



**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**  
**[ARTS, COMMERCE, SCIENCE ,BSc(Computer Science), BBA, BBA(CA)]**  
**6,Koregaon Road,Pune-411001. [INDIA]**  
**Ph./Fax: 26124846; Email: [office@stmirascollegepune.edu.in](mailto:office@stmirascollegepune.edu.in)**

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

### **5.1.5**

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

**ADDITIONAL INFORMATION**

**2021-22**

**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	priti.verma3000@gmail.com

COORDINATOR OF  
 GRIEVANCE CELL:  
 SUHAILE AZAVADO  




  
 Principal Incharge  
 St. Mira's College for Girls

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

**3. Anti-Ragging Committee**

1.	Dr Shalini Iyer	Vice Principal	Chairperson	<a href="mailto:shalini.iyer@stmirascollegepune.edu.in">shalini.iyer@stmirascollegepune.edu.in</a>
2.	Dr Vaishali Diwakar	Senior Teaching Faculty	Member	<a href="mailto:vaishali.diwakar@stmirascollegepune.edu.in">vaishali.diwakar@stmirascollegepune.edu.in</a>
3.	Ms Veena Kenchi	Senior Teaching Faculty	Member	<a href="mailto:veena.kenchi@stmirascollegepune.edu.in">veena.kenchi@stmirascollegepune.edu.in</a>
4.	Ms Rekha Kankariya	Senior Teaching Faculty	Member	<a href="mailto:rekha.kankariva@stmirascollegepune.edu.in">rekha.kankariva@stmirascollegepune.edu.in</a>

**4. Prevention of Caste-based Discrimination**

1.	Ms Jyoti Chintan	Senior Teaching Faculty		<a href="mailto:jyoti.chintan@stmirascollegepune.edu.in">jyoti.chintan@stmirascollegepune.edu.in</a>
2.	Dr Hasina Shaikh	Senior Teaching Faculty		<a href="mailto:hasina.shaikh@stmirascollegepune.edu.in">hasina.shaikh@stmirascollegepune.edu.in</a>
3.	Ms Manjita Kulkarni	Senior Teaching Faculty		<a href="mailto:manjita.kulkarni@stmirascollegepune.edu.in">manjita.kulkarni@stmirascollegepune.edu.in</a>

**5. COVID-19 Related Grievances**

1.	Dr Shalini Iyer	Vice Principal	Chairperson	<a href="mailto:shalini.iyer@stmirascollegepune.edu.in">shalini.iyer@stmirascollegepune.edu.in</a>
2.	Dr Manisha Pimpalkhare	Senior Teaching Faculty	Member	<a href="mailto:manisha.pimpalkhare@stmirascollegepune.edu.in">manisha.pimpalkhare@stmirascollegepune.edu.in</a>
3.	Ms Swatee Sarvate	Senior Teaching Faculty	Member	<a href="mailto:swatee.sarvate@stmirascollegepune.edu.in">swatee.sarvate@stmirascollegepune.edu.in</a>

*Shalini Iyer*  
COORDINATOR  
GRIEVANCE CELL



*Jayashree*  
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 : 12<sup>th</sup> 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.

CG



*Jaya*  
Dr Jaya Rajagopalan  
Principal Incharge

Please visit: [www.dadavaswanisbooks.org](http://www.dadavaswanisbooks.org)

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**St. Mira's College For Girls, Pune**  
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**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 18<sup>th</sup> 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
- 4 Dr. Mrs. Arwah Madan
- 5 Dr. Mrs. Vaishali Diwakar
- 6 Mrs. Jyoti Chintan JC
- 7 Dr. Mrs. Vaishali Joshi WS
- 8 Mrs. Meenakshi Wagh MSW
- 9 Ms. Elizabeth Kanade
- 10 Dr. Mrs. Dimple Buche
- 11 Mrs. Devinder Kaur DK
- 12 Dr. Mrs. Manisha Pimpalkhare
- 13 Dr. Mrs. Meenal Sumant
- 14 Dr. Mrs. Sangeeta Deshmukh
- 15 Mrs. Hasina Shaikh
- 16 Mrs. Rajni Singh Rajni Singh
- 17 Mrs. Shanthi Fernandes Shanthi
- 18 Dr. Mrs. Snober Satarawala
- 19 Mrs. Veena Kenchi
- 20 Dr. Ms. Sandhya Pandit
- 21 Ms. Manjita Kulkarni MBK
- 22 Ms. Deepa Krishnamurthi DK
- 23 Ms. Suhaile Azavedo SA
- 24 Ms. Komal Tujare K.T.
- 25 Ms. Ekta Jadhav E. Jadhav
- 26 Ms. Amruta Narke
- 27 Ms. Deepanjali Muzumdar Deepanjali
- 28 Mrs. Shital Jadhav
- 29 Mrs. Sharmin Palsetia Sharmin
- 30 Ms. Elizabeth Varkey
- 31 Mrs. Pooja Jain Pooja

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 Bhavakar
- 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
- 4 Ms. Deepali Agarwal
- 5 Mrs. Monika Rajguru
- 6 Mrs. Kajal Jaisinghani
- Mrs. Jyoti Amate. Jyoti
- Mrs. Annapoornima Annapoornima

SCIENE DEGREE COLLEGE

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

Spareed  
COORDINATOR



Jayak  
Principal Incharge  
St. Mira's College for Girls

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

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



*Shraddha*

PROGRAMME COORDINATOR

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



A2021-

**St. Mira's College For Girls, Pune**  
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**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.




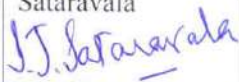

B2021-

**St. Mira's College For Girls, Pune**  
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**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.**

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Dr. Jaya Rajagopalan  
Principal Incharge

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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.

**St. Mira's College For Girls, Pune**  
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**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 29<sup>th</sup> 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**  
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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 Ovhall_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 rarekh)	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)	nmb1345@gmail.com	76	Yes			

*S. Prasad*

PROGRAMME COORDINATOR

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



**St. Mira's College For Girls Pune**  
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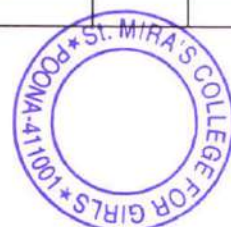
Kanchan Keswani_ F.Y.B.A (A)		76	Yes			
Teesha Shewani_ FYBBA (Teesha Shewani)	teeshashewani7@gmail.com	15	Yes			
Shruti Kadam BBA(CA)		76	Yes			
Tanaya Aronkar_ FYBA (Tanaya Aronkar)		76	Yes			
Monika Rajguru	monika_gajendra@rediffmail.com	76	Yes			
Khushi ( FYBBA) (Khushi Sampat)	sampatk9@gmail.com	39	Yes			
Laxmi Guddakayu_ BSC	guddakayulaxmi@gmail.com	76	Yes			
Manashri Dongre		76	Yes			
Nannasani 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			
Ashana 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 Agarwal_ 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			

*Sparsh*

PROGRAMME COORDINATOR

*Jayati*

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			
Areraj 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			
Saice pawar_FYB.com		68	Yes			

*Shando*

PROGRAMME COORDINATOR

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



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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			
jiyoti 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			
Sonia 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			

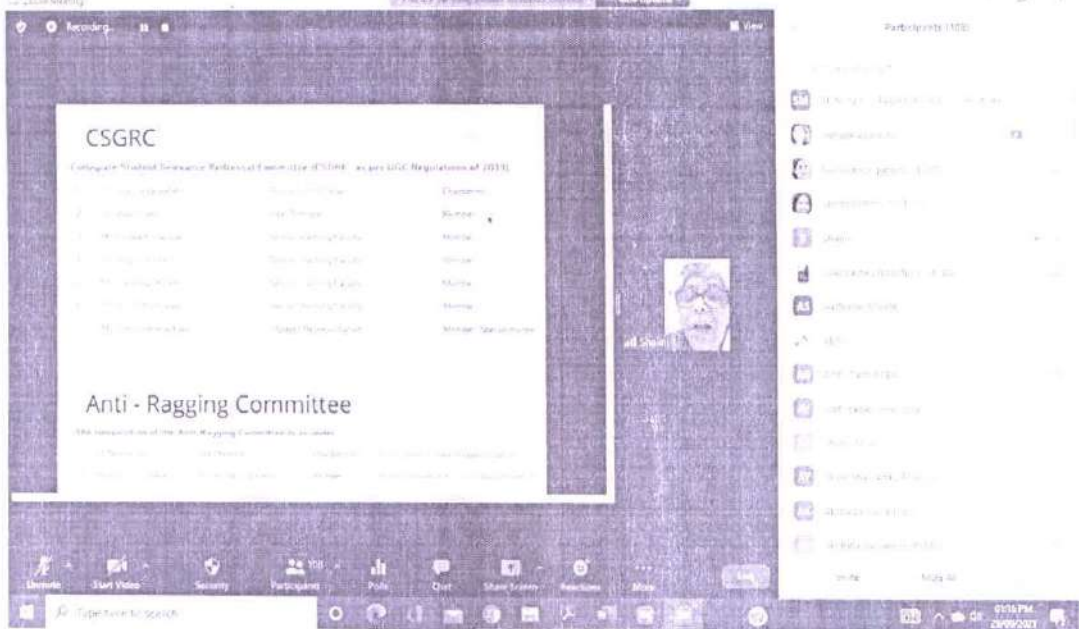
*S. Parekh*

PROGRAMME COORDINATOR

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



Photographs - FY Orientation to the College Grievance Redressal Committees and Mechanisms



*Shravedo*  
PROGRAMME COORDINATOR

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





SADHU VASWANI MISSION'S

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KINDLE THE LIGHT

Dr. Jaya Rajagopalan  
Principal Incharge

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

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

Date : 1<sup>st</sup> 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 5<sup>th</sup> October, 2021 at 1.30 pm for the Non-teaching staff in the A.V. Room. The session is mandatory.



