

Organisation wide awareness and undertakings on policies with zero tolerance

Anti-Ragging Cell

Vasantdada Sugar Institute (VSI) strictly adheres to a 'Zero-Tolerance policy' towards ragging, in compliance with the directives of the Supreme Court, UGC guidelines. Any student found guilty of ragging will face severe consequences as per the provisions of the law. Ragging, an act that has caused immense harm to numerous individuals' lives and professional paths, is recognized as a violation of a student's dignity or the perception thereof. The campus of VSI has implemented a complete ban on ragging, and any individual found responsible for engaging in or aiding ragging will face legal consequences, as it is considered illegal act. The campus emphasis on ensuring strict adherence to measures aimed at preventing ragging.

Vision:

To adoptive a harmonious environment, it is essential to impart democratic values, tolerance, understanding and sensitivity to students, thereby cultivating their sense of responsibility as future citizens.

Mission:

To establish a disciplined environment, it is imperative to convey a clear message that any form of ragging within the college premises is strictly prohibited.

Objectives:

- It is forbidden for any student to engage in behavior, whether through spoken or written words or actions, that may result in teasing, mistreatment, or rudeness towards a new student or any other student
- To raise student awareness regarding the repercussions of ragging.
- To maintain continuous surveillance and vigilance to deter the occurrence of ragging.
- To promptly address any instances of ragging and take appropriate action as recommended by the committee.

What is ragging?

According to the UGC Regulation on Curbing the Menace of Ragging in Higher Institutions, 2009, ragging constitutes one or more of any of the following acts:

- Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.



- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
- Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
- Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

Penalties:

In accordance with the UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, individuals who are found guilty of ragging may face various punishments based on the severity and nature of their offense.

Penalties include:

- Receiving a warning and being required to write an apology letter.
Being suspended from attending classes and losing academic privileges
- Having their scholarship or fellowship withheld or withdrawn along with other benefits.
- Being barred from participating in any tests, examinations, or evaluation processes, having their results withheld.
- being prohibited from representing the institution in any regional, national, or international events.
- Facing suspension or expulsion from the hostel.



Cancellation of admission, being rusticated from the institution for a period ranging from one to four semesters, and ultimately being expelled from the institution and barred from admission to any other institution for a specified period.

How to report ragging?

1. The UGC has provided a National Anti-Ragging Helpline No. 1800-180-5522 (24X7 Toll free no.), helpline@antiragging.in where anyone can register complain.

- 2. It can be notified through contact details of ARC members.

Procedure for handling complaints:

- Informing the Chairperson (within 2 hours of receipt of complaint)
- ARC will conduct a preliminary on the spot enquiry and collect the details, submit the Preliminary report to the chair person (within 24 hours)
- ARC will conduct a detailed enquiry gather evidences and submit its report along with the recommendations to the chairperson in 15 days.
- The Chairperson will take action as per the recommendations.
- If the victim student / parent are not satisfied with the action taken by the committee, a FIR should be filed with the local police

Composition:

#	Name	Designation	Contact No.	Email ID
1	Dattatray Ghule	Chairman (Principal)	9822450838	registrar@vsisugar.com
2	Dr. Deepali Nimbalkar	Member	9422514085	ds.nimbalkar@vsisugar.org.in
3	Dr. Kakasaheb Konde	Member	8008376060	kakasaheb.konde@gmail.com
4	Dr. Vivek Patil	Member (Secretary)	9960393286	vp.patil@vsisugar.org.in
5	Ravindra Gangele	Member (Management)	9623192144	rs.gangele@vsisugar.org.in
6	Santosh Gore	Member	8975245100	
7	Dhananjay Nasare	Member	9011048122	
8	Krishnakant Kobal	Member	9881098380	
9	Devidas Dagade	Member	9890464883	
10	Shivani Patil	Member	9146988951	sp522533@gmail.com
11	Koustubh Jagtap	Member	7447648089	jkoustubh2000@gmail.com



[Handwritten Signature]

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Anti-Sexual Harassment Cell

Anti-Sexual Harassment Committee Policy on Sexual Harassment

In light of the Supreme Court's ruling and the guidelines set forth in 1997 to ensure the enforcement of gender equality and protection against sexual harassment and abuse, particularly in the workplace, the University Grants Commission (UGC) has been issuing circulars to all universities since 1998. These circulars advise the universities to establish a permanent cell and committee, as well as develop guidelines to address sexual harassment, violence against women, and ragging within their institutions. With these guidelines in mind, Vasantdada Sugar Institute (VSI) has formed a Committee against Sexual Harassment. VSI is dedicated to creating a harmonious and supportive environment where students, teachers, and non-teaching staff can collaborate without fear of violence, harassment, exploitation, or intimidation. This commitment extends to all types of gender violence, sexual harassment, and discrimination based on gender. Each individual is expected to uphold the principles of freedom of expression and association, as the college strongly advocates for gender equality and firmly opposes any form of gender discrimination and violence.

