



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

SSR

2020-2021

5.1.5

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

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)
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.Arwaah Madan
Ms. Sulochana Bajaj
Ms. AnandamayeeChondhe
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 SwateeSarvate
Dr. Manisha Pimpalkhare
Ms. Deepali Agarwal
Ms Ekta Jadhav
Ms Suhaile Azavedo

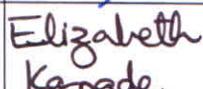
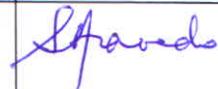
Jayah
IQAC Co-Ordinator
St. Mira's College for Girls, Pune



J.H. Joshiwani
Principal,
St. Mira's College For Girls

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Minutes of the Grievance Committee Meeting 22/07/2020

The meeting of the Grievance Redressal Committee was held on 22-07-2020 at 12.00 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr Jaya Rajagopalan	Coordinator IQAC	
Ms Elizabeth Kanade	Coordinator Grievance Redressal Committee	
Ms Suhaila Azavedo	Coordinator Grievance Redressal Committee	

Agenda for the meeting

1. To finalize the committees as mandated by the UGC for grievance redressal at the College level under the CSGRC for the AY 2021-22.
2. To outline the scope of the associated committees.
3. To nominate the constituting members of the associated committees as mandated by UGC.

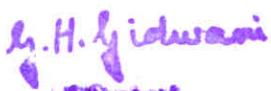
Action planned for the Grievance Committees

1. The following associated committees will be formed as per the UGC notification dated May 2019: 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
2. The scope of each committee will be as outlined in the UGC mandate and in keeping with the College ethos
3. Dr. Jaya Rajagopalan will nominate the constituting members to each committee and a mail to effect the same will be sent to the members.

The meeting ended with a vote of thanks.


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




Principal,
St. Mira's College For Girls.

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Minutes of the Grievance Committee Meeting 04/11/2020

The meeting of the Grievance Redressal Committee was held on 04-11-2020 at 1.00 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr Jaya Rajagopalan	Coordinator IQAC	<i>Jayah</i>
Ms Elizabeth Kanade	Coordinator Criterion 5	<i>Elizabeth Kanade</i>
Ms Suhaila Azavedo	Coordinator Grievance Redressal Committee	<i>Suhaila Azavedo</i>

Agenda for the meeting

1. To confirm the constituted committees for the period 2021 - 23
2. To discuss the framing of College Grievance Redressal Policy

Action planned for the Grievance Committees

1. The members of associated committees nominated by Dr. Jaya Rajagopalan i.e. of 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 confirmation
2. The coordinator of the Grievance Cell, Ms Suhaila Azavedo would draft the Grievance Redressal Policy

The meeting ended with a vote of thanks.

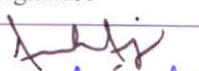
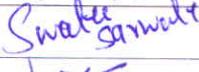
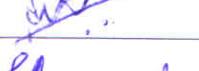
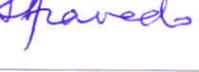
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H. H. Jidwani
Principal,
St. Mira's College For Girls

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Minutes of the Grievance Committee Meeting 04/03/2021

The meeting of the Grievance Redressal Committee was held on 04-03-2021 at 2.00 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr Arwah Madan	Coordinator Website Committee	
Ms Swatee Sarwate	Member Website Committee	
Ms Abhradita Chatterjee N.	Member Website Committee	
Ms Suhaile Azavedo	Coordinator Grievance Redressal Committee and Member Website Committee	

Agenda for the meeting

1. To discuss the requirements for the webpages and tabs required for Grievance Redressal on the college website
2. To plan the agenda of the meeting with website developer Mr Ajaay Ahire for the development of the webpages and tabs required for Grievance Redressal on the college website

Action planned for the Grievance Committees

1. The draft web pages and forms with inputs from website committee members would be created by Ms Suhaile Azavedo. The same would be shared with the website committee for testing.
2. A website committee meeting with Mr. Ahire would be called for the creation of the required pages and tabs before the 15th of April 2021.

The meeting ended with a vote of thanks.


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Minutes of Meeting
Grievance Redressal Committee

Day & Date: Monday, 16-03-2020

Time: 10.40am - 11.10am

Venue: Staff Room

Members Present:

Dr, Vaishali Joshi

Dr. Arwah Madan

Class Teacher

Asst. Prof. Jyoti Chintan

Agenda:

- a. Discussion on action to be taken on Breach of Code of Conduct complaints dated 05.03.2020 raised by Sangeeta Panday and Bhavika Parmar, SYBCom students.