Jayat

Dr Jaya Rajagopalan  
Principal Incharge

Principal Incharge  
St. Mira's College for Girls

Jayat

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

**Internal Complaints Committee**

Orientation Workshop on 'Sexual Harassment at Workplace'- 5<sup>th</sup> October 2021

The ICC organized a basic orientation workshop on 'Sexual Harassment at Workplace' on 5<sup>th</sup> 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.

*WJ*

Dr. Vaishali Joshi  
Presiding Officer, ICC



*Jaya*

Dr Jaya Rajagopalan

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

*hal*

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	[Signature]
5	Mrs. Seema Thakur	[Signature]
6	Mrs. Shraddha Joshi	[Signature]
7	Ms. Fariya Inamdar	Ab
8	Ms. Tripti Sawant	[Signature]
9	Mrs. Arati Kulkarni	[Signature]
10	Ms. Smita Tirthakar	Ab
11	Mrs. Anandmayi C.	AE
12	Mrs. Madhuri Ghandat	[Signature]
13	Mrs. Padamaja Sawant	[Signature]
14	Mrs. Medha Khandale	[Signature]
15	Mrs. Jyoti Landge	[Signature]
16	Ms. Sneha Gaikwad	[Signature]
17	Ms. Prinyanka Kulkarni	[Signature]
18	Ms. Vaishakhi Kolhal	Ab
	<b>PEONS</b>	
1	Mrs. Jayashri Joglekar	[Signature]
2	Shri. Sudam Shrikhande	[Signature]
3	Shri. Housila Yadav	[Signature]
4	Mrs. Sakhu Naik	[Signature]
5	Shri. Dayaram Pal	[Signature]
6	Shri. Vishram Nishad	Vishram
7	Mrs. Aasavari Jadhav	A. B. Jadhav
8	Mrs. Manda Gaikwad	[Signature]
9	Ms. Chhaya Pawar	[Signature]
10	Mrs. Kavita Ghodke	[Signature]
11	Shri. Hamid Sayyad	Ab
12	Mrs. Sarika Yadav	[Signature]
13	Mrs. Reshma Ahiwale	[Signature]
14	Mrs. Varsharani Deshmukh	Ab
15	Mrs. Kaushalya Gawali	[Signature]
16	Mrs. Shraddha Kadam	[Signature]
17	Mr. Raviprasad Mallah	[Signature]
18	Mr. Ramdhiraj Thakur	[Signature]



Jayashri  
Principal Incharge  
St. Mira's College for Girls

19. Jyoti [Signature]  
20. Kamna [Signature]  
21. Seema Ghule [Signature]  
22. Asha [Signature]

Total Attendance - 30  
Ushahi  
(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  
[ARTS, COMMERCE, SCIENCE ,BSc(Computer Science), BBA, BBA(CA)]  
6,Koregaon Road,Pune-411001. [INDIA]  
Ph./Fax: 26124846; Email: mira\_college@yahoo.co.in

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

Circular No:- G15(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 7<sup>th</sup> April, 2022.

This session is compulsory for all teaching faculty.

Time: 12.00 – 1.30 p.m.

Venue – A. V. Room

*Vaishali*

Dr. Vaishali Joshi

In-charge, ICC



*Jaya*

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 *Jiyer*
- 3 Dr. Mrs. Rama Venkat *RV*
- 4 Dr. Mrs. Arwah Madan
- 5 Dr. Mrs. Vaishali Diwakar
- 6 Mrs. Jyoti Chintan *Jcherka*
- 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 *M. Pimpalkhare*
- 13 Dr. Mrs. Meenal Sumant *M. Sumant*
- 14 Dr. Mrs. Sangeeta Deshmukh *S. Deshmukh*
- 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 *S. Azavedo*
- 24 Ms. Komal Tujare *K. Tujare*
- 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 *P. Jain*
- 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 Bhavakar
- 11 Mrs. Pallavi Gandhi
- 12 Mrs. Jyoti Salehital
- 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**

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

**Internal Complaints Committee**

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

The ICC organized a session on 'Sexual harassment of women at Workplace : Legal and social aspects' on 7<sup>th</sup> 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	Jayat
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



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

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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**

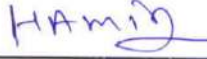
27	Ms. Deepanjali Muzumdar	<i>[Signature]</i>
28	Mrs. Shital Jadhav	<i>[Signature]</i>
29	Mrs. Sharmin Palsetia	<i>[Signature]</i>
30	Ms. Elizabeth Varkey	
31	Mrs. Pooja Jain	<i>[Signature]</i>
32	Mrs. Komal Raisinghani	<i>[Signature]</i>
	<b><u>BBA/BCA COLLEGE</u></b>	
33	Mrs. Amrita Basu	<i>[Signature]</i>
34	Mrs. Rekha Kankariya	<i>[Signature]</i>
35	Mrs. Abhradita Navhi	<i>[Signature]</i>
36	Ms. Deepali Agarwal	<i>[Signature]</i>
37	Mrs. Monika Rajguru	<i>[Signature]</i>
38	Mrs. Kajal Jaisinghani	<i>[Signature]</i>
	<b><u>SCIENE DEGREE COLLEGE</u></b>	
39	Mrs. Anjali Kale	<i>[Signature]</i>
40	Mrs. Swatee Sarwate	
41	Mrs. Gitanjali Phadnis	<i>[Signature]</i>
42	Mrs. Anita Vinod Menon	<i>[Signature]</i>
43	Mrs. Vrushali Paranjape	
44	Mrs. Ashwini Kulkarni	<i>[Signature]</i>
45	Mrs. Shubhangi Jagtap	<i>[Signature]</i>
46	Mrs. Smita Borkar	<i>[Signature]</i>
47	Mrs. Swati Pulate	<i>[Signature]</i>
48	Mrs. Alka Kalhapure	<i>[Signature]</i>



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



**St. Mira's College for Girls, Pune**  
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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



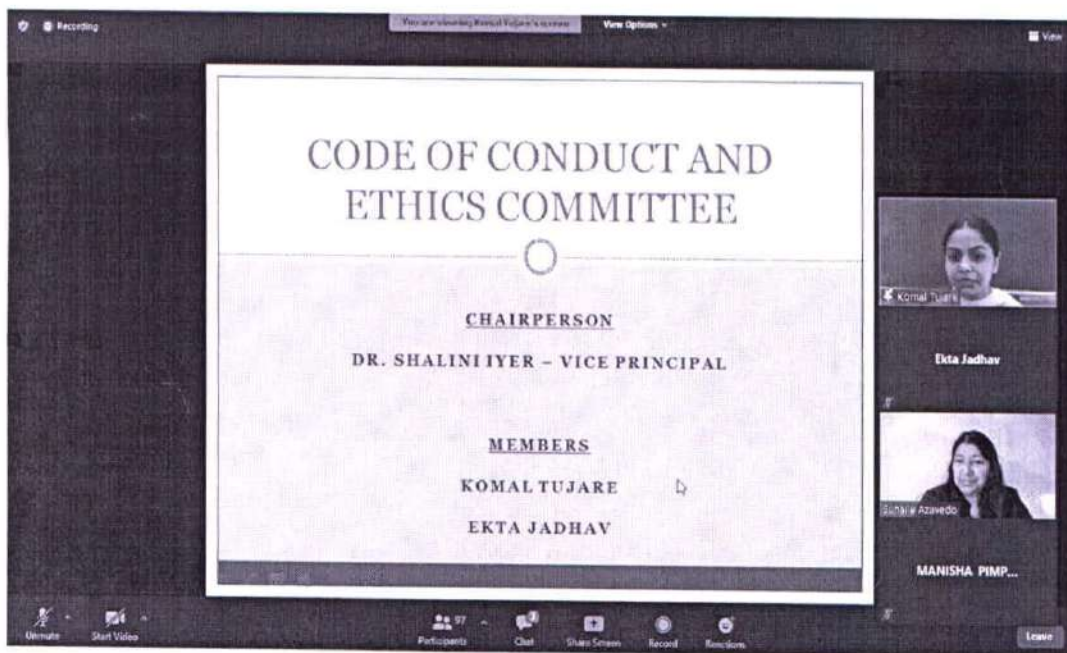
  
Principal Incharge  
St. Mira's College for Girls

**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 29<sup>th</sup> 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



*Jayab*  
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

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.



*Jayah*

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

Please visit: [www.dadavaswanisbooks.org](http://www.dadavaswanisbooks.org)

*Jayah*  
/w

**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			
Shruti 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			
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			
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		



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

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

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		
Ujyoti chintan		42	Yes		



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

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

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			
randmayi 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

[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 : mitra\_college@yahoo.co.in

Dr. Jaya Rajagopalan  
Principal Incharge

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

G-28/2021-22/30

Date:- 12.01.2022

## CIRCULAR

On 19<sup>th</sup> 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.