Objectives of the Policy:

- To promote a culture of zero tolerance towards sexual harassment and gender-based violence.
- To engage the entire staff and student community in open and honest discussions about gender-based violence, consent, and respect.
- To maintain strict confidentiality during the investigation and resolution process to protect the privacy and safety of all parties involved.
- To actively involve male students/staff in prevention efforts and encourage them to be allies in creating a safe and respectful environment.
- To collaborate with external organizations and experts to develop and implement effective prevention and awareness programs.
- To monitor and evaluate the effectiveness of prevention and intervention efforts through regular surveys and feedback mechanisms.

Definition of sexual harassment:

For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances
- A demand or request for sexual favors
- Sexually colored remarks
- Showing pornography



- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Composition of the Anti - Sexual Harassment Committee :

Sr.no	Name	Designation	Contact No.	Email ID
1	Dr. Deepali Nimbalkar	Presiding Officer	9422514085	ds.nimbalkar@vsisugar.org.in
2	Kavita Mundankar	External Expert		
3	Dr. Raghunath Burase	Member	7887924063	raghunathburase@gmail.com
4	Nandita Naik	Member	9763801098	nanditanaik27@gmail.com
5	Ravindra Gangele	Member	9623192144	rs.gangele@vsisugar.org.in
6	Champavati Namol	Member	9579391005	registrar@vsisugar.com
7	Komal Thorat	Member	7757815169	
8	Shruti Kulkarni	Member	9561565049	shrutikulkarni.horti@gmail.com
9	Saloni Jadhav	Member	8600190402	saloni.jadhav2599@gmail.com

Role and responsibility of Anti-sexual harassment committee:

1. In order to guarantee the establishment of a professional and academic setting that is devoid of any form of sexual harassment, it is essential to acknowledge that sexual harassment is determined by the individual who perceives themselves as being harassed. It takes place when the person who feels harassed experiences feelings of offense, humiliation, or intimidation due to certain behaviors. Moreover, it is crucial to consider that it is reasonable, given the circumstances, for the person who feels harassed to experience such negative emotions.
2. It is imperative to undertake all necessary measures, both proactive and preventive, to avoid any instances of harassment. Additionally, it is crucial to investigate and resolve any complaints received regarding unwanted sexual advances, uninvited physical contact, inappropriate requests for sexual favors, or any other unwelcome behaviors of a sexual nature. Such behavior may include verbal or written comments of a sexual nature made to or in the presence of an individual.
3. To implement a comprehensive strategy, it is crucial to secure the support of the chief executive officer/Principal at high level. This can be achieved by disseminating information to all staff and students about what constitutes sexual harassment and their obligation to refrain from sexually



harassing other staff and students. Additionally, managers, supervisors, and staff involved in teaching and learning activities should receive information and training on how to fulfil their responsibilities in maintaining a work and study environment that is free from sexual harassment.

4. Create a documented policy that explicitly forbids any form of sexual harassment. The organization must establish a comprehensive Sexual Harassment Policy that clearly articulates the institution's core principles and legal obligations. This policy should include a precise definition of sexual harassment and explicitly state the types of behavior's that will not be tolerated.
5. Consistently disseminate and advocate for the policy throughout all tiers of the organization. Ensure that managers and supervisors engage in discussions and strengthen the policy during staff meetings; Incorporate the policy and other pertinent information on sexual harassment into the standard induction process for new staff members; Regularly assess the policy to guarantee its efficacy and inclusion of current information.
6. Place posters regarding anti-sexual harassment in common work areas and distribute informative brochures; Organize frequent sessions to raise awareness among all employees about sexual harassment concerns.
7. It is imperative to guarantee that the procedures for handling complaints meet the following criteria
 - They must be clearly documented and easily accessible to all employees.
 - They should be thoroughly explained to every employee to ensure understanding.
 - They must provide both informal and formal avenues for resolution.
 - Complaints should be addressed in a fair, timely, and confidential manner.
 - The principles of natural justice should be upheld throughout the process.
 - Clear guidance on internal investigation procedures and record keeping should be provided.
 - An assurance should be given that no employee will face victimization or disadvantage as a result of making a complaint.

