3-2/2021 (ARC) dated 27, Oct, 2021, UGC D.O No. 1-15/2009(ARC) pt III dated 30 Dec, 2021 and UGC D.O F 2-30/14 (General circular/WRO) dated Jan 11, 2022.

In the Awareness Sessions conducted by each Class Teacher, the students were re-oriented about the meaning and forms of Ragging via a Power Point Presentation. The Orientation session included display of UGC posters and videos depicting Ragging as a punishable offence. This session stressed on the importance of making HEI as joyful campuses -free of the menace of ragging.

The orientation sessions were attended by students in hybrid mode, some offline and some online. The Orientation session was well received by all the Degree College students (UG and PG).

Besides, the College has displayed anti ragging posters on campus notice boards as per UGC D.O No 1-15/2009 (ARC) pt III section D3b.




Principal/Incharge
St. Mira's College for Girls

St. Mira's College for Girls, Pune
[Autonomous-affiliated to Savitribai Phule Pune University]

Report and Photographs of Anti Ragging Committee Activity
conducted between 16-18 Feb, 2022
by Class Teachers (all streams)

Dr Shalini Iyer,
Anti Ragging Committee Coordinator

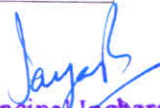
Dr Jaya Rajagopalan
Principal In charge

St. Mira's College for Girls, Pune
[Autonomous-affiliated to Savitribai Phule Pune University]

Class wise student participation in the Anti- ragging Committee Activity
conducted between 16-18 Feb, 2022by Class Teachers (all streams)

S. No.[UG]	Class and Division	No. of students attended
Arts		
1.	FYBA Div A	86
2.	FYBA Div B	54
3.	SYBA Div A[all specialisations]	61
4.	SYBA Div B [all specialisations]	30
5.	TYBA Div A[all specialisations]	48
6.	TYBA Div B [all specialisations]	33
Commerce		
7	FYBCOM Div A	50
8	FYBCOM Div B	60
9	FYBCOM Div C	103
10	SYBCOM Div A	88
11	SYBCOM Div B	32
12	SYBCOM Div C	34
13	TYBCOM Div A	80
14	TYBCOM Div B	100
15	TYBCOM Div C	102
BBA		
16	FYBBA	64
17	SYBBA	70
18	TYBBBA	60
BBA(CA)		
19	FYBBA(CA)	69
20	SYBBA(CA)	58
21	TYBBA(CA)	50
BSc(CS)		




Principal Incharge
St. Mira's College for Girls

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**Report and Photographs of Anti Ragging Committee Activity
conducted between 16-18 Feb, 2022
by Class Teachers (all streams)**

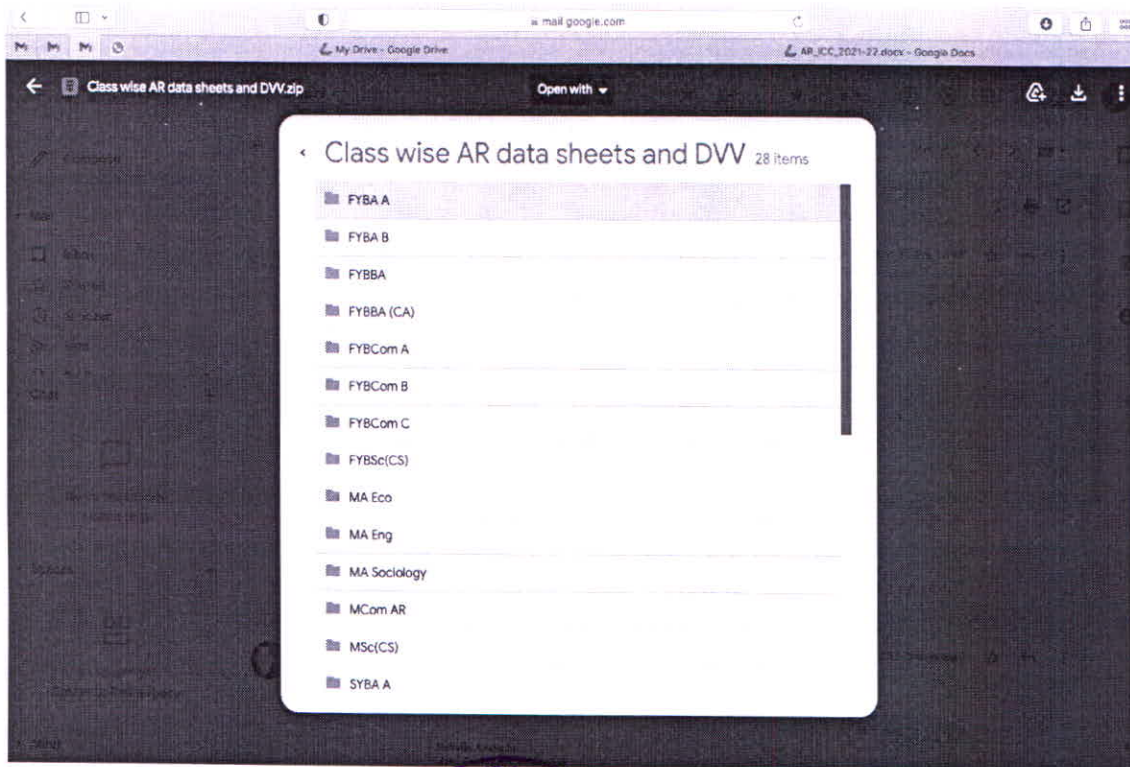
22	FYBSc(CS)	65
23	SYBSc(CS)	31
24	TYBSc(CS)	40
[PG]		
25	MA Economics Part I & II	06
26	MA English Part I & II	20/44
27	MA Sociology Part I & II	26
28	MCom- Business Administration &MCom Accounts Part I & II	91
29	MSC(CS) Part I	17
30	MSC(CS) Part II	21




