



Bharatiya Shikshan Prasarak Sanstha, Ambajogai



Swa. Sawarkar Mahavidyalaya, Beed



Internal Quality Assurance Cell

5.1 Student Support

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

Proof w.r.t. organisation wide awareness and undertakings on policies with zero tolerance

**Proof w.r.t. Organization
Wide Awareness and
Undertaking on Policies with
zero Tolerance**

Publication of Antiragging instructions in Prospectus Prospectus -2018-19

Discipline

- i) Self-discipline is the best discipline.
- ii) All students are expected to obey the rules & regulations currently in force to enable the smooth working of the college.
- iii) Students are prohibited from doing anything inside or outside the college that will interfere with its orderly administration or affects its public image.
- iv) Any outside influence (Political or any other) is strictly prohibited into the college campus directly or indirectly.
- v) Students resorting to unfair means at the examination will be dealt with Government of Maharashtra Act No. XXXI of 1962 & 2016.
- vi) Use of mobile is strictly prohibited in class rooms, laboratories & college campus.
- vii) Smoking and tobacco chewing is strictly prohibited in the college campus.

Any activity like ragging will be punished under the Maharashtra prohibition of Ragging Act 1999.

Academic Calendar

Activity	Dates
First Term	15th June 2017 to 14th Oct 2017 (Both days inclusive)
Beginning of lectures at College	21.06.2016
Bridge Course by respective departments for I. Y.	21 June to 29 June 2017
Class-Wise First Test	Second week of August
Tutorial - I	Second week of September
Winter vacations	1st Oct. 2017 to 5 Nov. 2017
Re-opening of college in 1 st term	6 th November 2017
Second Term	21 st Dec. 2017 to 21 st Apr. 2018
Beginning of lectures at College	2 nd Dec. 2017
Class-Wise Second Test	1 st week of February 2018
Tutorial - II	1 st week of February 2018
P. III, V th Sem Exam	6 th November 2017 to 11 th December 2017
P. IV, VI th Sem Exam	22 nd March 2018 to 20 th April 2018


Principal
 Swa.Sawarkar Mahavidyalaya
 Beed.



Prospectus
2019-20

Bhartiya Shikshan Prasarak Sanstha, Ambajogai
Swa. Sawarkar Art's, Science & Commerce College, Beed
NAAC Reaccredited with 'B' Grade (2nd Cycle)
PROSPECTUS
2019-20


Principal
Swa. Sawarkar Mahavidyalaya
Beed.



Attendance

- i) It is compulsory for student to keep minimum attendance of 75% Students must be regular for theory lectures, practical classes & all the academic activities.
- ii) A student who does not fulfill a minimum of 75% attendance during the academic year will not be allowed to appear for the annual examination.
- iii) Absence, without prior permission for any single class lecture shall be regarded as absence for the whole day.

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- iv) Any outside influence (Political or any other) is strictly prohibited into the college campus directly or indirectly.
- v) Students resorting to unfair means at the examination will be dealt with Government of Maharashtra Act No XXXI of 1982 & Maharashtra University Act 2016.
- vi) Use of mobile is strictly prohibited in class rooms, laboratories & college campus.
- vii) Smoking and tobacco chewing is strictly prohibited in the college campus.

Any activity like ragging will be punished under the Maharashtra Public University Act 2016.

&

UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions 2009


Principal
Swa.Sawarkar Mahavidyalaya
Beed.



Prospectus – 2020-21

Attendance

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UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions 2009


Principal
Swa.Sawarkar Mahavidyalaya
Beed.



Prospectus 2022-23

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- iv) Any outside impudence (Political or any other) is strictly prohibited into the college campus directly or indirectly.
- v) Students resorting to unfair means at the examination will be dealt with Government of Maharashtra Act No 2000 of 1982 & Maharashtra University Act 2016.
- vi) Use of mobile is strictly prohibited in class rooms, laboratories & college campus.
- vii) Smoking and tobacco chewing is strictly prohibited in the college campus.
- viii) Facilities for Differently abled "Divyangjan":
Scribe, writers, human assistance, mechanized equipment available-wheel chair, white stick, etc.

COVID 19

COVID 19


Principal

Swa.Sawarkar Mahavidyalaya
Beed.



Anti Ragging Affidavit by The Student



ANTI RAGGING AFFIDAVIT BY THE STUDENT

I Joshi Devendra Deepak s/o d/o Mr./Ms./M^r Deepak Joshi having been admitted to Swa. Sawarkar Mahavidyalaya, Beed have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations") carefully read and fully understood the provisions contained in the said Regulations.

2) I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.

3) I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against me in case I am found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4) I hereby solemnly aver and undertake that

a) I will not indulge in any behavior or act that may be constituted as ragging under clause 3 of the Regulations.

b) I will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5) I hereby affirm that, if found guilty of ragging, I am liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against me under any penal law or any law for the time being in force.

6) I hereby declare that I have not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, I am aware that my admission is liable to be cancelled.

Declared on 12/6/2022

D. D. Joshi
Signature of deponent

Name: Joshi Devendra Deepak

VERIFICATION

Verified that the contents of this affidavit are true to the best of my knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at----- on 12/6/2022

D. D. Joshi
Signature of deponent

Solemnly affirmed and signed in my presence on this the (day) of (month) (year) after reading the contents of this affidavit.