Powers of the committee:

1. The Committee is authorized to request the presence of witnesses and the submission of documents or any information from any employee or student.



2. In the event that the Committee has grounds to suspect that an employee or student possesses pertinent documents or information, it may instruct said individual to provide such documents or information through a written notice. This notice may summon the person or request the submission of the documents or information at a designated location and within a specified timeframe.
3. In cases where any pertinent document or information is stored or recorded through mechanical, electronic, or other means, the Committee is authorized to order its production or a written reproduction of it.
4. Once the Committee has requested the production of documents or information, it may
 - (i) create copies or extracts of said documents or information, or
 - (ii) keep them for as long as necessary for the proceedings at hand.
5. The Committee is authorized to issue interim instructions to any individual involved in the proceedings before it.
6. The Committee is empowered to propose appropriate measures to be taken against any individual who is proven guilty of
 - (a) sexually harassing the complainant;
 - (b) retaliating against or victimizing the complainant or any other individual before the Committee; and
 - (c) making false accusations of sexual harassment against the accused person.

Functions of the committee:

• **Preventive steps:**

In order to establish a secure setting that is devoid of any instances of sexual harassment. To encourage actions that foster an environment guaranteeing gender equality and equitable opportunities.

• **Remedial steps:**

- It is imperative to guarantee the safety, accessibility, and sensitivity of the complaint registration process.
- In order to acknowledge complaints regarding sexual harassment, conduct thorough investigations, offer support and resolution to the victims, suggest appropriate penalties, and if required, initiate action against the perpetrator.



- If the complainant agrees, it is recommended to inform the appropriate authority to issue warnings or seek legal assistance in order to put an end to the harassment.
- With the consent of the complainant, it is advisable to seek medical, police, and legal intervention.
- If the victim wishes, arrangements should be made to provide suitable psychological, emotional, and physical support, such as counselling, security, and other forms of assistance.
- **The complainant or otherwise, disciplinary action could be initiated in the form of:**
 - Warning
 - Written apology
 - Bond of good behavior
 - Adverse remarks in the confidential report
 - Debarring from supervisory duties
 - Denial of membership of statutory bodies
 - Denial of re-employment/re - admission
 - Stopping of increments / promotion/denying admission ticket
 - Reverting, demotion
 - Suspension
 - Dismissal
- **Punishment and compensation:**
 1. Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.
 2. Where the respondent is a student, depending upon the severity or the offence, the HEI may-
 - With hold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
 - Suspend or restrict entry into the campus for a specific period
 - Expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
 - Award reformative punishments like mandatory counselling and, or, performance of community ser vices.
 3. The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by



the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

- Mental trauma, pain, suffering and distress caused to the aggrieved person
- The loss of career opportunity due to the incident of sexual harassment
- The medical expenses incurred by the victim for physical, psychiatric treatment
- The income and status of the alleged perpetrator and victim
- The feasibility of such payment in lump sum or in instalments.



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Equal Opportunity Cell

Vasantdada Sugar Institute (VSI) is committed to the principle of equality in education, welfare for the teaching/non-teaching staff and students and will continue to develop equal opportunity and equity practices and programs compatible with its overall goals and responsibilities. The institute is equally committed to providing a safe environment that is free from risks to health and safety. These commitments are consistent with the principles of justice and the pursuit of excellence, and conform to the spirit and intent of equal opportunity, anti-discrimination and occupational health and safety legislation.