Principal Incharge
St. Mira's College for Girls

St. Mira's College for Girls, Pune
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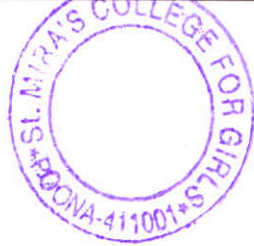
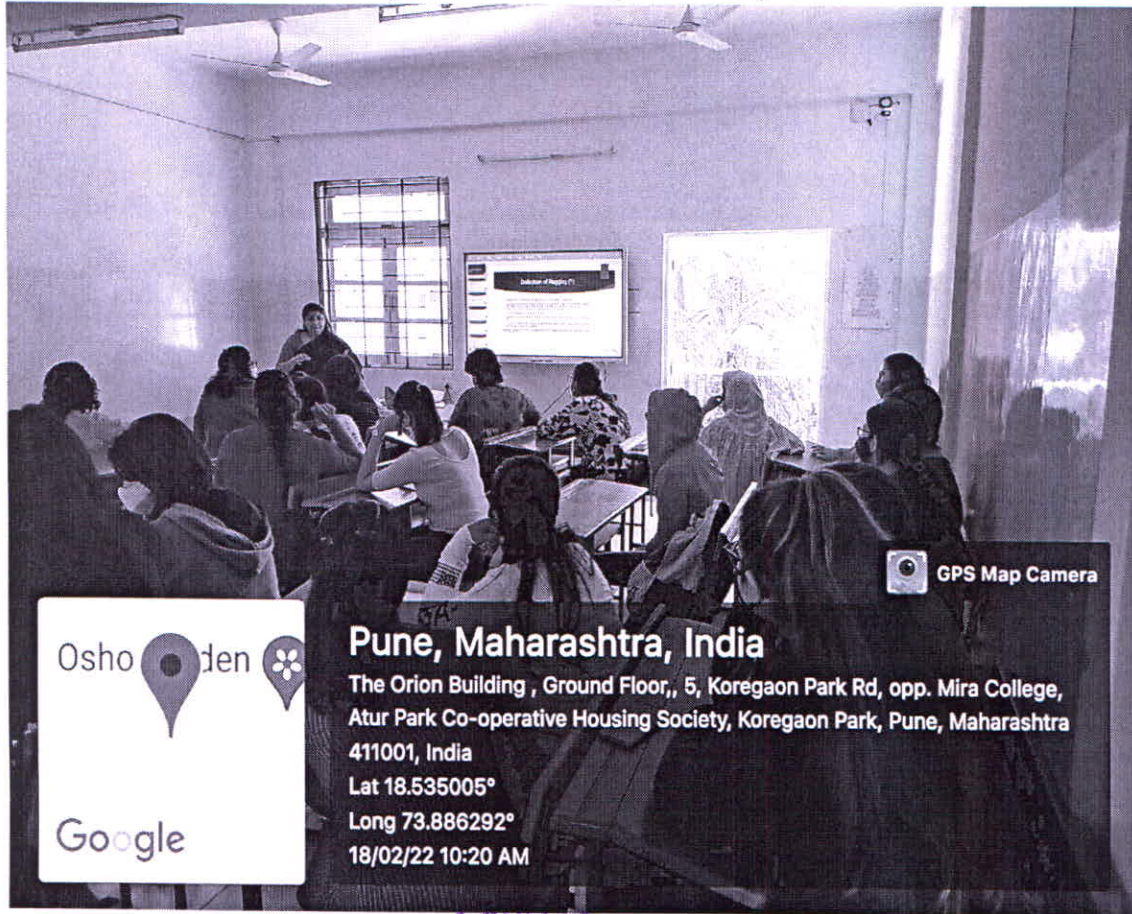
Report and Photographs of Anti Ragging Committee Activity
conducted between 16-18 Feb, 2022
by Class Teachers (all streams)