[Signature]
OATH COMMISSIONER

[Signature]
Principal
Swa. Sawarkar Mahavidyalaya
Beed.

[Signature]
Principal
Swa. Sawarkar Mahavidyalaya
Beed.



Anti Ragging Affidavit by Parent/ Guardian



ANNEXURE II AFFIDAVIT BY PARENT/GUARDIAN

I, Mr/Ms/Ms. Deepak Joshi..... father/mother/guardian of Devendra Joshi having been admitted to Swa. Sawarkar Mahavidyalaya, Beed have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations"), carefully read and fully understood the provisions contained in the said Regulations.

2) I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.

3) I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against my ward in case he/she is found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4) I hereby solemnly aver and undertake that

a) My ward will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations.

b) My ward will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5) I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against my ward under any penal law or any law for the time being in force.

I hereby declare that my ward has not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, the admission of my ward is liable to be cancelled.

Declared on 12/6/2022

D. Joshi
Signature of deponent

Name: Address: Javheri Chali Dhondipura Beed.

Telephone/Mobile No.: 8208437190

VERIFICATION

Verified that the contents of this affidavit are true to the best of my knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Vented at Beed on 12/6/2022

D. Joshi
Signature of deponent

Solemnly affirmed and signed in my presence on this the (day) of (month)... (year after reading the contents of this affidavit.

[Signature]
OATH COMMISSIONER


[Signature]
Principal
Swa. Sawarkar Mahavidyalaya
Beed.

[Signature]
Principal
Swa. Sawarkar Mahavidyalaya
Beed.



Display of Helpline Number




Principal
Swa.Sawarkar Mahavidyalaya
Beed.



Student's Grievance Complaint Box



[Handwritten Signature]

Principal
Swa.Sawarkar Mahavidyalaya
Beed.



ICC Complaint Box



[Handwritten Signature]

Principal
Swa.Sawarkar Mahavidyalaya
Beed.



Anti Ragging Display Bords in College Campus

Bhartiya Shikshan Prasarak Sanstha, Ambajogai's
SWA. SAWARKAR MAHAVIDYALAYA, BEED

RAGGING IS STRICTLY PROHIBITED

Violation Attracts Punishment Under Prohibition Of Ragging Act

'RAGGING' means doing an act which causes or is likely to cause insult or annoyance or fear or apprehension or threat or intimidation or outrage of modesty or injury to a student

RAGGING WITHIN OR OUTSIDE THE INSTITUTE IS PROHIBITED

OFFENCE	PUNISHMENT
• Teases or embarrasses or humiliates.	Imprisonment upto SIX MONTHS or fine upto Rs. 1,000/- or both.
• Assaults or uses criminal force or Criminally intimidates.	Imprisonment upto ONE YEAR or fine Upto Rs.2,000/- or both.
• Wrongfully restrains or wrongfully confines or causes hurt.	Imprisonment upto TWO YEARS or fine Upto Rs.5,000/- or both.
• Causes grievous hurt or kidnaps or Abducts or rapes or commits unnatural offence.	Imprisonment upto FIVE YEARS and fine upto Rs.10,000/-
• Causes death or abets suicide.	Imprisonment for LIFE or upto TEN YEARS with fine upto Rs. 50,000/-

DISMISSAL OF STUDENT

• A student convicted of an offence and Punished with imprisonment.	Dismissal from the Institution.
• A student convicted of an offence and Punished with Imprisonment for more than Six months.	Shall not admitted in any other Educational Institution.

SUSPENSION OF STUDENT

Without prejudice to the foregoing provisions, whenever any student complains of ragging, the Head of the Institute shall inquire into or causes an inquiry to be made into the same forthwith and if the complaint is prima-facie found true, shall suspend the student or students complained against for such period as may be deemed necessary and lodge complaint with Police.

THE DECISION OF THE HEAD OF THE INSTITUTE SHALL BE FINAL.

Anti-Ragging Committee

Bhartiya Shikshan Prasarak Sanstha, Ambajogai's
SWA. SAWARKAR MAHAVIDYALAYA, BEED

PUNISHMENT AGAINST RAGGING

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the Institution or the Court of Law. The possible punishments for those found guilty of ragging shall be any one or any combination of the following:

- Suspension from attending classes and academic privileges.
- Withholding / withdrawing scholarship / fellowship and other benefits.
- Forfeiting Campus Placement opportunities / recommendations.
- Debarring from appearing in any test/examination or other evaluation process.
- Withholding of results.
- Debarring from representing the institution in any regional, national or international meet, tournament, youth festival etc.
- Cancellation of Admission.
- Suspension/expulsion from the hostel
- Rustication from the institution for a period, ranging from 1 to 4 semesters or 1 to 3 years.
- Expulsion from the institution and consequent debarring from admission to any other institution for a specific period Fine of Rupees 25,000/-
- Rigorous imprisonment up to three years. (in compliance with the order of Supreme Court of India)
- Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggars.
- In addition, in case of every single incident of ragging, a First Information Report (FIR) will be filed with the local police authorities.
- The burden of proof lies on the perpetrator and not on the victim to prove that ragging did not take place.