Objectives:

- To ensure equity and equal opportunity to the community at large in the Institute and bring about social
- To recommend measures to enhance the diversity among the students and employees and at the same time foster the principle of equal
- To create congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social
- To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized
- To investigate the grievances of the discrimination of any kind and suggest amicable
- To disseminate the information related to schemes and programmes, notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time for the welfare of the socially weaker
- To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of
- To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to help students of the disadvantaged groups.
- To coordinate and work with other statutory bodies of the Institute for the benefit of disadvantaged
- To bring awareness about problems faced by disadvantaged groups and methods of

Implementation or operational aspects:

- The Institute will take reasonable and proportionate measures to eliminate discrimination, sexual harassment, bullying or victimization as far as possible. Employee and students bound by this policy must comply with all rules and regulations envisaged in the policy.
- Employee and students must not engage in behavior that constitutes bullying/victimisation/discrimination towards other employee or students, including physical,



visual, verbal, and non-verbal behavior. Failure to do so may lead to the individual being held legally responsible and serious penalties apply to those who breach the policy.

- The committee reviews the effective implementation of the principle of equal opportunities to all; irrespective of gender, ability, socio-economic background, caste, religion, or language.
- The Committee should meet at least once in six months and actions taken on decisions are to be reviewed.

Composition:

#	Name	Designation
1	Dattatray Ghule	President (Principal)
2	Dr. Deepali Nimbalkar	Vice-president
3	Dr. Raghunath Burase	Member
4	Eknath Alhat	Member
5	Hemlata Hingane	Member
6	Suresh Ghule	Member
7	Sandeep Taur	Member
8	Priyanka Handeshwar	Member
9	Sakshi Salekar	Member
10	Shankar Handeshwar	Member
11	Prakash Salekar	Member




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Students Grievance Redressal Committee

Student Grievance Redressal Committee Policy:

Vasantdada Sugar Institute (VSI) is dedicated to establishing a favorable environment for the academic and overall growth of its students. In line with this commitment, students are provided with opportunities to address their grievances through the Student Redressal Grievance Committee (referred to as the cell), which has been formed in accordance with section 5 of the University Grants Commission (Redress of Grievances of Students) Regulations, 2019 (referred to as UGC Regulations, 2019). The committee aims to resolve grievances with utmost integrity, fairness, and confidentiality.

CONSTITUTION OF COMMITTEE:

Sr.no	Name	Designation
1	Dattatray Ghule	Chairman (Principal)
2	Dr. Deepali Nimbalkar	Member
3	Dr. Kakasaheb Konde	Member
4	Udaysingh Mane	Student

Introduction

The primary role of the Student Grievance Redressal Committee (SGRC) is to investigate and assess the validity of complaints filed by students. Additionally, the SGRC has the authority to address issues related to nuisance. Students who have legitimate grievances can either personally approach the committee members or seek guidance from the chairman of committee. If an individual is reluctant to appear in person, they have the option to submit their grievances in writing through the letterbox or suggestion box located at the Administrative Block. Alternatively, grievances can also be communicated via email to the institute's head

Objective:

The primary goal of the SGRC is to foster a culture of responsiveness and accountability among all parties involved, in order to maintain a harmonious educational environment within the institute.



A Student Grievance Redressal Committee (SGRC) established to address the issues raised by students in the institute, with the following objectives:

- Upholding the institute's dignity by promoting a peaceful atmosphere through fostering positive relationships between students and between students, teachers and non-teaching staff
- Encouraging students to freely and openly express their grievances and problems, without fear of reprisal
- Installing a suggestion/complaint box at main building, where students can anonymously submit their grievances and suggestions for improving academics and administration in the institute
- Advising students to respect each other's rights and dignity, and to exercise restraint and patience during conflicts.
- Advising all students to refrain from inciting others against fellow students, teachers, or institute administration.
- Conducting thorough investigations into the causes of grievances.
- Ensuring effective solutions to grievances submitted online by stakeholders such as students, faculty, non-teaching staff and parents.

Scope:

The Student Grievance Redressal Committee (SGRC) will handle written grievances from students regarding the following matters:

1. Academic Matters:

This includes issues such as the timely issuance of duplicate mark sheets, transfer certificates, conduct certificates, or any other examination-related matters.

2. Financial Matters:

Grievances related to dues and payments for various items such as library fees, hostel fees, etc.

3. Other Matters:

Grievances concerning concerns about sanitation conditions, victimization by teachers, or any other relevant issues. Non-payment or delayed payment of scholarships to eligible students.

Functions:

- The institute has established an online platform where students who have grievances can submit an application for resolution.
- Upon receiving an online complaint, the institution promptly forwards it to the Student Grievance Redressal Committee, along with their comments, within 10 working days.