Jayab
Principal Incharge
St. Mira's College for Girls

St. Mira's College for Girls, Pune
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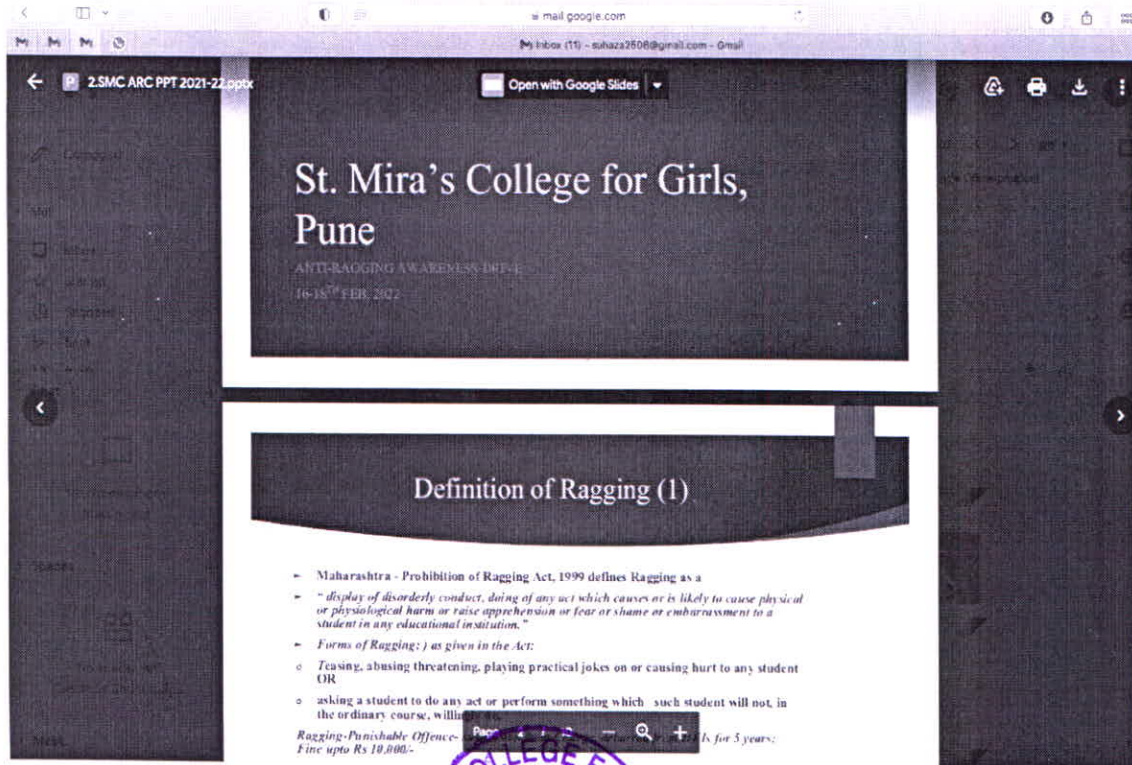
Report and Photographs of Anti Ragging Committee Activity
conducted between 16-18 Feb, 2022
by Class Teachers (all streams)



Jayab
Principal Incharge
St. Mira's College for Girls

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Anti-ragging Committee Report
on

Collection Drive of Student List of Online Anti Ragging Undertaking Reference Nos.

Tuesday, 15th March, 2022

The Anti Ragging Committee of the College noted that in 2021-22, only some students had completed uploading an online anti ragging undertaking on the UGC designated websites, viz. www.antiragging.in and www.amanmovement.org, at the time of admissions, which took place in online and offline mode, for the convenience of the student community.

The College Anti Ragging Committee, therefore, attempted to get a holistic view of the anti-ragging student details by conducting a Collection Drive of Student Online Anti Ragging Undertaking Reference No. lists.

While the process of informing students about anti ragging and securing their anti ragging undertakings had commenced at the time of admissions; the College Committee undertook follow up exercises, first, during the conduct of the **awareness drive** conducted between 16-18, Feb, 2022, and thereafter, by the Class Teachers. Those students who had not uploaded their online anti ragging undertaking on the UGC designated websites, viz. www.antiragging.in and www.amanmovement.org, were informed to do so immediately.

This report relates to the Collection Drive of Student Online Anti Ragging Undertaking Reference Number details, which the student secures after uploading their online anti ragging undertaking on the UGC designated websites, viz. www.antiragging.in and www.amanmovement.org. The class wise details appear separately.



Jayab