Anti Ragging Committee

Bhartiya Shikshan Prasarak Sanstha, Ambajogai's
SWA. SAWARKAR MAHAVIDYALAYA, BEED

Anti-Ragging Committee

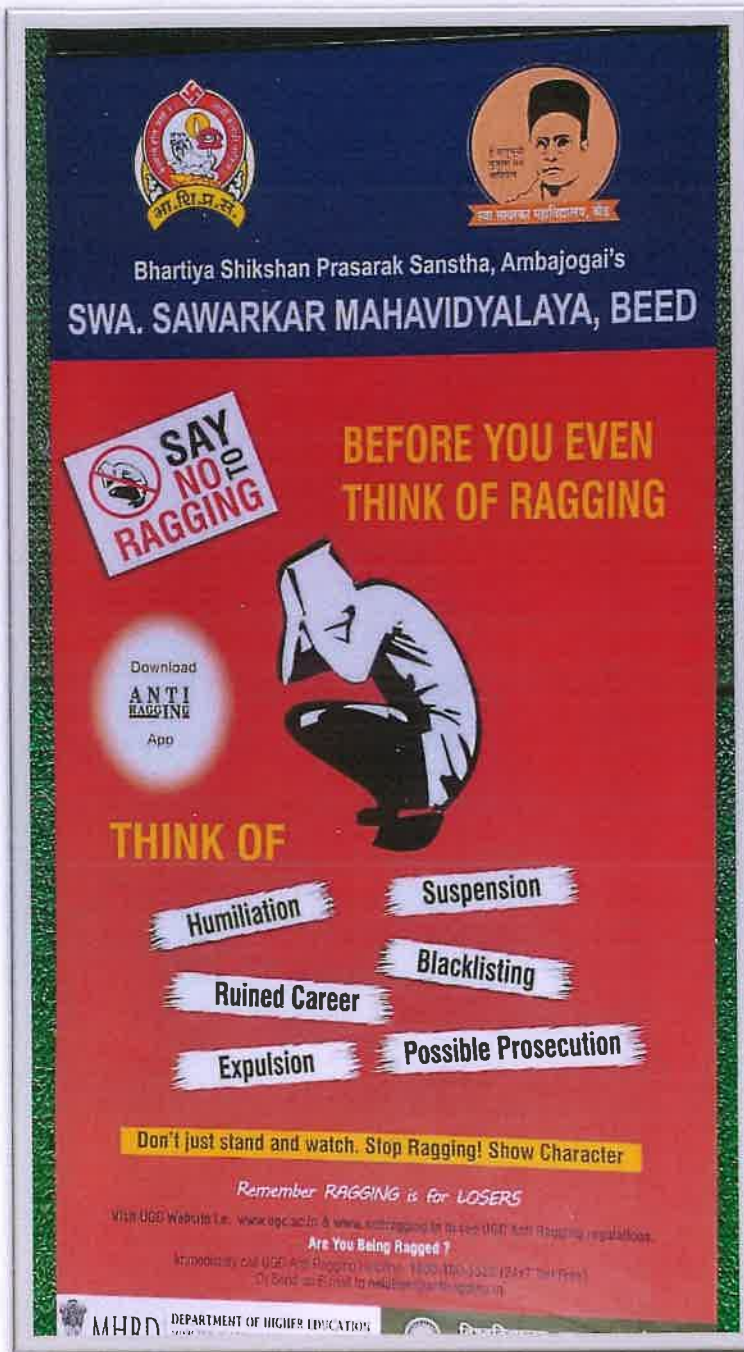
Name of Member	Designation	Mob.No.
Dr.Preeti Diliprao Pohekar	Chairman / principal	9423742379
Dr. C.B. Pangarkar	Member Secretary	9422709932
Dr. L.G. Bahegavankar	Male Staff Representative	9422744488
Dr. D.B. Nagargoje	Male Staff Representative	9423715715
Dr. Mrs. S.S. Kurude	Female Staff Representative	7588852624
Shri. B. K. Waghmare	Nonteaching Representative	9762415001
Shri. Sanjay Tipale	Journalist Representative	9921321505
Mrs. Rohini Sawai	Police Representative	9765434150
Mrs. Shital N. Shirma	Guardian Member Representative	9881713645
Miss.Sonal B. Waghmare	Students Representative	9209102690
Miss. Anjali J. Shinde	Students Representative	8482957187
Mr.Aniket A. Mogerkar	Students Representative	7822904330

(NATIONAL ANTI-RAGGING HELPLINE -1800-180-5522
e-mail: info@amanmovement.org)


Principal
Swa.Sawarkar Mahavidyalaya
Beed.