- Once the online complaint is received, the committee schedules a hearing date for the complaint and communicates it to the affected students.
- Written grievances from students are promptly addressed by the committee.
- The committee thoroughly reviews all cases and takes appropriate action. They also provide a report to the authority, detailing the cases attended to and any pending cases that require guidance from higher authorities.
- Once the complaint is resolved, the SGRC provides a signed copy of the order to the student

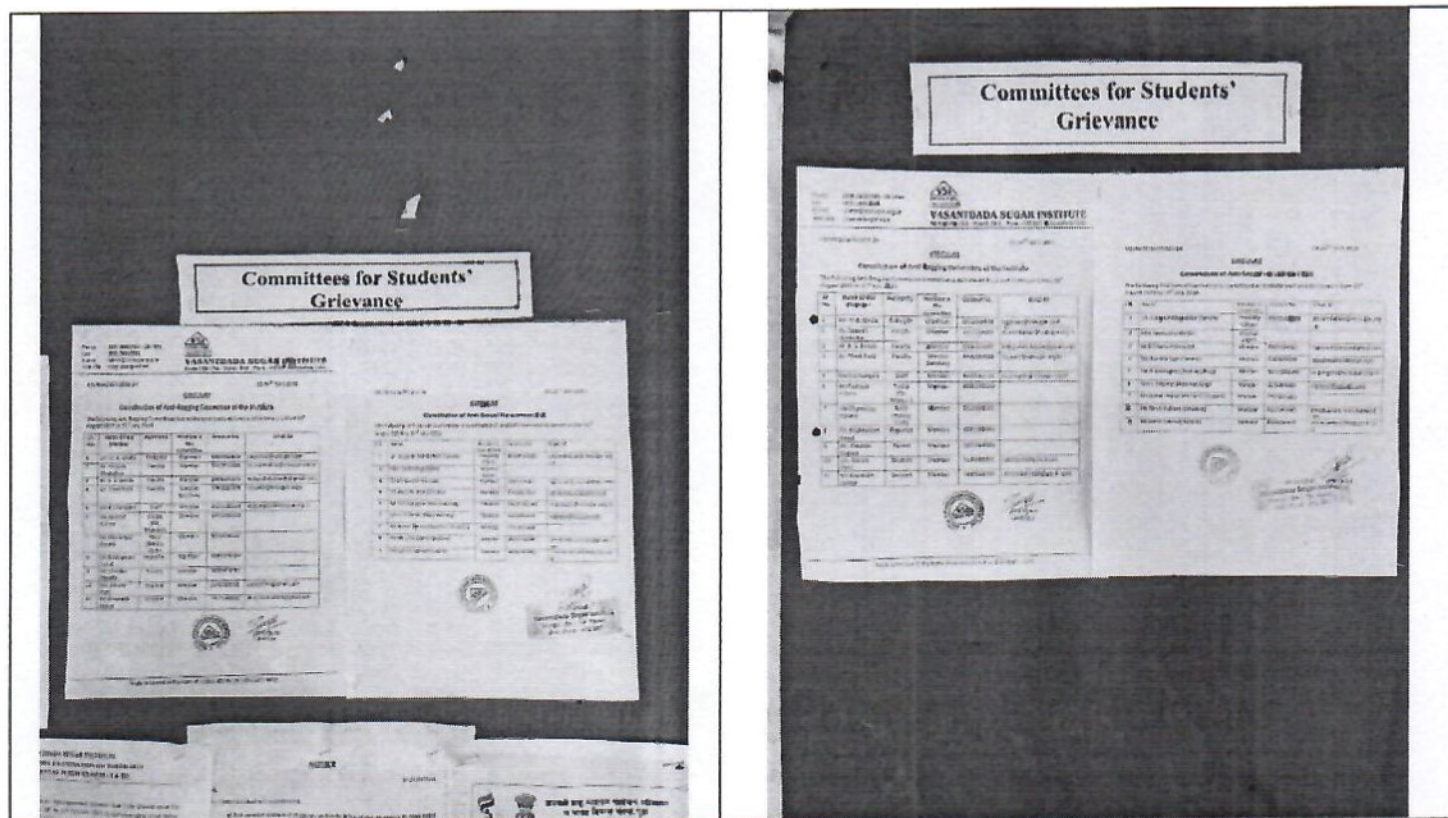
Procedure for lodging complaint:

- Students are encouraged to express their grievances by submitting a written complaint either in the prescribed format available at the administrative department or by filling out an online form on the website https://www.vsisugar.com/academics/student_support.php.
- The Grievance Cell will address cases that are accompanied by the required documents.
- Rest assured; the SGRC will ensure that all grievances are resolved within the specified timeframe

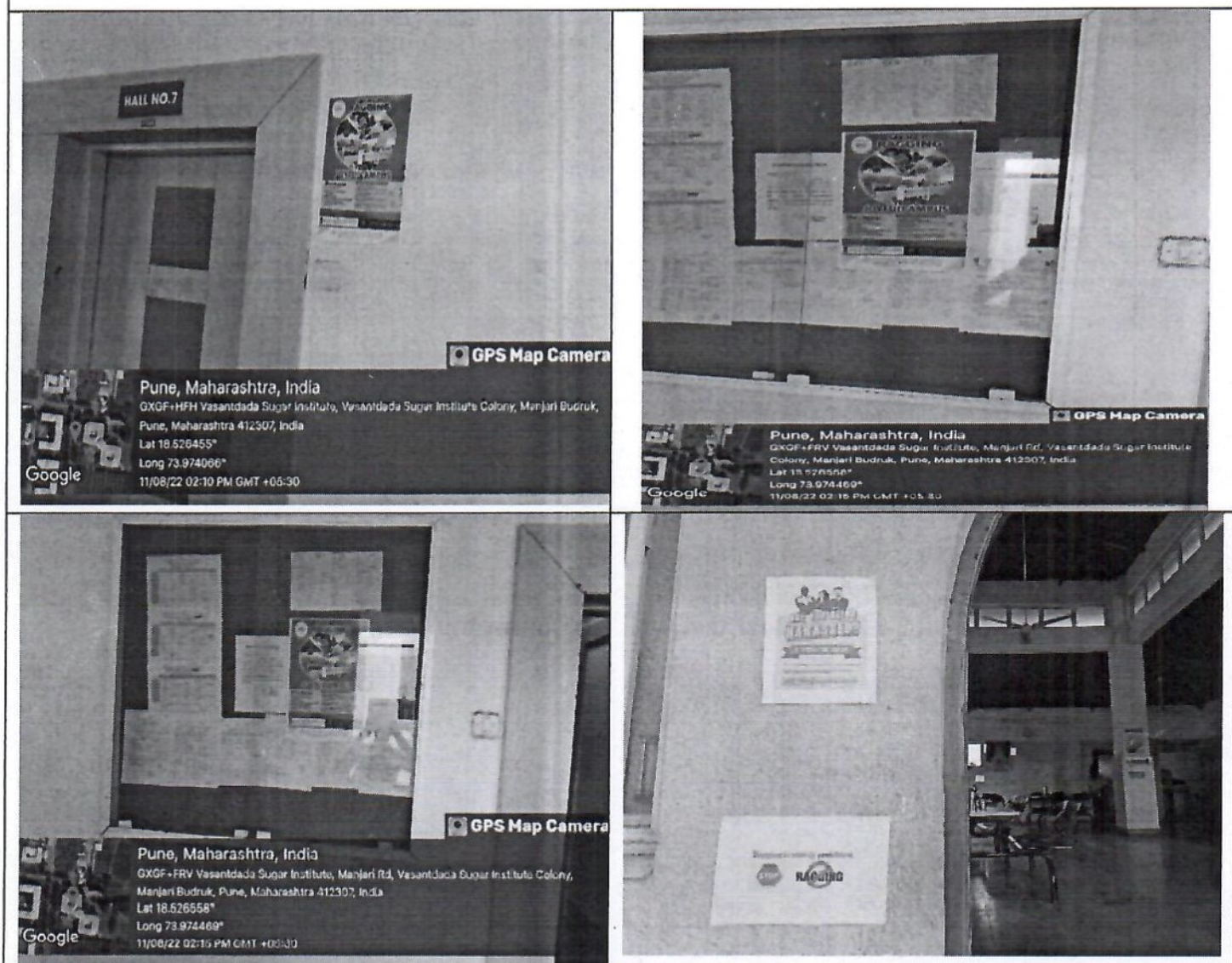


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Awareness and undertakings Photographs at Institute



Student grievance committee display near lecture halls and library



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