*Swaite Sarwate*  
Swaite Sarwate  
Komal Tujare  
Coordinators

*Jaya Rajagopalan*  
Dr. Jaya Rajagopalan  
Principal in charge



Please visit: [www.dadavaswanibooks.org](http://www.dadavaswanibooks.org)

*Jayab*

**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

*Sneha Samal*



*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_Shnavani 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](http://www.antiragging.in) and [www.amanmovement.org](http://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 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
<b>Arts</b>		
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
<b>Commerce</b>		
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
<b>BBA</b>		
16	FYBBA	64
17	SYBBA	70
18	TYBBBA	60
<b>BBA(CA)</b>		
19	FYBBA(CA)	69
20	SYBBA(CA)	58
21	TYBBA(CA)	50
<b>BSc(CS)</b>		



  
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)**

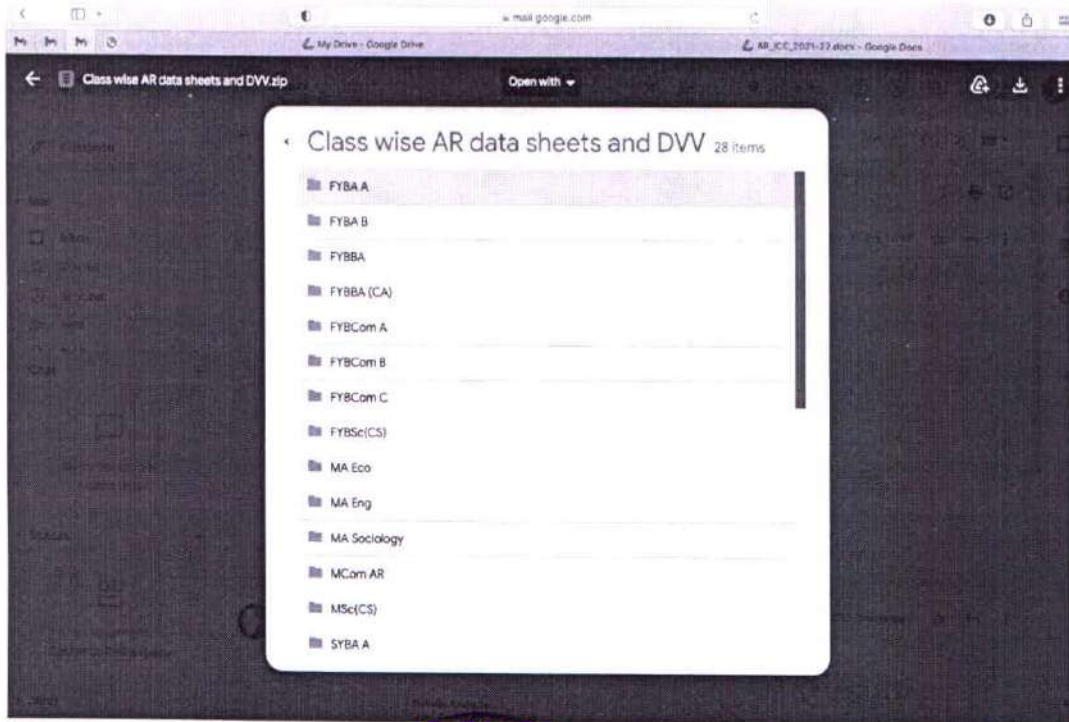
22	FYBSc(CS)	65
23	SYBSc(CS)	31
24	TYBSc(CS)	40
[PG]		
25	MA Economics Part I & II	06
26	MA English Part I & II	20/44
27	MA Sociology Part I & II	26
28	MCom- Business Administration &MCom Accounts Part I & II	91
29	MSC(CS) Part I	17
30	MSC(CS) Part II	21



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

St. Mira's College for Girls, Pune  
[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)



*Jaysh*  
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)

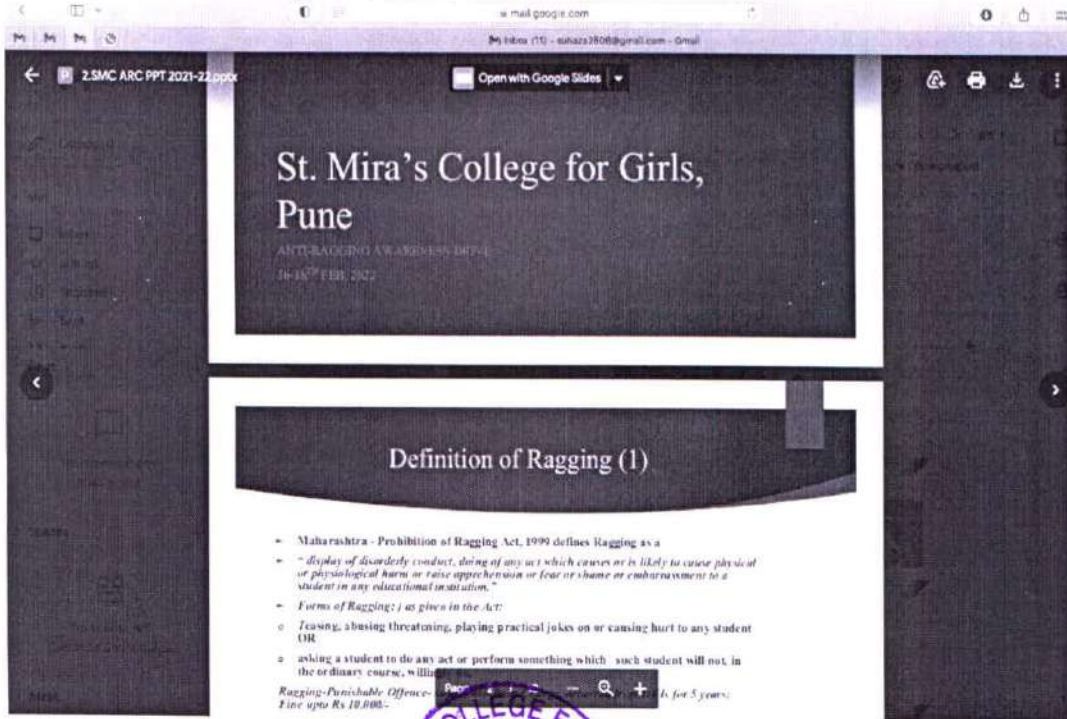


*Jayab*  
**Principal Incharge**  
St. Mira's College for Girls



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)



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

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

**Anti-ragging Committee Report**  
on  
**Collection Drive of Student List of Online Anti Ragging Undertaking Reference Nos.**

**Tuesday, 15<sup>th</sup> 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](http://www.antiragging.in) and [www.amanmovement.org](http://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](http://www.antiragging.in) and [www.amanmovement.org](http://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](http://www.antiragging.in) and [www.amanmovement.org](http://www.amanmovement.org). The class wise details appear separately.

\*\*\*\*\*



*Jayab*

A. Your Library Membership  
 B. Photo - Registration  
 C. Your Record  
 D. Renewal of Library Membership  
 E. Your Record  
 F. Card Making G.R.No  
 G. Member Card  
 H. Notice

Venue: Indrakshi Auditorium,  
 St. Mira's College, Koregaon Park, Pune

**ZIPP RAGNERS**

POSTER & G-Play  
 @ +91 98220 11489

**VENTIVE**

JetSynthesis, ISB&M, ISAS, etc.

**MAGIC OF RJS**

15th March, 2022 | 10:30 AM TO 10:45 PM

**Dspace**

<http://192.168.102.160:8080/jspui/>

**Library Blog**

<http://miracollegeibrary.blogspot.in/>

**SAY NO TO RAGGING**

**BEFORE YOU EVEN THINK OF RAGGING**

**THINK OF**

- Humiliation
- Suspension
- Discarding
- Ruined Career
- Expulsion
- Possible Prosecution

St. Mira's College for Girls, Pune  
 Library

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Sr. No.	Title	Author/Editor	Year	Category
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2	English	W.G. Smith	1950	Reference
3	English	W.G. Smith	1950	Reference
4	English	W.G. Smith	1950	Reference
5	English	W.G. Smith	1950	Reference
6	English	W.G. Smith	1950	Reference
7	English	W.G. Smith	1950	Reference
8	English	W.G. Smith	1950	Reference
9	English	W.G. Smith	1950	Reference
10	English	W.G. Smith	1950	Reference



GPS Map Camera

Osho Garden

Google

**Pune, Maharashtra, India**  
 Sadhu Vaswani Mission's Medical Complex, 7-9, Vasani Nagar,  
 Koregaon Park, Pune, Maharashtra 411001, India  
 Lat 18.534736°  
 Long 73.886203°  
 05/03/22 11:08 AM

*Jayab*



**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**  
**[ARTS, COMMERCE, SCIENCE ,BSc(Computer Science), BBA, BBA(CA)]**  
**6,Koregaon Road,Pune-411001. [INDIA]**  
**Ph./Fax: 26124846; Email: [office@stmirascollegepune.edu.in](mailto:office@stmirascollegepune.edu.in)**

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

### **5.1.5**

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

## **ADDITIONAL INFORMATION**

**2020-21**

**St. Mira's College For Girls, Pune**  
**Autonomous (Affiliated to Savitribai Phule Pune University)**  
**Grievance Redressal Committee**  
**Constituted Statutory Bodies for the Academic Year 2020 – 21**

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

1. Grievance Redressal Committee  
Presiding Officer: Dr. Vaishali Joshi  
Dr. Rama Venkat  
Dr. Arwah Madan  
Ms. Sulochana Bajaj  
Ms. Anandamayee Chondhe
2. Anti-Ragging Committee  
Mrs. Stella Ambrose  
Dr. Shalini Iyer  
Dr. Vaishali Diwakar  
Dr. Jaya Rajgopalan
3. Prevention of Caste-based Discrimination  
Ms Jyoti Chintan  
Ms Haseena Shaikh  
Manjita Kulkarni
4. The Task Force – COVID-19 Committee  
Ms Swatee Sarvate  
Dr. Manisha Pimpalkhare  
Ms. Deepali Agarwal  
Ms Ekta Jadhav  
Ms Suhaile Azavedo

*Jayab*  
IQAC Co-Ordinator  
St. Mira's College for Girls, Pune



*S. H. Joshi*  
Principal,  
St. Mira's College For Girls.