**Anti Ragging Awareness Posters
Displayed in College Campus**



**Bhartiya Shikshan Prasarak Sanstha, Ambajogai's
SWA. SAWARKAR MAHAVIDYALAYA, BEED**

SAY NO TO RAGGING

BEFORE YOU EVEN THINK OF RAGGING

Download **ANTI RAGGING** App

THINK OF

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

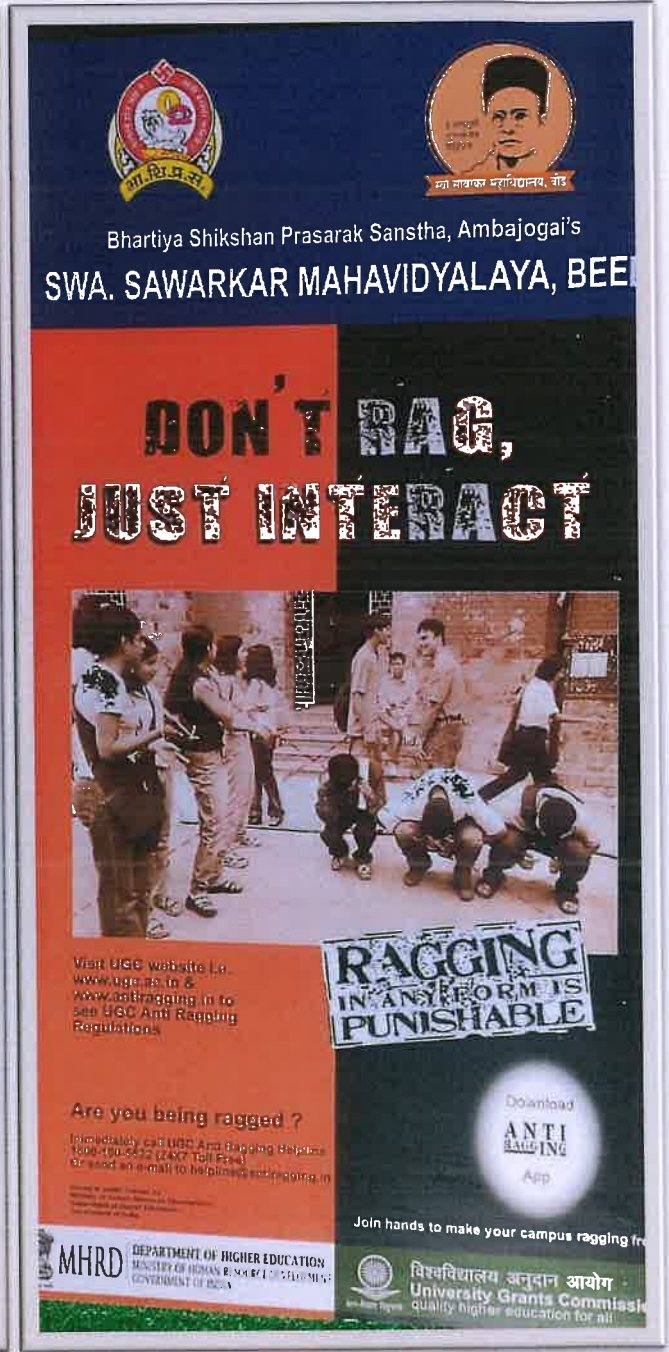
Don't just stand and watch. Stop Ragging! Show Character

Remember **RAGGING is for LOSERS**

Visit UGC Website i.e. www.ugc.ac.in & www.anti-ragging.in to know UGC Anti Ragging regulations.


Are You Being Ragged ?
Immediately call UGC Anti Ragging Helpline: 1800-100-3222 (24x7 Toll Free) or send an email to helpline@anti-ragging.in

MHRD DEPARTMENT OF HIGHER EDUCATION



**Bhartiya Shikshan Prasarak Sanstha, Ambajogai's
SWA. SAWARKAR MAHAVIDYALAYA, BEED**

DON'T RAG, JUST INTERACT



RAGGING IN ANY FORM IS PUNISHABLE

Visit UGC website i.e. www.ugc.ac.in & www.anti-ragging.in to see UGC Anti Ragging Regulations

Are you being ragged ?
Immediately call UGC Anti Ragging Helpline: 1800-100-3222 (24x7 Toll Free) or send an email to helpline@anti-ragging.in

Download **ANTI RAGGING** App

Join hands to make your campus ragging free

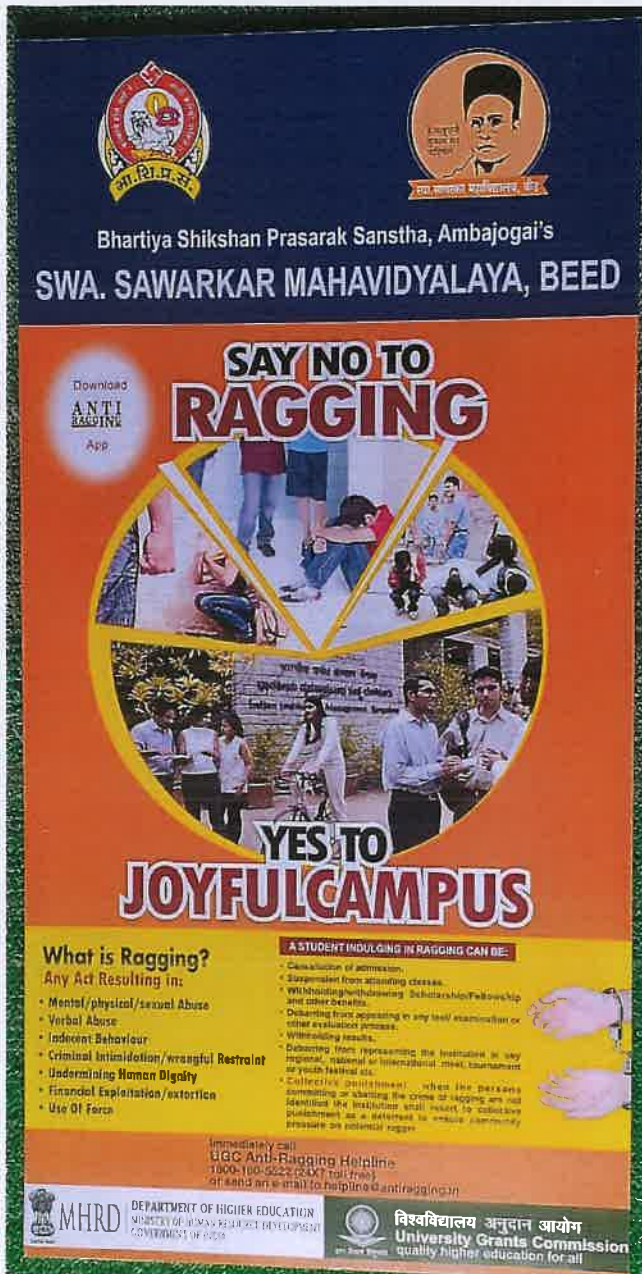
MHRD DEPARTMENT OF HIGHER EDUCATION
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
GOVERNMENT OF INDIA



