



Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune
Permanently Affiliated to Savitribai Phule Pune University, Pune
Recognized U/S 2(f) and 12(B) of UGC Act, 1956
Permanently Non-Aided | Linguistic Minority (Kannada)

Criteria V

Student Support and Progression

Key Indicator 5.1- Student Support

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

2017-18 to 2021-22

Circular/web-link/ committee report justifying the objective of the metric

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1	Circular/web-link justifying the objective of the metric
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Circular/web-link justifying the objective of the metric

STUDENT GRIEVANCES ACT

<https://kavericollege.org/wp-content/uploads/2023/03/UGC-Guidelines-Act.pdf>

ANTI SEXUAL HARASSMENT (ICC) ACT

<https://kavericollege.org/wp-content/uploads/2023/03/sexual-harassment-at-workplace-act.pdf>

ANTI RAGGING ACT

<https://kavericollege.org/wp-content/uploads/2023/03/Antiragging-Act.pdf>

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COLLEGE STUDENT GRIEVANCE REDRESSAL COMMITTEE

College Student Grievance Redressal Committee (CSGRC) has been formed with an objective to provide opportunities for redressal of grievances of students. The purpose of student grievance redressal committee is to maintain a congenial academic and working environment for the students of Kaveri College. Any student with grievance may approach the College Student Grievance Redressal Committee and submit his or her grievance in writing in the suggestion box placed on the first floor or may register the grievance online on the College Website.

Objectives

The objectives of CSGRC are:

- To provide an opportunity for the students to freely express their grievance, with utmost anonymity.
- To set up a mechanism for speedy and expeditious resolution of the grievance.
- To provide an appropriate counseling to the students in the process of resolving the grievance.
- To promote cordial relationship amongst the students.

Functions

The Functions of CSGRC are:

- To review the complaints received by the CSGRC.
- To follow the principles of natural justice in considering the grievances.
- To settle the dispute in a satisfactory manner.
- The cases will be attended promptly on receipt of written grievances from the students.




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ANTI-RAGGING COMMITTEE

(FOR PROHIBITION, PREVENTION & PUNISHMENT)

As Per UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 and Savitribai Phule Pune University AntiRagging Guidelines, Kaveri College has constituted the Anti-ragging Committee to maintain the college campus ragging free and provide students safe and secure academic environment. The Committee includes faculty members and supportive staff. It ensures the implementation of the preventive measures and undertakes frequent and surprise checks / visits to ensure ragging free campus.

Objectives

- To ensure ragging free environment in the college campus and off the college campus.
- To provide safe and secure educational environment to students.
- To prohibit, prevent and eliminate the curse of ragging.
- To maintain amicable relations among students and faculty.
- Punishing those who indulge in ragging.

Functions

- To keep the College Campus and associated areas free from ragging.
- To keep in touch with the students to identify any incidents of ragging.
- To identify and investigate the incidents of ragging and take action against such incidence.
- If found guilty, first warn, and in subsequent incidents take strong actions like punishments and fines.
- Report the incident to the higher Authorities for further action.
- To keep vigilance / check regularly to stop/ prevent/ avoid ragging among students.




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Anti Sexual Harassment Committee (Internal Complaints Committee)

Kaveri College, Pune believes in providing a safe environment to everyone especially the lady members and the girl students of the college. The College has a zero tolerance for sexual harassment. The college is committed to providing a place of work and study that is free of sexual harassment. Hence the college has an Internal Complaints Committee which looks promptly and thoroughly into matters related to sexual harassment.

Objectives

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

- To develop a policy against sexual harassment of women at the Institute.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.

Functions

- To receive complaints of sexual harassment at the workplace.
- Initiate and conduct an inquiry and deal with cases of discrimination and sexual harassment against women, in a time bound manner.
- Maintain strict confidentiality throughout the process
- To see that complainants, witnesses and the harasser does not face victimization and discrimination during the process of enquiry.
- Prevent discrimination and sexual harassment, by promoting gender amity among students and employees
- Submit annual reports in the prescribed format




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