**St. Mira's College for Girls**  
(Autonomous – Affiliation Savitribai Phule Pune University)  
**Annual Report**  
**Caste Discrimination – 2020-2021**

**Members:** Asst. Prof. Jyoti Chintan

Asst. Prof. Hasina Shaikh

Asst. Prof. Manjita Kulkarni

“There is only one caste...caste of humanity. There is only one religion...the religion of love. There is only one language...the language of the heart”.

COVID 19 (2020) the toughest year which has gone in the history of the entire globe.

We at St. Mira's College for Girls, constantly look into nurturing our students with the three principles laid down by our founder Revered Dada Sadhu T L Vaswani – Head, Heart and Hands.

The committee works for the benefit of our students. If any complaints are raised by the students regarding caste, religion etc we ask the student to draft a formal complaint to the Caste Discrimination Committee.

The committee tries to resolve any complaints raised by the students by counselling them at personal level, if it is not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee. The team members will try to speak to the student and help them in counselling, in the second step we would request the class teacher to speak to the concerned parties and guide them. If still the student is not convinced then the complaint will be put up to the redressal committee whatever decision is taken by the redressal committee would be final.

*Jayab*

**IQAC Co-Ordinator**  
**St. Mira's College for Girls, Pune**



*G. H. Vaswani*

**Principal,**  
**St. Mira's College For Girls.**

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

**Report of Internal Complaints Committee 2020-21**

The Internal Complaints Committee works to fulfill following general objectives -

- To create awareness amongst students about the acts and conditions of sexual harassment
- To provide them an insight into social and cultural roots of this phenomenon.
- To make them aware of the legal aspects and legal safeguards.

Two activities were conducted in view of these objectives.

- The Department of Sociology and Grievance Redressal Cell jointly organized webinar on "Sexual Harassment at Workplace" on 2<sup>nd</sup> September 2020, at 11:00 am to 12:30 pm on Zoom (online platform). It was basic orientation in concept and law about sexual harassment at workplace. Dr. Sneha Gole, from Women's Studies Center SPPU was the speaker for this webinar. Dr. Gole spoke about the concept of sexual harassment, When and what things are included in sexual harassment, how we can understand and interpret the things as sexual harassment, measures and legal procedures to file the case of sexual harassment, legal punishment everything was discussed in detail in this webinar. 100 participants were present for this session.
- The Department of Sociology and ICC on occasion of International Women's Day organized an online session on "Gender Violence and the Judiciary System in India" by Advocate Rama Sarode (Legal consultant and activist). 100 participants were present for this session.

Advocate Rama Sarode has discussed from the historical time till now the condition of women, and gave examples of different harassment cases, and explained how no one thought for women and their perception. She also explained how new women cases (harassment, rape cases etc..) lead to making of new laws and expressed her concern about women who are not fully aware of those laws. She suggested that women advocates should be included in resolving cases as they will understand women issues with sensitivity. Advocated Sarode gave information about the legal provisions on women harassment. Session was concluded with active participation from students with several questions and discussions on Gender violence and the laws.

*[Handwritten signature]*

Co-ordinator, ICC

*Jayak*

IQAC Co-Ordinator  
St. Mira's College for Girls, Pune



*G. H. Gidwani*

Principal,  
St. Mira's College For Girls.

**St. Mira's College for Girls, Pune**

**Reopening Task force committee/ Covid 19 Cell**

**Annual Report 2020-21**

A special task force was created on 6th January 2020 under the guidance of Principal G.H.Gidwani for reopening of college according to the government order.. The members of this task force were Ms. Suhail Avezedo, Ms. Manisha Pimplkhare, Ms. Swatee Sarwate, Ms. Ekta Jadhav and Ms. Deepali Gupta. In the month of January.

2. A meeting was held on 5th February 2021 in which a draft of a special time table following all the government guidelines and UGC guidelines was prepared. Such a schedule was to work on a rotation basis accommodating all the students without any crowding at any place at any time. It was decided to make a final draft for presenting to Principal ma'am for her approval. A meeting with the principal ma'am for the approval and finalization of the reopening plan was held on 9th February 2021. The draft plan including the time table, seating arrangement, squad duty schedule, consent forms and covid guidelines was presented in this meeting and it was approved to be shared with the staff members.

3. An orientation was conducted on 11th February 2021 by the task force for all the staff members to make them aware of all the guidelines and protocol to be followed. Several issues like seating arrangement of students, internet connectivity issues, catering to online and offline classes at the same time. All teachers were requested to be a part of squad duty at the selected time to avoid any gathering of students on campus. Guidelines to be followed by students were prepared so that students and their parents can ensure their safety measures. These were aligned with the government guidelines on the matter.

4. A special vaccination drive for teachers was organized at Inlakes and Budharani hospital. The college office with the assistance from the task Force also facilitated vaccination of the college staff members at the Government vaccination centre at D.P. Road Pune. All teachers and staff of St. Mira's college went through RTPCR test before reopening the college for offline teaching learning.

*Jayab*

**IQAC Co-Ordinator  
St. Mira's College for Girls, Pune**



*G.H. Gidwani*  
**Principal,**

**St. Mira's College For Girls.**



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

5. Multiple Units of Hand sanitizer dispenser, soap dispensers were installed on all floors.
6. Social Distancing markings were made in the campus.
7. Consent letters from the students regarding their willingness to join the offline classes were obtained using a standard proforma prepared by the Task Force.
8. The Task force prepared the classrooms with designated class boards on each classroom to facilitate smooth conduct of offline classes and to avoid confusion and chaos.
9. The teachers and non teaching staff were engaged in monitoring the entry points with temperature check and the students movement through squad duty staff members.

*Jayab*  
**IQAC Co-Ordinator**  
**St. Mira's College for Girls, Pune**

*S.H. Sidwani*  
**Principal,**  
**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 2020-21**

1. Number of grievances received during the year 2020-21: Nil
2. Number of grievances resolved during the year 2020-21: N.A.
3. Number of cases pending: Nil
4. Number of workshops/awareness programmes conducted during the year 2020-21: Nil
5. Details of meetings conducted in the year [2020-21]:

S. no.	Meeting	Date	Action/ Decision Taken for 2020-21
1	Term 1 Mtg 1	01-07-2020	Introduction of Committee members; Action Plan indicating Procedure to address Anti-ragging Grievances
2	Term 1 Mtg 2	01-10-2020	Review of Anti-ragging Grievances addressed ; Action Taken
3	Term 2 Mtg 2	05-01-2021	Review of Grievances addressed; Action Taken
4	Term 2 Mtg 2	03-04-2021	Review of Grievances addressed; Action Taken; Preparation of Anti-ragging Committee Report. 2020-21

6. Summary of the action taken on Grievances received:  
There were no grievances related to anti-ragging for the academic year 2020-21.

\*\*\*\*\*



*Jayak*

**IQAC Co-Ordinator**  
**St. Mira's College for Girls, Pune**

*G. H. Gidwani*

**Principal,**  
**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 2020 21**

<b>Grievance Record Form – Action Taken Report</b>		
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.