विश्वविद्यालय अनुदान आयोग
University Grants Commission
quality higher education for all

(Signature)
Principal
Swa. Sawarkar Mahavidyalaya
Beed.





**Anti Ragging Awareness Posters
Displayed in College Campus**



Bhartiya Shikshan Prasarak Sanstha, Ambajogai's
SWA. SAWARKAR MAHAVIDYALAYA, BEED


SAY NO TO RAGGING



YES TO JOYFUL CAMPUS


What is Ragging?
Any Act Resulting in:


- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrangling Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withdrawal/withdrawing Scholarship/Fellowship and other benefits.
- Debarment from appearing in any level examination or other evaluation process.
- Withholding results.
- Debarment from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- Collective punishment, when the persons committing or abetting the crime of ragging are not identified the institutions shall resort to collective punishment as a deterrent to ensure community peace and academic rigour.

Immediately call
UGC Anti-Ragging Helpline
 1800-100-3322 (24x7 Toll Free)
 or send an e-mail to helpline@antiragging.in


DEPARTMENT OF HIGHER EDUCATION
 MINISTRY OF HUMAN RESOURCE DEVELOPMENT
 GOVERNMENT OF INDIA


विश्वविद्यालय अनुदान आयोग
University Grants Commission
 quality higher education for all






Bhartiya Shikshan Prasarak Sanstha, Ambajogai's
SWA. SAWARKAR MAHAVIDYALAYA, BEED

**DON'T RAG,
JUST INTERACT**




**RAGGING
IN ANY FORM IS
PUNISHABLE**

Visit the website www.ugc.ac.in &
www.antiragging.in to
 see UGC Anti-Ragging
 Regulations


Are you being ragged?
 Immediately call UGC Anti-Ragging Helpline
 1800-100-3322 (24x7 Toll Free)
 Or send an e-mail to helpline@antiragging.in



Join hands to make your campus ragging free

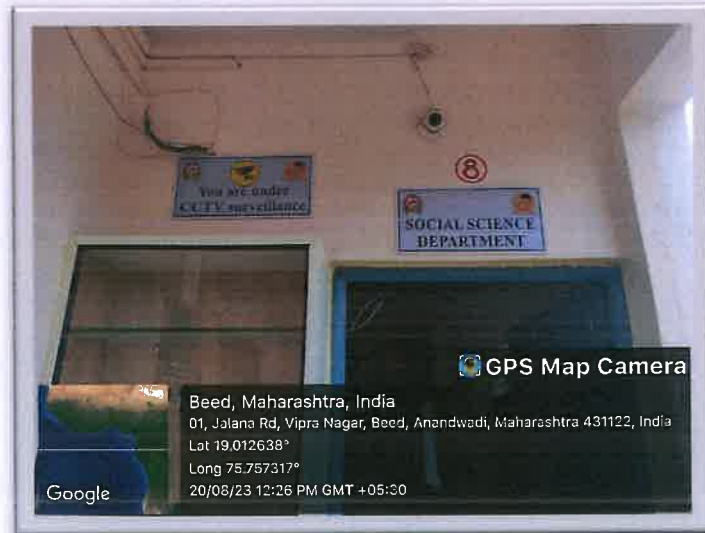

DEPARTMENT OF HIGHER EDUCATION
 MINISTRY OF HUMAN RESOURCE DEVELOPMENT
 GOVERNMENT OF INDIA


विश्वविद्यालय अनुदान आयोग
University Grants Commission
 quality higher education for all


 Principal
 Swa. Sawarkar Mahavidyalaya
 Beed.



Monitoring Students' behavior through CCTV Cameras



[Signature]
Principal
Swa.Sawarkar Mahavidyalaya
Beed.



CCTV Screen in Principal's cabin

Fresher Students Orientation by Principal Dr. Sanjay Shirodkar and Dr. R.T. Sonawane , Chairman Student Grievance and anti ragging committee 2019-20



Dr. Sanjay Shirodkar

Principal
Swa.Sawarkar Mahavidyalaya
Beed.



Fresher Students Orientation by Principal
Dr. Kamlakar Kamble

2021-22




[Handwritten Signature]
Principal
Swa.Sawarkar Mahavidyalaya
Beed.



**Fresher Students' Orientation by Principal
Dr. Devidas B. Nagargoje
August 16 . 2022**




Principal
Swa.Sawarkar Mahavidyalaya
Beed.