Resolutions:

- a. Students will be asked to draft a written complaint letter to the Caste discrimination committee.
- b. The members of the committee 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 again to the redressal committee and whatever decision is taken by the redressal committee would be final.

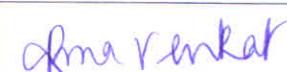
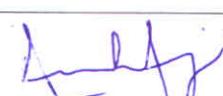
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Minutes of the Internal Complaints Committee Meeting 11/07/2020

The meeting of the ICC was held on 11-7-2020 at 1.00 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr. Vaishali Joshi	Presiding Officer- ICC	
Dr. Rama Venkat	Senior Teaching Faculty- ICC	
Dr Arwah Madan	Senior Teaching Faculty- ICC	
Ms. Anandmaya Choude	Non-teaching Member- ICC	

Agenda for the meeting

1. To finalize the number of activities to be conducted during the academic year.
2. To adopt a proper mechanism for maintaining all documents of the activities of ICC
3. Any other matter raised by a member of the committee.

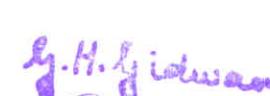
Action planned for ICC

1. It was decided to organize two activities during the academic year, one in September and another one in March coinciding with Women's Day.
2. Both the Events will be coordinated by the Department of Sociology.
3. The topics will be decided based on the availability of the experts .

The meeting ended with a vote of thanks.


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Minutes of the Internal Complaints Committee Meeting 22/08/2020

The meeting of the ICC was held on 22-8-2020 from 11:00 am to 12:30 pm on the Zoom Meetings platform. The following members were present-

Name	Designation	Signature
Dr. Vaishali Joshi	Presiding Officer- ICC	<i>Vaishali</i>
Dr. Rama Venkat	Senior Teaching Faculty- ICC	<i>Rama Venkat</i>
Dr Arwah Madan	Senior Teaching Faculty- ICC	<i>Arwah</i>

Agenda for the meeting

1. To finalize Activity 1 of ICC on Sexual Harassment at Workplace
2. To finalize the date, time and platform for the session
3. To finalize the speaker and the topics to be covered
4. Any other matter raised by a member of the committee.

Action planned for ICC

1. It was decided to organize a webinar on Sexual Harassment at Workplace
2. The date of the webinar was decided as 2nd September 2020, from 11:00 am to 12:30 pm on Zoom (online platform).
3. Dr. Sneha Gole, from Women's Studies Center SPPU was decided as the speaker for this webinar
4. The topics to be discussed was mainly focussing on Sexual Harassment at workplace and the legal requirements.

The meeting ended with a vote of thanks.

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



J. H. Jidwan
Principal,
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Minutes of the Meeting 01-10-2020

The meeting of the Anti-ragging Committee was held on 01-10-2020 at 01:30pm in Staff Room. The following members were present-

Name	Designation	Signature
Ms. Suhale Azavedo	Presiding Officer	<i>Suhale Azavedo</i>
Dr. Shalini Iyer	Coordinator	<i>Shalini Iyer</i>
Dr. Vaishali Diwakar	HoD, Sociology	<i>Diwakar.</i>
Dr. Jaya Rajagopalan	IQAC Coordinator	<i>Jaya</i>

Agenda Items

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

Decisions

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

The meeting ended with a vote of thanks.

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



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

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Minutes of the Meeting 05-01-2021

The meeting of the Anti-ragging Committee was held on 05-01-2021 at 01:00pm in A.V. Room. The following members were present-

Name	Designation	Signature
Dr. Shalini Iyer	Coordinator	<i>Shalini Iyer</i>
Dr. Vaishali Diwakar	HoD, Sociology	<i>Vaishali Diwakar</i>
Dr. Jaya Rajagopalan	IQAC Coordinator	<i>Jaya</i>

Agenda Items

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

Decisions

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

The meeting ended with a vote of thanks.

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



G.H. Diwani
Principal,
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Minutes of the Meeting 03-04-2021

The meeting of the Anti-ragging Committee was held on 03-04-2021 at 01:30pm in A.V. Room. The following members were present-

Name	Designation	Signature
Dr. Shalini Iyer	Coordinator	Shalini iyer
Dr. Vaishali Diwakar	HoD, Sociology	Diwakar
Dr. Jaya Rajagopalan	IQAC Coordinator	Jaya

Agenda Items

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

Decisions

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

The meeting ended with a vote of thanks.