*Jayal*

**IQAC Co-Ordinator**  
**St. Mira's College for Girls, Pune**



*S. H. Sidwani*

**Principal,**  
**St. Mira's College For Girls**

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

**Anti-ragging Committee**  
**Action Plan 2020-21**

**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.

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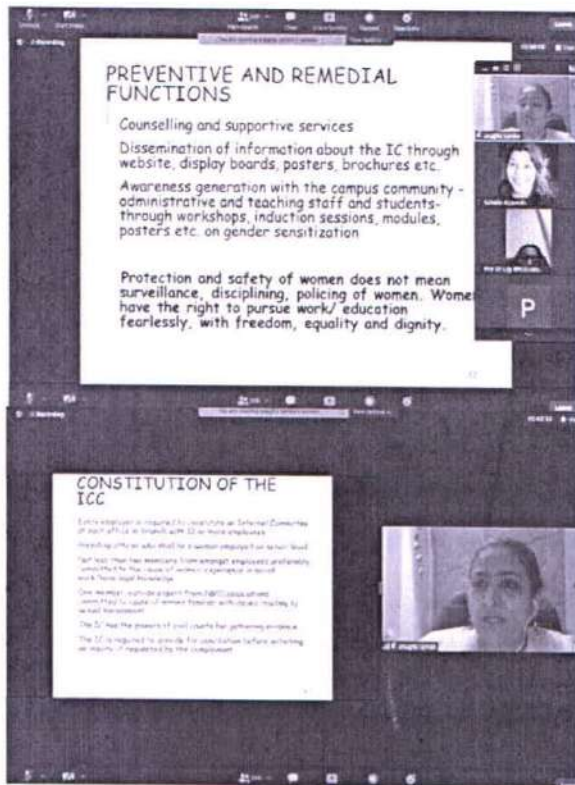
*Jayab*  
**IQAC Co-Ordinator**  
**St. Mira's College for Girls, Pune**



*S.H. Jidwani*  
**Principal,**  
**St. Mira's College For Girls**

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

Screenshots of the KES Workshop ICC Workshop



Certificates of the KES Workshop ICC Workshop



*Jayab*

**IQAC Co-Ordinator**  
**St. Mira's College for Girls, Pune**



*J. H. Jidwani*

**Principal,**  
**St. Mira's College For Girls**



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

### **5.1.5**

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

**ADDITIONAL INFORMATION**

**2019-20**

**St. Mira's College For Girls, Pune**  
**Autonomous (Affiliated to Savitribai Phule Pune University)**  
**Grievance Redressal Committee**  
**Constituted Statutory Bodies for the Academic Year 2019 – 20**

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

1. Grievance Redressal Committee  
Presiding Officer: Dr. Vaishali Joshi  
Dr. Rama Venkat  
Dr. Arwah Madan  
Ms. Sulochana Bajaj  
Ms. Anandamayee Chondhe
2. Anti-Ragging Committee  
Mrs. Stella Ambrose  
Dr. Shalini Iyer  
Dr. Vaishali Diwakar  
Dr. Jaya Rajgopalan
3. Prevention of Caste-based Discrimination  
Ms Jyoti Chintan  
Ms Haseena Shaikh  
Manjita Kulkarni



*G. H. Gidwani*  
Principal,  
St. Mira's College For Girls

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

**Report of Internal Complaints Committee 2019-20**

The Grievance Redressal Committee had organized an orientation workshop on 19<sup>th</sup> March, 2020 on 'Sexual Harassment : Social and Legal Aspects'.

The overall aim of this workshop was to empower students through right knowledge and information.

The objectives of the workshop were -

- To create awareness amongst students about the acts and conditions of sexual harassment
- To provide them an insight into social and cultural roots of this phenomenon.
- To make them aware of the legal aspects and legal safeguards.

Dr. Sneha Gole, in charge of Sexual Harassment Cell at the Savitribai Phule Pune University and an expert in the field of Gender, was invited as the resource person and facilitator of this workshop.

Unfortunately, the workshop had to be cancelled due to the Lockdown declared since 17<sup>th</sup> March, 2020.

*Sneha Gole*      *U. H. J. J. J.*

Co-ordinator, ICC



*U. H. J. J. J.*  
Principal,  
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 [2019-20]**

1. Number of grievances received during the year[2019-20]: Nil
2. Number of grievances resolved during the year[2019-20]:Nil
3. Number of cases pending: Nil
4. Number of workshops/awareness programmesconducted during the year [2019-20]:
5. Details of meetings conducted in the year [2019-20]:

S. no.	Meeting	Date	Action/ Decision Taken
1	Term 1 Mtg 1	05-07-2019	Introduction of Committee members; Action Plan indicating Procedure to address Anti-ragging Grievances
2	Term 1 Mtg 2	07-10-2019	Review of Anti-ragging Grievances addressed ; Action Taken
3	Term 2 Mtg 1	03-01-2020	Review of Grievances addressed; Action Taken
4	Term 2 Mtg 2	04-04-2020	Review of Grievances addressed; Action Taken; Preparation of Anti-ragging Committee Report. 2019-20

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

- 1.Mrs. Stella Ambrose, Coordinator, Self-financing Courses
- 2.Dr. Shalini Iyer, Vice Principal, Degree College
- 3.Dr. Vaishali Diwakar, HoD, Sociology
- 4.Dr. Jaya Rajagopalan, IQAC Coordinator &HoD, Psychology.

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

There were no grievances related to anti-ragging for the academic year 2018-19.



*Sy. H. J. Joshi*

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

**Anti-ragging Committee**  
**Action Plan 2019-20**

**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.

\*\*\*\*\*



*H. H. Idwani*

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

**Anti-ragging Committee**

<b>Grievance Record Form – Action Taken Report 2019-20</b>		
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	Anti-ragging Committee
7.	Details of Investigation and Action Taken	Nil
8.	Resolution and Recommendations	Nil
9.	Number of days for Grievance Redressal	Nil
10.	List of documents	Nil

**Principal**  
 Principal  
 Dr. Gulshan Gidwani

**Course Coordinator**  
 Committee:  
 Members: Mrs. Stella Ambrose, Coordinator, Self- Financing Courses

Dr. Shalini Iyer,  
 Vice Principal (Degree College)  
 & HoD, Business Eco & Banking,

*Shalini Iyer*

Dr. Vaishali Diwakar,  
 HoD, Sociology

*Diwakar*

Dr. Jaya Rajagopalan,  
 IQAC Coordinator & HoD, Psychology

*Jaya*



**St. Mira's College For Girls, Pune**  
**Autonomous (Affiliated to Savitribai Phule Pune University)**  
**Action Taken Report**  
**Caste Discrimination Committee**

**Day & Date: Friday, 05-02-2021**

**Members of the Committee:**

**Asst. Prof. Jyoti Chintan**  
**Asst. Prof. Hasina Shaikh**  
**Asst. Prof. Manjita Kulkarni**

**Action Taken Report:**

- a. Student will be asked to draft a written complaint letter to the Caste discrimination committee.
- b. The team members have decided to sort the issue on counselling them on personal grounds.
- c. If it doesn't get resolved then we would request the class teacher to speak to the child and guide her.
- d. 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.



*Jy. H. Jidwani*



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

### **5.1.5**

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

**ADDITIONAL INFORMATION**

**2018-19**

**St. Mira's College For Girls, Pune**  
**Autonomous (Affiliated to Savitribai Phule Pune University)**  
**Grievance Redressal Committee**  
**Constituted Statutory Bodies for the Academic Year 2018 – 19**

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

1. Grievance Redressal Committee  
Presiding Officer: Dr. Vaishali Joshi  
Dr. Rama Venkat  
Dr. Arwah Madan  
Ms. Sulochana Bajaj  
Ms. Anandamayee Chondhe
  
2. Anti-Ragging Committee  
Mrs. Stella Ambrose  
Dr. Shalini Iyer  
Dr. Vaishali Diwakar  
Dr. Jaya Rajagopalan



*S. H. Joshi*  
Principal,  
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 [2018-19]**

1. Number of grievances received during the year[2018-19]: Nil
2. Number of grievances resolved during the year[2018-19]:Nil
3. Number of cases pending: Nil
4. Number of workshops/awareness programmesconducted during the year [2018-19]:Nil
5. Details of meetings conducted in the year [2018-19]:

S. no.	Meeting	Date	Action/ Decision Taken
1	Term 1 Mtg 1	04-07-2018	Introduction of Committee members; Action Plan indicating Procedure to address Anti-ragging Grievances
2	Term 1 Mtg 2	06-10-2018	Review of Anti-ragging Grievances addressed ; Action Taken
3	Term 2 Mtg 1	02-01-2019	Review of Grievances addressed; Action Taken
4	Term 2 Mtg 2	05-04-2019	Review of Grievances addressed; Action Taken; Preparation of Anti-ragging Committee Report. 2018-19

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

1. Mrs. Stella Ambrose, Coordinator, Self-financing Courses
2. Dr. Shalini Iyer, Vice Principal, Degree College
3. Dr. Vaishali Diwakar, HoD, Sociology
4. Dr. Jaya Rajagopalan, IQAC Coordinator &HoD, Psychology.

**Course Coordinator**

*Shalini Iyer*  
*Diwakar*  
*Jaya*

7. Summary of the action taken on Grievances received:

There were no grievances related to anti-ragging for the academic year 2018-19.



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

**Anti-ragging Committee**  
**Action Plan 2018-19**

**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.

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*G.H. Jadhavani*



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

**Report of Internal Complaints Committee 2018-19**

Department of Business Studies in collaboration with Internal Complaints Committee [Sexual Harassment], St. Mira's College for Girls organised a session on "Prevention of Sexual Harassment" on Wednesday, 27<sup>th</sup> February, 2019 for the F.Y.B.Com. where a total of 201 students were present. The event was co-ordinated by Dr. Vaishali Joshi and Asst. Prof. Shanthi Fernandes.

Dr. Sneha Gole, the resource person from Women Studies Centre, Savitribai Phule Pune University explained about gender roles and issues, what sexual harassment is and is not with a few cases and how to prevent the occurrence of sexual abuse. She also explained the provisions and process of getting redressal under 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013'. The session was followed by question-answers and vote of thanks to the resource person.

Co-ordinator, ICC



*S.H. Sidwani*  
Principal,  
St. Mira's College For Girls

Subarto - Grievance

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**Ph./Fax: 26124846; Email: mira\_college@yahoo.co.in**

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

**Circular No:- G15/10AC/2018-19/68**

**Date:- 4<sup>th</sup> March 2019**

**CIRCULAR**

On 9<sup>th</sup> March 2019, a Panel Discussion on Sexual Harassment of Women at Workplace Act, 2013 (POSH ACT) by experts as panelist is to be organized by Department of Accountancy in the AV Room.