**Guidance and Counselling by PSI Mr. Sudhir
Khirdkar, City Police Station Beed, regarding sexual
harassment at workplace and Anti ragging Laws
Dec.&, 2018**



Sudhir Khirdkar
Principal
Swa. Sawarkar Mahavidyalaya
Beed.



**Girl Students Orientation by Dr. Swati Kilkarni
regarding sexual harassment
2021-22**



Dr. Swati Kilkarni
Principal
Swa.Sawarkar Mahavidyalaya
Beed.



**Guidance by PSI Vijay Kabade, City Police Station
Beed, regarding sexual harassment at workplace
and Antiragging Laws
August 1019**

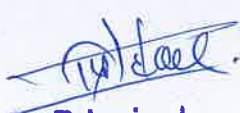


Vijay Kabade
Principal
Swa.Sawarkar Mahavidyalaya
Beed.



**Guidance by Mr. Sunil Lanjekar
City Police Station Beed, regarding sexual
harassment at workplace and Anti ragging Laws
May 27, 2022**




Principal
Swa.Sawarkar Mahavidyalaya
Beed.



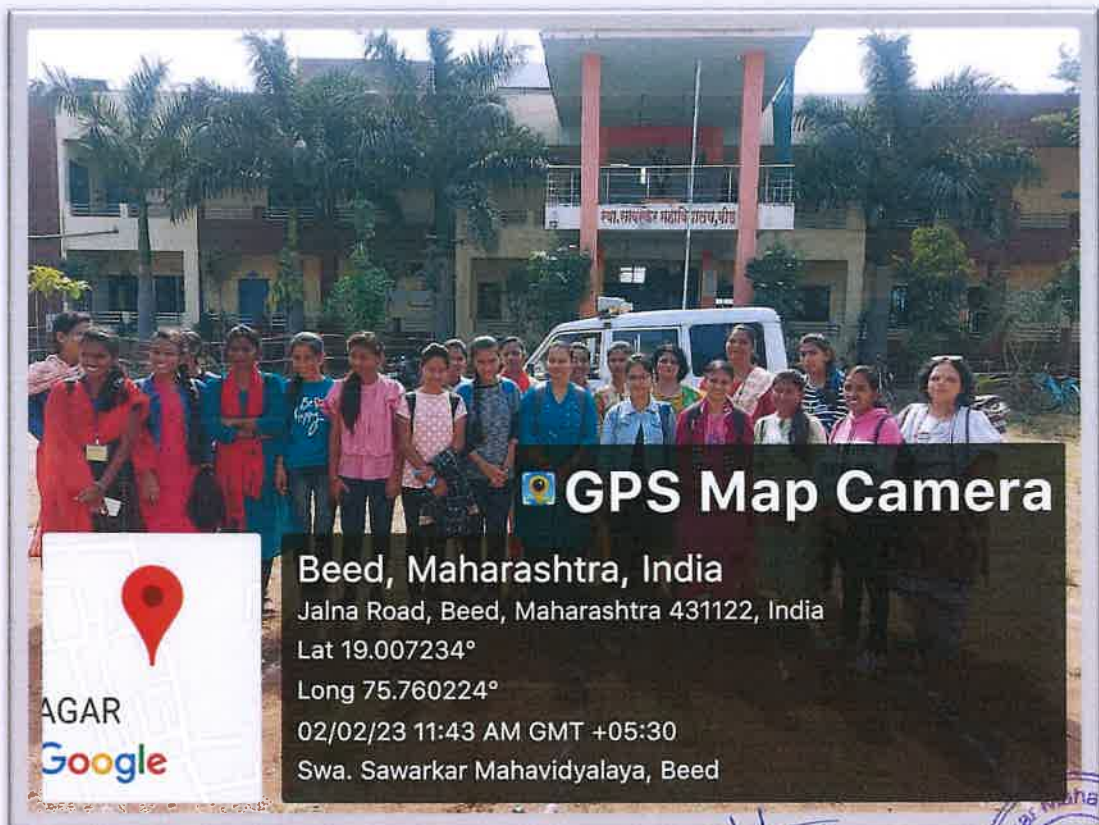
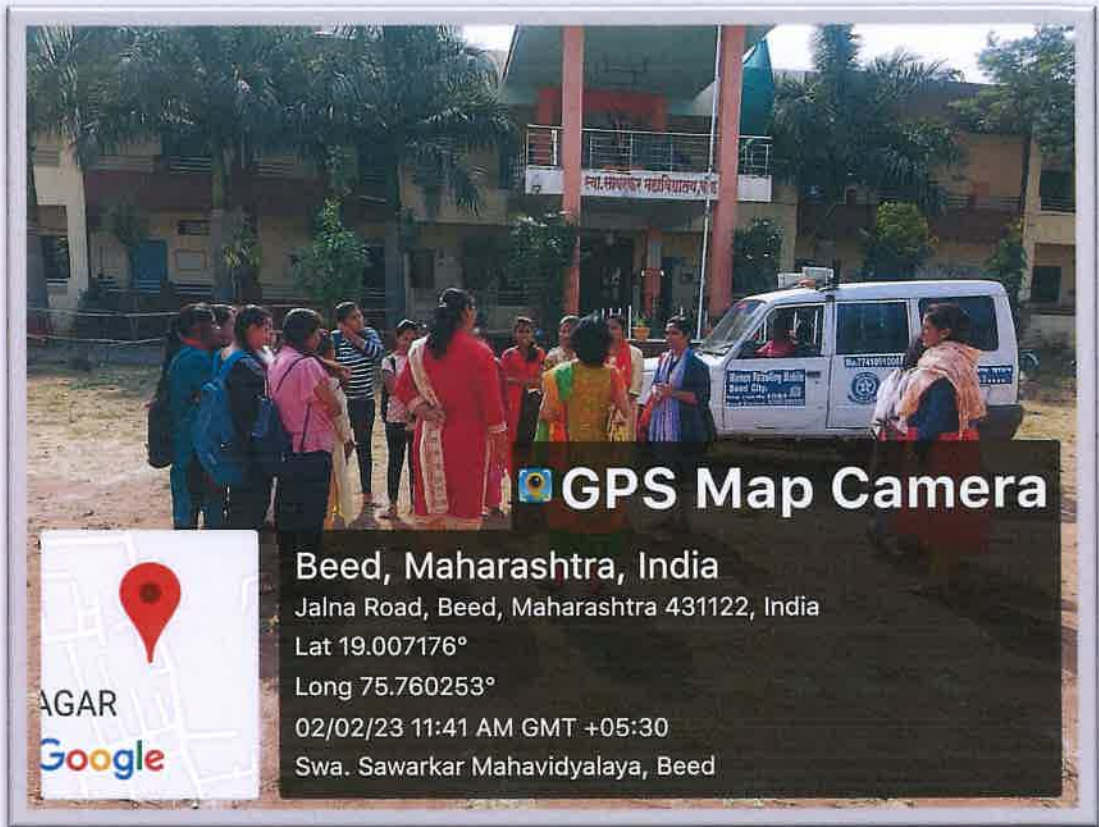
**Guidance and Counselling by PSI Surekha Sanjay Dhas, City Police Station Beed, regarding sexual harassment at workplace and Anti ragging Laws
Nov. 18, 2022**