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

J. H. Jidwan
Principal,
St. Mira's College For Girls



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Minutes of the Meeting 20-07-2020

Caste Discrimination Committee

Day & Date: Monday, 20-07-2020

Time: 10.40am - 11.10am

Venue: Staff Room

Members Present: Asst. Prof. Jyoti Chintan

Asst. Prof. Hasina Shaikh

Asst. Prof. Manjita Kulkarni

Agenda:

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

Resolutions:

- a. If Informal grievances are not resolved, students will be asked to send a formal complaint to the Caste Discrimination committee.
- b. The team members have decided to sort the issue on counselling them on personal grounds.
- c. We would request the class teacher to speak to the concerned parties and guide them.
- 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.

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



J.H. Jidwan
Principal
St. Mira's College For Girls

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Minutes of the Meeting 5th February 2021

The meeting of the Reopening Task Force/ Committee was held on 5th February 2021 in the online mode. The following members were present.

Dr. Manisha Pimpalkhare	<i>Manisha</i>
Ms. Suhaile Azavedo	<i>Suhaile</i>
Ms. Ekta Jadhav	<i>Ekta Jadhav</i>
Ms. Swatee Sarawate	<i>Swatee Sarawate</i>
Ms. Deepali Agarwal	<i>Deepali Agarwal</i>

The meeting was held for the purpose of constructing a special time table which follows all the government guidelines and UGC guidelines. Such a schedule was to work on a rotation basis accommodating all the students without any crowding at any place at any time.

The members of the committee presented the work done on timetables, entry points, covid protocols and necessary guidelines to be issued to the students and teachers.

A data set of consent forms from the students was compiled and the numbers were prepared for presenting to the Principal ma'am.

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



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

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Minutes of the Meeting 9th February 2021

The meeting of the Reopening Task Force/ Committee was held on 9th February 2021 at 01:00pm online

A meeting of the Reopening Special Committee/ Task Force was held on 9th February 2021 in the online mode- Zoom Platform. Time 1 pm

Agenda-- To present the blueprint of reopening schedule prepared by the committee

The following members were present:

Principal Dr. G.H. Gidwani

Vice Principal Dr. Shalini Iyer

Dr. Jaya Rajagopalan

Committee Members

The committee members presented the class time tables, squad duty time table, entry schedule for various classes and allocation of classrooms based on the class time table. The principal ma'am and other members of the meeting gave valuable inputs like updating the consent form, squad duty schedule to accommodate laboratory staff etc. All the suggestions were incorporated. It was decided to complete all the work by 10th February and conduct an orientation meeting for the entire staff on 11th February 2021. It was decided that the committee members will present the timetable, schedule etc to the staff members and also respond to their queries if any.

Jaya
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G.H. Gidwani
Principal,
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Minutes of the Meeting

Reopening Taskforce/ Special Committee - Staff Meeting for Reopening Plan

11th February 2021

A staff meeting was called to share the reopening plan - Mode- Online- Google Meet

Following members were present

Principal Dr. G.H. Gidwani

Vice Principal Dr. Shalini Iyer

HoD and Staff members

Agenda- Dissemination of the information about the processes and scheduling of reopening of college and conduct of offline classes in a phased manner as per the guidelines of UGC and State Government.

The meeting started with each committee member explaining a part of the reopening process to the staff members. Ms. Swatee Sarawate and Ms. Deepali Agarwal presented the covid protocol and the guidelines regarding covid appropriate behaviour. Ms. Ekta explained the entry schedule of the students of various classes. Ms. Suhale Azavedo and Manisha Pimpalkhare explained the seating arrangement of students including the arrangements for isolation room, spare rooms in case of overflow of students. All the presentations were supported by floor plans and blueprints of the schedules.

The information was successfully shared with the faculty members followed by a queries session which included queries on internet connectivity; classrooms for General Papers; and many others. It was decided to continue the query solving session of the faculty group.

The meeting concluded with approval of reopening plan by the Principal ma'am and all the faculty members.

Jayak
IQAC Co-Ordinator
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G.H. Gidwani
Principal,
St. Mira's College For Girls.

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Grievance Redressal Committee Annual Report

Annual Report of the Grievance Redressal 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: 2 [Two] by the IC Committee
5. Details of meetings conducted in the year 2020-21:

S. no.	Meeting	Date	Action/ Decision Taken
1	Grievance Committee Meeting	22/07/2021	Constitution of committees for AY 2021-23 Decision on scope of committee for Ay 2021-23
2	Grievance Committee Meeting	04/11/2020	Confirmation of members for committees for AY 2021-23 Drafting of Grievance Redressal Policy
3	Grievance Committee Meeting with Website Committee	04/03/2021	Drafting of web pages and forms for the College website Meeting with website developer

Additional Information:

Creating Awareness

To create awareness and implementation of policies with zero tolerance: Sign boards were placed in prominent place on College premises to create awareness, provide information and indicate zero tolerance of any discriminatory practice

Workshops conducted by the ICC

- i. The ICC with Sociology Dept., conducted a basic orientation workshop on 'Sexual Harassment at workplace' on 2nd September 2020 on Zoom. Dr. Sneha Gole, Women's Studies Center, S.P.P.U. facilitated the workshop in which basic information was given regarding the concept, legal provisions and framework.