**Dr. Dimple Buche**

**Coordinator**

**Dr. Gulshan H. Gidwani**

**Principal**



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

**Department of Accountancy-2018-19**

Creating Awareness on INTERNATIONAL WOMAN'S DAY!

St. Mira's College for Girls celebrated women's day in a different way. The Department of Accountancy on 9th March, 2019, organized a Panel Discussion of experts on "POSH"- Protection of Sexual Harassment.

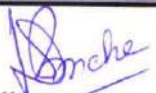
The panelists were Dr. Geeta Bora, Founder- Spherule Foundation (NGO), Ms.Asha Panicker, Presiding Officer, ICC, AgroStar and Alumni of St. Mira's College for Girls and Heena Yeole, Assistant manager, Legal, BridgeStone India Pvt. Ltd.

The audience was the TY BCOM students who are learning the POSH Act as a part of their Mercantile Law Curriculum. The panel discussion was aimed to expose the students with practical insights that go beyond the theory.

Each of the experts provided insights from their domain into 'POSH compliance' in order to create awareness in students and make them corporate ready. The students were exposed to the powers they can exercise as well as cautioned by the panelists about misuse of the powers under the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The initiative was also featured in the press.



  
Coordinator  
Dr. Dimple Buche



  
Principal Incharge  
St. Mira's College for Girls


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

Department of Accountancy- 2018-2019

Panel Discussion of experts on "POSH"- Protection of Sexual Harassment

9th March, 2019



  
Coordinator  
Dr. Dimple Buche



  
Principal Incharge  
St. Mira's College for Girls

**St. Mira's College for Girls, Pune**  
**Autonomous (Affiliated to Savitribai Phule Pune University)**  
**Department of Accountancy-2018-19**

Panel Discussion of expertson "**POSH**" - Protection of Sexual Harassment.  
**9<sup>th</sup> March 2019**

List of Students

Sr.No	Roll No	Name of the Student
1	4201	GAIKWAD SNEHAL SUKHADEV
2	4202	JASLEEN KAUR RAHEJA
3	4203	ADITI BALASUBRAMANIAM
4	4204	MANASI VILAS SAIL
5	4205	AMRINDER KAUR
6	4206	KALYANSHETTY BHAGYASHRI HANUMANTRAO
7	4208	SHINDE NARAYANI SHAILESH
8	4210	ABINAYA RAMESH IYER
9	4211	CHANCHLANI DEEPALI ASHOK
10	4214	SHAIKH HEENA FARID
11	4218	KIRTI RANI
12	4220	JAIN MILI RAVINDRA
13	4222	ISHA ROY CHOUDHARY
14	4227	YADAV SIMRAN MANOJ
15	4228	PATANWALA TASNEEM MOHAMMED
16	4238	PARDESHI AKSHATA RAJNISH
17	4239	KHUSHBOO KUMARI
18	4240	TAMBOLI MASEERA SAMEER
19	4241	PATIL PUNITA PANDURANG
20	4242	NAZNIN BANU
21	4243	RENU RAWAT
22	4244	KALBHOR NIKITA DATTATRAY
23	4246	EKTA MISHRA
24	4249	PRATIBHA SINGH
25	4250	ALPHONSO RESHMI RAJU
26	4251	VIBHA ROHILLA
27	4252	AMANDEEP KAUR
28	4257	RAKHI PURI
29	4260	HIPPARGI ALISHA SHABIR
30	4261	ADITI SINGH
31	4265	ANANYA
32	4266	SUDIPTA DAS
33	4401	PRAKRITI BUDHWANI
34	4402	MANASVI SETHY
35	4403	PRIYANKA VILAS SAWANT
36	4407	PATIL SHRUTIKA VIJAY
37	4408	NAMRATA BORDE
38	4412	CHOUDHARY BHAGYASHREE RUPARAM
39	4415	VAISHNAV RITU BHAWARLAL
40	4420	SHELAR TEJASVI SANJAY
41	4423	JADHAV KAJAL SHANKAR

*Sneha*  
Coordinator



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

**St. Mira's College For Girls Pune**  
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42	4424	KADYAL TEJSHREE SUDHIR
43	4427	VISHWAKARMA MANISHA SHANTARAM
44	4433	GAUTAM KOMAL RAMSUCHIT
45	4443	PATEL VEENA JITENDRA
46	4444	ANJALI MISHRA
47	4448	JAGTAP ANKITA ANIL
48	4453	SAKSHI
49	4454	PRIYANKA RAJENDRA PATIL
50	4455	UTTARELLU ASHWINI NARAYAN
51	4456	CHOUDHARY GAYATRI RAMSINGH
52	4460	TYAGI PRIYANKA KRISHAN
53	4461	NILIMA NARENDERSINGH CHANDEL
54	4462	POOJA TARKE
55	4463	GAIKWAD ANKITA SATISH
56	4464	RAJAWAT ANJALI SHAMBHUSINGH
57	4601	AGRAWAL AASTHA MANISH
58	4603	THAKKAR VRUSHALI DEEPAK
59	4605	GOSAVI SANCHITA YASHWANT
60	4606	DIVYA CHAUHAN
61	4609	BHAVAR KAVITA BALU
62	4610	YADAV ANKITA KARAN
63	4612	SUZANNA GLADYS PHILIPS
64	4614	PATIL APARNA PRAMOD
65	4617	GHOLAP SWAMINI DINESH
66	4618	BISHNOI NEETA GORKHARAM
67	4620	JAGDALE AKSHATA VILAS
68	4621	GEHLOT NIKITA RAJESH
69	4627	NIKITA AMRALE
70	4629	GHODEKAR HARSHADA SHARAD
71	4630	PAWAR PRANALI FRANCIS
72	4633	JEGRE NAGVENI LAXMAN
73	4635	SATHE DEEPALI MUKESH
74	4636	PATIL SONAL SHIVAJI
75	4637	DASGUDE UNNATI POPAT
76	4639	CHAUDHARI AISHWARYA ASHOK
77	4640	CHAVAN SMITA ANIL
78	4643	SOLANKI PRIYANKA LILACHAND
79	4644	MAGAR RASIKA RAMESH
80	4645	MISHRA SHWETA CHANDRAMANI
81	4646	SAGADE SMRUTI KISAN
82	4650	GOSAVI SNEHAL RAJENDRA
83	4653	YADAV ANISHA BHIMRAO

  
Dr. Dimple Buche  
Coordinator



  
Principal Incharge  
St. Mira's College for Girls



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

Circular No:- G15/10AC/2018-19/64

Date:-20/02/2019

CIRCULAR

Department of Business Studies in collaboration with Internal Complaints Committee [Sexual Harassment], St. Mira's College for Girls has organised a session on "**Prevention of Sexual Harassment**" on **Wednesday, 27<sup>th</sup> February, 2019**. All the F.Y.B.Com. students are requested to participate in the session.

*G.H. Gidwani*

Dr. Vaishali Joshi *V Joshi*  
Asst. Prof. Shanthi Fernandes *Shanthi*  
Coordinators

Dr. Gulshan H. Gidwani  
Principal



**St. Mira's College for Girls, Pune**  
**Autonomous-Affiliated to Savitribai Phule Pune University**

**REPORT-A SESSION ON PREVENTION OF SEXUAL HARASSMENT**

Department of Business Studies in collaboration with Internal Complaints Committee [Sexual Harassment], St. Mira's College for Girls organised a session on "Prevention of Sexual Harassment" on Wednesday, 27<sup>th</sup> February, 2019 for the students of F.Y.B.Com. The event was co-ordinated by Dr. Vaishali Joshi and Asst. Prof. Shanthi Fernandes.

Dr. Sneha Gole, the resource person from Women Studies Centre, Savitribai Phule Pune University explained about gender roles and issues, what sexual harassment is and is not with a few cases and how to prevent the occurrence of sexual abuse. She also explained the provisions and process of getting redressal under 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013'. The session was followed by question-answers and vote of thanks to the resource person.

*Vaishali*

*Shanthi*

Dr. Vaishali Joshi & Asst. Prof. Shanthi Fernandes  
Coordinators

*G.H. Gridwani*

*Dr. Gulshan Gridwani*  
*Principal*





FY. B. Com. (A) - St. Mira's College for Girls,  
 A session on "Prevention of Sexual Harassment"  
 On 27/02/2019 by Dr. Sneha Gole.