Surekha Sanjay Dhas
Principal
Swa.Sawarkar Mahavidyalaya
Beed



**Visit of Damini Pathak at College Campus and
Interaction with Students
2 Jan. 2023**



[Signature]
Principal
Swa. Sawarkar Mahavidyalaya
Beed



**Visit of Damini Pathak at College Campus and
Interaction with Students
2 Jan. 2023**



Damini Pathak
Principal
Swa.Sawarkar Mahavidyalaya
Beed.



**Female Parent Counselling by ICC Committee at
Female parent teacher meet
25 January 2023**



[Signature]
Principal

**Swa.Sawarkar Mahavidyalaya
Beed.**





AQMCS 1172, Sector-11, Panchsheel-134109, Tri City Chandigarh, India, email: aqmcs@gmail.com

WOMEN SAFETY AT WORKPLACE AUDIT ASSESSMENT REPORT

Team Leader: Mr. Ravindra Mahajan

Date: 03/05/2023

RECOMMENDATION FOR CERTIFICATION

Congratulations, we are pleased to recommend certification for the scope detailed in Assessment Report.

(Write NA if this sheet is not applicable)

This is subject to the receipt of a satisfactory Corrective Action Plan with reference to the nonconformities raised this visit. The plan should be reached AQMCS office in 15 Working Days.

Subsequently this Assessment Report Pack along with your satisfactory Corrective Action Plan and objective evidence (if applicable) shall be reviewed independently with us AQMCS. Once the recommendations are found as sound, AQMCS will be pleased to issue a Certificate. This will come along with the AQMCS Logo. The conditions for use of AQMCS Logo Mark please visit www.aqmcs.com.

AQMCS believes in value added partnership with its clients, and we will be pleased to revisit your company for the Surveillance Assessments for a visit every Year for One man days per visit.

Recommendation for Supplementary/Re- Assessment (A-024)

(Write NA if this sheet is not applicable)

1. The following have been considered as major concerns during this assessment visit:
2. This assessment is based on random samples therefore nonconformities may exist which have not been identified.
3. The non-conformities identified indicate a breakdown in the management system to effectively control the activities for which it was intended. Immediate action is required to investigate the underlying cause of these non-conformities and implement effective, corrective and preventive action. A plan to determine actions, time scales and responsibilities must be prepared and submitted to Chief Executive for review, no later than ---/---/---.
4. Team recommends a Limited Supplementary Assessment for --- manday(s) or a full Re-assessment for --- manday(s). The same could be conducted by ---/---/---, upon satisfactory corrective action plan submitted by client to AQMCS's Chief Executive.
6. Client to inform their readiness to AQMCS's Chief Executive for the further assessment as in 3 rd point above so that the same could be satisfactorily planned & conducted.

(Write NA if this sheet is not applicable)

SURVEILLANCE ASSESSMENT (SA) PROGRAMME (A-030)

SA. Frequency- annually

First surveillance- with in twelve month stage -2 audit

Second surveillance- with in twenty four month stage -2 audit

Recertification- with in thirty six month of stage-2 audit

DECLARATION OF NON-CONFLICT OF INTEREST (A-025)

I confirm that I have no consultancy or other commercial association with this organization during the last two years other than activities conducted under the direction of AQMCS.