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Grievance Redressal Committee Annual Report

ii. The ICC with Sociology Dept. organized a session on 'Gender violence and the judiciary system in India' on 9th March, 2021 on Zoom. The session was facilitated by Advocate Rama Sarode (Legal Consultant and activist). She highlighted the need to deal with women's issues with greater sensitivity.

Mechanism for submission of online/offline students' grievances

Open house approach - all students had a direct, unmediated access to the Vice Principal for redressal of any grievance. A drop- box facility was maintained for complaints through the academic year 2020-21. **No grievances received for the Academic Year 2020-21**

Courses Attended

Faculty attended the One-Day Orientation Workshop on the Functioning of Internal Complaints Committee of Higher Education Institution by KES SHROFF COLLEGE, Mumbai (Affiliated to the University of Mumbai) on April 12, 2021 from 03:30 – 06.30 pm.


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




Dr. H. H. Ladwani
Principal,
St. Mira's College For Girls

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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 2nd 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.

[Signature] *[Signature]*
Co-ordinator, ICC

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



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

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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.



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Gr. No. Grievance Record Form CONFIDENTIAL

Anti Ragging Committee 2020-21

Grievance Record Form – Action Taken Report

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

Jayash

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**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.

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



J.H. Jidwani
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 students 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




H. Vaswani
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.

L.H. Idwani

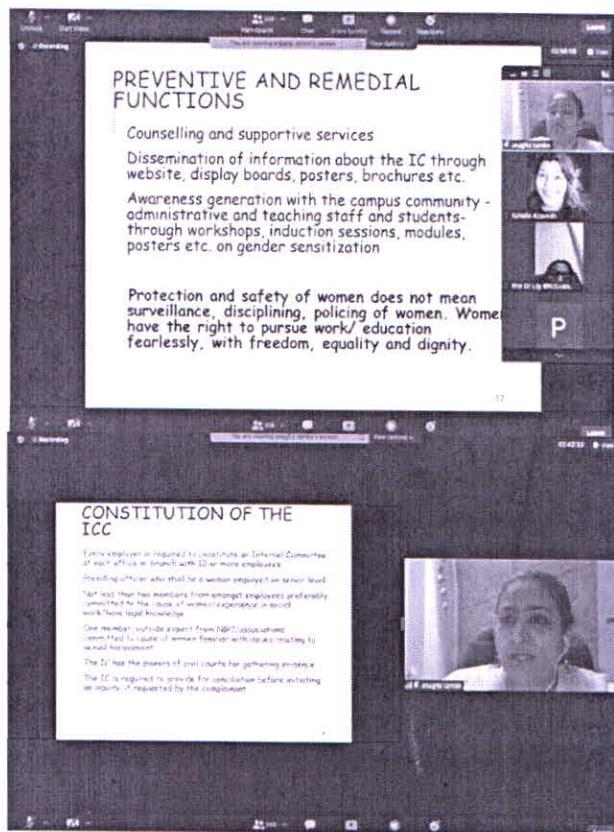
Principal,
St. Mira's College For Girls

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



St. Mira's College For Girls Pune
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Screenshots of the KES Workshop ICC Workshop



Certificates of the KES Workshop ICC Workshop



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



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

St. Mira's College for Girls, Pune
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Report on Gender Violence and Judiciary System in India
Organized by Department of Sociology and Internal Complaints Committee

Day and Date: Tuesday, 9th March 2021

Venue: Zoom

The Department of Sociology and ICC on occasion of International Women's Day organized anonline 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.