SR. No.	Roll No.	Name	Signature
1)	3084.	Gayatri Janardan Sonawane.	<u>Gayatri.</u>
2)	3050.	Aishwarya Barsode.	<u>Aishwarya</u>
3)	3086	Umataxmi Mupnar.	<u>Uma Mupnar</u>
4)	3091	Chanda Solanki	<u>Chanda</u>
5)	3059	Simranjit Kaur	
6)	3040	HRutuja Bhandwalkar	<u>Rutuja</u>
7)	3060	Sonali Chauve	<u>Sonali</u>
8)	3068	Divya Rajput	<u>Divya</u>
9)	3052	Krutika Kamate.	<u>Kamate.</u>
10)	3004	Asgari Shaikh	<u>Ashar.</u>
11)	3009	Shazli Khan	<u>S.</u>
12)	3075	Fulwanti Jangid	<u>Fangid</u>
13)	3081	Nikita Mishra	<u>NMishra</u>
14)	3070	Vaishali. Bordla.	<u>Va</u>
15)	3056	Pooja Saini	<u>Pooja</u>
16)	3080	Usha Yadav	<u>Usha</u>
17)	3082	Reshma RAO	<u>Reshma</u>
18)	3011	Geshna Laffrey	<u>Geshna</u>
19)	3069	Creeshu Pinjani	<u>Creeshu</u>
20)	3059	simranjeet Kaur	<u>simranjit</u>
21)	3053	sayli Taelvi	<u>sayli</u>
22)	3055	Neha Choudhary	<u>Neha</u>
23)	3044	Meena More	<u>Meena</u>



(1)

Shantli

Co-ordinator : Dr. Vaishali Joshi & Mrs. Shantli Fernando

# Prevention of Sexual Harassment.

Date 27/02/2019

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

SR. No. Roll No. Name Signature

24)	3085	Shikha Singh	<u>Shikha</u>
25)	3043	Prabalta Singh	<u>Prabh.</u>
26)	3073	Fafiya Khan	<u>F. Khan</u>
27)	3065	Akshada Kalayanam	<u>Akshada</u>
28)	3066	Bhakti Bhujbal	<u>Bhakti</u>
29)	3067	Rutika Warekar	<u>Rutika</u>
30)	3068	Sayali Chavan	<u>Sayali</u>
31)	3016	Rutika Naware	<u>Rutika</u>
32)	3019	Deepshikha Sethia.	<u>Deepsh</u>
33)	3020	Vaishnavi Dongare	<u>Vaishnavi</u>
34)	3079	Sneha Gaudipati	<u>Sneha</u>
35)	3007	Sakshi. Shah.	<u>S. S. Shah</u>
36)	3010	Gauri Pasarkar :	<u>Gauri</u>
37)	3041	Aayushi shah	<u>Aayushi</u>
38)	3029	Padmavati Gajul	<u>Padmavati</u>
39)	3046	Neha Mohite	<u>Neha</u>
40)	3031	Mohsina Shaikh	<u>Mohsina</u>
41)	3034	Monica Lalwani	<u>Monica</u>
42)	3030	Azmiya. Shaikh.	<u>Azmiya</u>
43)	3012	Jaya. M. Datwani	<u>Jaya</u>



(2)

Prevention of Sexual Harassment  
F.Y.B. (OM) (A)

27/02/2019

St. Mira's College For Girls Pune

Autonomous Affiliated to Savitribai Phule Pune University  
Name

SR. NO.

Roll NO

Signature

44) 3001

Sejal Kadam

Sejal Kadam

45) 3002

Nasira Shaikh

Nasira Shaikh

46) 3003

Muskan Shaikh

Muskan Shaikh

47) 3051

Pratiksha Mishra

Pratiksha Mishra

48) 3076

Muskan Vasaya

Muskan Vasaya

49) 3077

Riya Barde

Riya Barde

50) 3006

Himani Kedia

Himani Kedia

51) 3042

Sunanda. Pillai

Sunanda. Pillai

52) 3088

Singh pooja Mahesh

Singh pooja Mahesh

53) 3008

MAYURI KARLE

MAYURI KARLE

54)

Total = (53)

55)

56)

57)

58)

59)

60)

61)

62)

63)

64)

65)

66)

67)

68)

69)

70)

71)

Phantli

Phantli Fernandes



G.H. Gidwani

Dr. Gulshan Gidwani

Principal

P.T.O.

# Prevention of Sexual Harassment FYBA (A)

St. Mira's College For Girls Pune

Autonomous Affiliated to Savitribai Phule Pune University

Date: 27/02/2019

SR  
No

Roll no

Name

Signature

1

2305

Sayali Salastekar

Sayali

Total = ①

①

Shankar

Shantli Fernando



A session on ~~Sexual Prevention of~~ Sexual Harassment  
 By ~~FY B.COM (B)~~ Dr. Sneha Gole 27/02/2019

Sr. No. Roll No. Name Signature  
 St. Mira's College For Girls Pune  
 Autonomous Affiliated to Savitribai Phule Pune University

1.	3203	Esmath Dehkhanpur	Esmath
2.	3212	Aparna Lavate	Aparna
3.	3220	Gowri Ashkhar	Gowri
4.	3265	Ghika Pardeshi	Ghika
5.	3238	Rugayyan. Khan	Rugayyan
6.	3286	Trincy James	Trincy
7.	3290	Madhura Mishra	Madhura
8.	3229	Summaya. S. Siddiqui	Summaya
9.	3232	Zainab Arif Khan	Zainab
10.	3266	Sneha. R. Chitken	Sneha
11.	3288	Summaya. Wajid Shaikh	Summaya
12.	3323	Priyanka. P. Khauenc	Priyanka
13.	3236	Radhika. Kamble	Radhika
14.	3255	Sakshi. Shede	Sakshi
15.	3277	Bhavana. Batte	Bhavana
16.	3234	Priyanka khamkar	Priyanka
17.	3202	Radhika Thakur	Radhika
18.	3205	Daneshwari Mathad	Daneshwari
19.	3221	Meunali Diwar	Meunali
20.	3204	Priyanka. Singh	Priyanka
21.	3226	Sonlya	Sonlya
22.	3322	Meenaksh	Meenaksh
23.	3314	Hanshada Kand	Hanshada
24.	3268	Sakshi Dhule	Sakshi
25.	3248	Gawri Bhosle	Gawri
26.	3237	Shamal Patil	Shamal
27.	3274	Simran Bramhane	Simran



(5)

Shantli F.

# Prevention of Sexual Harassment

27/02/2019

St. Mira's College For Girls Pune

Autonomous Affiliated to Savitribai Phule Pune University

Sr. No.	Roll No.	Name	Signature
28	3304	Poonam Bhagwandas Maske	<u>maske</u>
29	3307	AKshata Santosh Gaikwad	<u>Gaikwad</u>
30	3306	Nikita Bharudas Punekar	<u>Punekar</u>
31	3227	Suvarna. Praun. Sapkal	<u>Sapkal</u>
32	3325	Gauri Durgesh Belitkar	<u>Bauri</u>
33	3250	Vaishnavi Mahesh Charolkar	<u>Charolkar</u>
34	3251	Bhavna Suresh Jangid.	<u>Jangid</u>
35	3299	Maanshri Jaiswal	<u>Jaiswal</u>
36	3300	Abinava Fatimason	<u>Fatimason</u>
37	3312	Dakina Dadu	<u>Dakine</u>
38	3324	Ananya Bhardwaj	<u>Ananya</u>
39	3321	Aaliya. Shaikh	<u>Shaikh</u>
40	3294	Swalcha Sayyed.	<u>Sayyed</u>
41	3233	Shrawari. V. Chawandke	<u>Chawandke</u> (b)
42	3235	Punyanca. L. Rathod	<u>Rathod</u>
43	3249	Megha. D. Thumal	<u>Thumal</u>
	3257	Shroddha Gaikwad	<u>Shroddha</u>
44	3214	Neelam Thadani	<u>Thadani</u>
45	3239	Jarvi Sippy	<u>Sippy</u>
47	3224	Swati. Jagateela	<u>Swati</u>



Shantli Fernandes

Total = 47

St. Mira's College for Girls, Pune  
 A session on Prevention of Sexual Harassment <sup>classmate</sup>  
 on 27/02/2019 by Dr. Seha Gole. Co-ordinator <sup>Date \_\_\_\_\_ Page \_\_\_\_\_</sup>  
 Dr. Vaishali Joshi & Mrs. Shantli Fernandes

27/2/19.

S.No	Name	Class	Roll No	Sign
1)	Shravyani	F.Y.B.Com	3228	<u>Shravyani</u>
2)	Navalazemi Bandaru	F.Y.B.Com	3223	<u>Navalazemi</u>
3)	Fizza F. Babul	F.Y. Bcom	3222	<u>f Babul</u>
4	Neha Jain	F.Y Bcom	3310	<u>Neha</u>
5)	Shweta Singh	F.Y. Bcom	3316	<u>Shweta</u>
6)	Swati Jadhav	F.Y. B. Com	3231	<u>Swati</u>
7)	Soumya Damami	F.Y. B.Com.	3243	<u>Soumya</u>
8	Sanam Misra	F.Y Bcom	3276	<u>Sanam</u>
9	Shazmeen Misra	F.Y Bcom	3283	<u>Shazmeen</u>
10	Shyali Gaur	F.Y Bcom	3284	<u>Shyali</u>
11	Maya Gureung	F.Y Bcom	3279	<u>Maya</u>
12	Bhavani Gadwal	F.Y Bcom	3217	<u>Bhavani</u>
13	Azra Hiroli	F.Y Bcom	3302	<u>Azra</u>
14	Geetanjali Lachke	F.Y. Bcom	3207	<u>Geetanjali</u>
15	Sarah Ann Ibrahim	F.Y. Bcom	3211	<u>Sarah</u>
16.	Hridhi Bhandari	F.Y Bcom	3210	<u>Hridhi</u>
17	Fida Shaikh	F.Y BCOM 'B'	3280	<u>Fida</u>
18	Merin Elizabeth Joseph	F.Y. Bcom B	3301	<u>Merin</u>
19	Muskaan Khan	F.Y Bcom B	3213	<u>Muskaan</u>
20	Suchandra Bhattacharya	F.Y. Bcom - B	3317	<u>Suchandra</u>
21	Meryl Fernandes	F.Y. Bcom - B	3292	<u>Meryl</u>
22.	Bhavana Jangid	F.Y. Bcom B	3251	<u>Bhavana</u>
23	Vaishnavi Chavalkar	F.Y. Bcom 'B'	3250	<u>Vaishnavi</u>
24.	Maanshvi Jaiswal	F.Y. Bcom (B)	3299	<u>Maanshvi</u>
25.	Ashina Felinson	F.Y B com 'B'	3300	<u>Ashina</u>
26	Sakina Dada	F.Y. Bcom 'B'	3312	<u>Sakina</u>
27.	Ananya Bhardwaj	F.Y Bcom 'B'	3224	<u>Ananya</u>
28	Aaliya Shaikh	F.Y. B com	3320	<u>Aaliya</u>
29	Swaleha Sayyed	F.Y. Bcom	3298	<u>Swaleha</u>
30	Kiran C. Rajkumar	F.Y. Bcom	3230	<u>Kiran</u>
3	Total = <del>30</del> 29			