AQMCS Initial/ Supplementary/surveillance/recertification e Report & Report Acceptance

The assessment of M/s. B. S. P. Sanstha's Swa. Sawarkar Mahavidyalaya, Beed, Maharashtra was completed.

AQMCS through its Team Leader / Lead Auditor confirms the Confidentiality of the information received, Observed and Reported by the Team AQMCS.

Team Leader / Lead Auditor by signing this sheet confirm the Non Conflict of Interests with the Organisation.

This report and its full contents are completely understood and accepted.

Please sign below confirming acceptance of the assessment report's contents

Signed for & on behalf of AQMCS.

Name: Ravindra Mahajan

Date: 03/05/2023.

Signed for on behalf of the client

Name: Priti Diliprao Bhekar

Date: 03/05/2023

Principal
Swa.Sawarkar Mahavidyalaya,
Beed.





WOMEN SAFETY AT WORKPLACE AUDIT ASSESSMENT REPORT

Team Leader: Mr. Ravindra Mahajan

Date:

the workplace if applicable	
Hiring of cabs/ transport vehicles on a regular basis only from established agencies	Not applicable
To have a Code of Conduct in place related to women safety	Available and displayed on website also.
Internal compliance measurement on the awareness of the women safety policy	ICC committee members, planned meetings are conducted quarterly on regular basis and issues are addressed. Awareness is given to all through display boards.
Payment of salaries directly into bank accounts to avoid any kind of harassment by supervisory staff over subordinate women employees/casual women employees	Salary is credited to employees bank account and Scholarship benefits are also linked to student bank account for getting direct benefits.
Setting up of a sexual harassment committee reporting to the top management or a senior member of the management and headed by a woman	ICC act is considered and is addressed as per guidelines by affiliation body (University) is followed.
Strict disciplinary action against those found violating the code of conduct to ensure that it is not repeated	Procedure available but no case reported till date.
Every complaint verbal or written to be documented and investigated promptly by the committee and appropriate action must be taken irrespective of the person being a senior, supervisor, colleague, staff, customer or vendor	Anti ragging, ICC committee and Grievance resolutions team are formed and monitored through meetings. No issue reported till date.
Women employees to be assured of speedy redressal, confidentiality of their complaints and protection from reprisal	Procedure available for confidentiality while reported issue and reprisal information. No such case found open or reported.
Awareness & training Programme for women safety & security	Training conducted for staff and students on self defense to counter unsafe conditions. Lady students are taken to police station and handling of weapon to empower them.
Control of documented information	ISO certified so Control of documents & records is evident in documentation.
Communication of information	Internal and External communication matrix available.
Internal audit	Internal audit conducted at frequency of 6 months.
Management review	Women Safety & Equality related inputs are given in MRM and resources are taken.
Nonconformity and corrective action	In any issue related to conformity is observed NC process is followed.
Review of Previous NCR, its Corrective Action Plan & verification of the effectiveness of Corrective Action taken.	In any issue related to conformity is observed NC process is followed.
Use of Logo	Logo will be used on website or literature.

ASSESSMENT COMMENTARY (A-019)

Positive Issues:

ICC with recommended as per affiliation body.

Observations:

Nil

appropriateness of the certification scope;

Confirmation about that audit objectives have been fulfilled.

Yes observed.



WOMEN SAFETY AT WORKPLACE AUDIT ASSESSMENT REPORT

Team Leader: Mr. Ravindra Mahajan

Date:

the workplace if applicable	
Hiring of cabs/ transport vehicles on a regular basis only from established agencies	Not applicable
To have a Code of Conduct in place related to women safety	Available and displayed on website also.
Internal compliance measurement on the awareness of the women safety policy	ICC committee members, planned meetings are conducted quarterly on regular basis and issues are addressed. Awareness is given to all through display boards.
Payment of salaries directly into bank accounts to avoid any kind of harassment by supervisory staff over subordinate women employees/casual women employees	Salary is credited to employees bank account and Scholarship benefits are also linked to student bank account for getting direct benefits.
Setting up of a sexual harassment committee reporting to the top management or a senior member of the management and headed by a woman	ICC act is considered and is addressed as per guidelines by affiliation body (University) is followed.
Strict disciplinary action against those found violating the code of conduct to ensure that it is not repeated	Procedure available but no case reported till date.
Every complaint verbal or written to be documented and investigated promptly by the committee and appropriate action must be taken irrespective of the person being a senior, supervisor, colleague, staff, customer or vendor	Anti ragging, ICC committee and Grievance resolutions team are formed and monitored through meetings. No issue reported till date.
Women employees to be assured of speedy redressal, confidentiality of their complaints and protection from reprisal	Procedure available for confidentiality while reported issue and reprisal information. No such case found open or reported.
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Communication of information	Internal and External communication matrix available.
Internal audit	Internal audit conducted at frequency of 6 months.
Management review	Women Safety & Equality related inputs are given in MRM and resources are taken.
Nonconformity and corrective action	In any issue related to conformity is observed NC process is followed.
Review of Previous NCR, its Corrective Action Plan & verification of the effectiveness of Corrective Action taken.	In any issue related to conformity is observed NC process is followed.
Use of Logo	Logo will be used on website or literature.

ASSESSMENT COMMENTARY (A-019)

Positive Issues:

ICC with recommended as per affiliation body.

Observations:

Nil

appropriateness of the certification scope;

Confirmation about that audit objectives have been fulfilled.

Yes observed.