V.Joshi

Dr. Vaishali Joshi

Co-ordinator ICC/Dept. of Sociology

R.Diwakar

Dr. Vaishali Diwakar

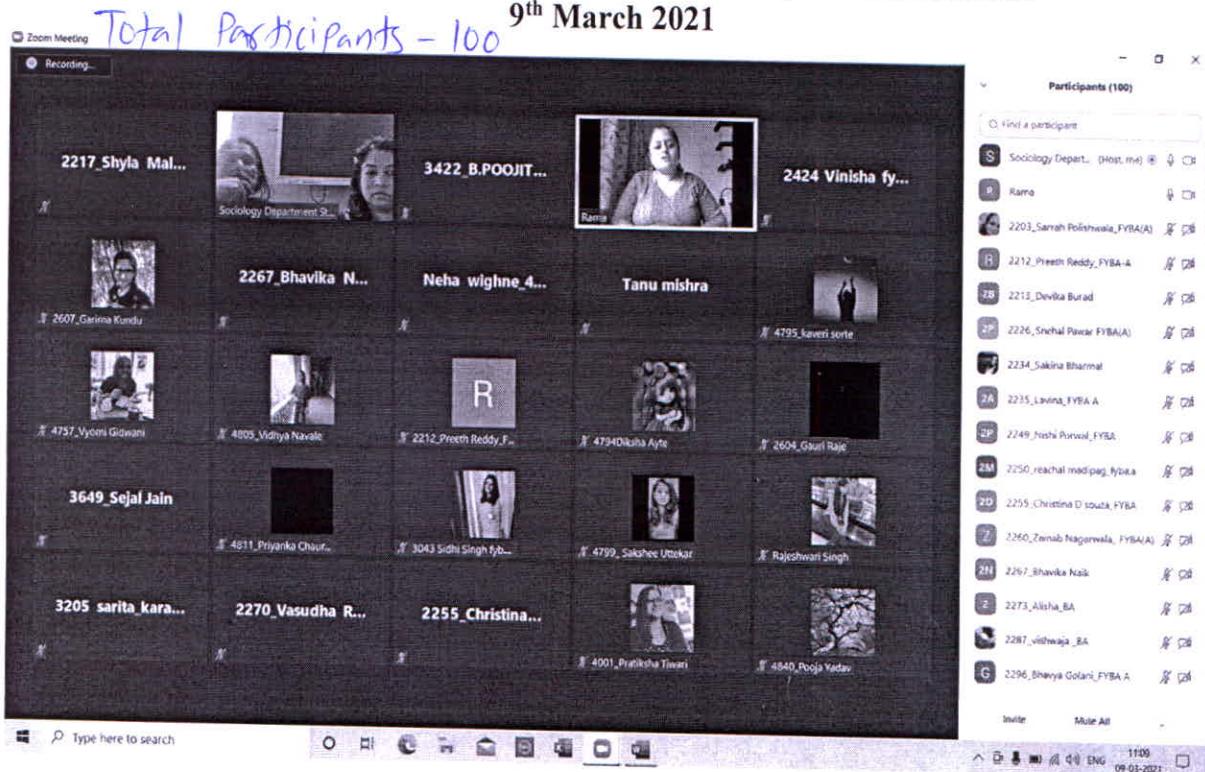
HoD, Sociology Dept.



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

Gender Violence and Judiciary System in India
Department of Sociology and Internal Complaints Committee

9th March 2021



Dr. Vaishali Joshi

Co-ordinator ICC/Dept. of Sociology

Dr. Vaishali Diwakar

HoD, Sociology Dept.





**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:- G15/10Ac/2020-21/23

Date:-31/08/2020

CIRCULAR

On 2nd September, 2020 a Webinar on 'Sexual Harassment at Workplace' is to be organized jointly by Sociology Department and Internal Complaints Committee from 11.00 a.m to 12.30 p.m. through Zoom platform.

Vaishali Joshi

Dr. Vaishali Joshi

Coordinator

Gulshan H. Gidwani

Dr. Gulshan H. Gidwani

Principal



St. Mira's College for Girls, Pune
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Report of Sexual harassment at workplace webinar organized by Department of Sociology
and Grievance Redressal Cell

- The Department of Sociology and Grievance Redressal Cell jointly organized webinar on “Sexual Harassment at Workplace” on 2nd 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.

Vaishali

Dr. Vaishali Joshi

Co-ordinator ICC

Diwakar

Dr. Vaishali Diwakar

HoD, Dept. of Sociology



St. Mira's College for Girls, Pune
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Department of Sociology and Grievance Redressal Cell

Sexual harassment at workplace

2nd September 2020

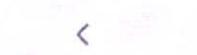
Total Participants 100

11:25 VoLTE 62% 

Close Participants (100)

 Muskan N	 
 Naina	 
 Narmin Vadsariya	 
 Neha Hanagandi	 
 Neha Salve	 
 Neha Wighne	 
 Nikita Surag	 
 Pathaksonal	 
 pooja Jadhav	 
 Pooja Jain	 
 Poonam Kumari	 
 pratiksha yadav	 
 Priyanka Chaurasiya	 

Invite 

III O < 

Dr. Vaishali Joshi
Co-ordinator ICC



Dr. Vaishali Diwakar
HoD, Dept. of Sociology