Shantli Fernandes



Sr. No.	Roll. No.	Name St. Mira's College For Girls Pune Autonomous Affiliated to Savitribai Phule Pune University	Signature
1	3402	Mehak A Agarwal	Mehak Agarwal
2	3404	Vruttika A Daswari	V Daswari
3	3418	Rutuja Gaikwad	Rutuja Gaikwad
4	3454	Aditi Kadgi	Aditi Kadgi
5	3456	Sanyukta A. Kalyankar	S Kalyankar
6	3453	Aarchal Patil	A Patil
7	3468	Afreen Shaikh	Afreen
8	3463	Manvi Bamboli	Manvi
9	3464	Anneet Kaur	A Kaur
10	3405	Shraddha Conel	S Conel
11	3407	Vaishnavi Koli	V Koli
12	3405	Annapurna Mishra	A Mishra
13	3493	Sonal Saykar	S Saykar
14	3491	Aastha	Aastha
15	3428	Afrin Shaikh	Afrin
16	3471	Aishwariya Murgeshan	Aishwariya
17	3447	Hitol Solonki	H Solonki
18	3482	Shweta Mhaske	S Mhaske
19	3483	Paramjyot Chauhan	P Chauhan
20	3442	Ruchika G. Orhal	R Orhal
21	3425	Shubhangi Pawar	S Pawar
22	3412	Aakanksha Tadhar	A Tadhar
23	3429	Rutika Kamble	R Kamble
24	3443	Sisat S. Khokhar	S Khokhar
25	3444	Simsan S. Khokhar	S Khokhar
26	3409	Meghna Jaisam	M Jaisam
27	3484	Chanda Jha	C Jha
28	3494	Snehal Linha	S Linha
29	3419	Ashwini Tamchikar	A Tamchikar
30	3458	Sonia Suria	S Suria
31	3465	Sayali Kulkarni	S Kulkarni
32	3466	Shreya Sawant	S Sawant
33	3467	Seema Mahapatra	S Mahapatra
34	3418	Rutuja Gaikwad	R Gaikwad
35	3484	Ekam Kaur Dadiala	E Kaur



Shanthe (Shanthe Fernandes)



# Prevention of Sexual Harassment 27/02/2019

Sr. No.	Roll No.	Name	Signature
		St. Mira's College For Girls Pune Autonomous Affiliated to Savitribai Phule Pune University	
36	3432	Santoshi Rohra	<u>S Rohra</u>
37	3450	Kashmira Shinde	<u>Kshinde</u>
38	3411	Aparna Attar	<u>Attar</u>
39	3452	Farah Budha	<u>F Budha</u>
40	3480	Snehalata Patil	<u>Patil</u>
41	3446	Alka Singh	<u>Alka</u>
42	3424	Ishita Chandra	<u>Ishita</u>
43	3474	Jennie Dias	<u>Jend</u>
44	3439	Shubhangi Mahajan	<u>Shubhan</u>
45	3495	Gauri Maukar	<u>Gauri</u>
46	3459	Swati Mishra	<u>Swati</u>
47	3460	Sona Rathod	<u>Sona</u>
48	3449	Blessy Varghese	<u>Blessy</u>
49	3470	Harshada Dhende	<u>Harshada</u>
50	3496	Mirakshi Nimbalkar	<u>Mirakshi</u>
51	3479	Laxmi Chavan	<u>Chavan</u>
52	3436	Poonam Gurnani	<u>Poonam</u>
53	3476	Jyotsna Shew	<u>Jyotsna</u>
54	3421	Kalyani Jha	<u>KJha</u>
55	3426	Visha V. Salpate	<u>Salpate</u>
56	3420	Geeta Priyanka	<u>Geeta</u>
57	3486	Farin Khan	<u>(1 Jan) 19</u> <u>Farin</u>
58	3403	Snehal Bhas	<u>Snehal</u>
59	3472	Rutuja Tapkin	<u>Rutuja</u>
60	3480	Snehal Jare	<u>Snehal</u>
61	3489	Sarika M Kumbharkar	<u>Sarika</u>
62	3422	Kimaya Dupare	<u>Kimaya</u>
63	3451	Havini Raman	<u>Havini</u>
64	3473	Reenam Shaikh	<u>Shaikh</u>
65	3414	Sivati Reddy	<u>Reddy</u>
		<u>Shantli</u> Shantli Fernandes	



Prevention of Sexual Harassment, 27/02/2019

St. Mira's College For Girls Pune

Autonomous Affiliated to Savitribai Phule Pune University

Gr no	Rollno	Name	Signature
66	3475	Ankita Kamble	<u>Ankita</u>
67	3448	Madhuri Bhosale	<u>Madhuri</u>
68	3401	Manali Gaikwad	<u>Manali</u>
69	3477	Jyoti Agarwal	<u>Jyoti</u>
70	3488	Vidya Pardeshi	<u>Vidya</u>

Total = (70)

Shantli

Shantli Fernando

Total Participants = (200)

G.H. Gidwani

Principal

(Dr. Gulshan Gidwani)





**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**  
**[ARTS, COMMERCE, SCIENCE ,BSc(Computer Science), BBA, BBA(CA)]**  
**6,Koregaon Road,Pune-411001. [INDIA]**  
**Ph./Fax: 26124846; Email: [office@stmirascollegepune.edu.in](mailto:office@stmirascollegepune.edu.in)**

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

### **5.1.5**

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

**ADDITIONAL INFORMATION**

**2017-18**

**St. Mira's College For Girls, Pune**  
**Autonomous (Affiliated to Savitribai Phule Pune University)**  
**Grievance Redressal Committee**  
**Constituted Statutory Bodies for the Academic Year 2017 – 18**

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

1. Grievance Redressal Committee

Presiding Officer: Dr. Vaishali Joshi

Dr. Rama Venkat

Dr. Arwah Madan

Ms. Sulochana Bajaj

Ms. Anandamayee Chondhe

2. Anti-Ragging Committee

Mrs. Stella Ambrose

Dr. Shalini Iyer

Dr. Vaishali Diwakar

Dr. Jaya Rajagopalan



*G. H. Gidwani*  
Principal,  
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 [Name of the Committee] for the year [2017-18] — **ANTI RAGGING  
COMMITTEE**

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

S. no.	Meeting	Date	Action/ Decision Taken
1	Term 1 Mtg 1	01-07-2017	Introduction of Committee members; Action Plan indicating Procedure to address Anti-ragging Grievances
2	Term 1 Mtg 2	03-10-2017	Review of Anti-ragging Grievances addressed ; Action Taken
3	Term 2 Mtg 2	04-01-2018	Review of Grievances addressed; Action Taken
4	Term 2 Mtg 2	02-04-2018	Review of Grievances addressed; Action Taken; Preparation of Anti-ragging Committee Report. 2017-18

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

1. Mrs. Stella Ambrose, Coordinator, Self-financing Courses
2. Mrs. Madhuchhanda Banerjee, Vice Principal, Degree College
3. Dr. Vaishali Diwakar, HoD, Sociology
4. Dr. Jaya Rajagopalan, HoD, Psychology

**Course Coordinator**

**Vice-Principal**

**St. Mira's College For Girls**

7. Summary of the action taken on Grievances received:

There were no grievances related to anti-ragging for the academic year 2017-18.

\*\*\*\*\*



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

**Anti-ragging Committee**  
**Action Plan 2017-18**

**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.

\*\*\*\*\*



*G. H. Jidwani*  
Principal,  
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**

<b>Grievance Record Form – Action Taken Report 2017-18</b>		
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	Anti-ragging Committee
7.	Details of Investigation and Action Taken	Nil
8.	Resolution and Recommendations	Nil
9.	Number of days for Grievance Redressal	Nil
10.	List of documents	Nil

*G. H. Gidwani*

Principal  
Dr. Gulshan Gidwani

Committee:

Members: Mrs. Stella Ambrose,  
Coordinator, Self-financing Courses  
Mrs. Madhuchhanda Banerjee,  
Vice Principal (Degree College)

Dr. Vaishali Diwakar, HoD, Sociology  
Dr. Jaya Rajagopalan, HoD, Psychology

**Course Coordinator**

**Vice-Principal**

**St. Mira's College For Girls**

*Diwakar*  
*Jayant*

