



**JOGESHWARI EDUCATION SOCIETY'S
COLLEGE OF COMMERCE SCIENCE & INFORMATION TECHNOLOGY**

(AFFILIATED TO UNIVERSITY OF MUMBAI)

JES Education Complex, Caves Road, Arvind Gandbhir Campus, Jogeshwari (East), Mumbai - 400 060.

Tel : 022 2824 5527 / 83568 67783 | Email : jescollegecom@gmail.com | Web : jescollege.edu.in

5.1.4: THE INSTITUTION ADOPTS THE FOLLOWING FOR REDRESSAL OF STUDENT GRIEVANCES INCLUDING SEXUAL HARASSMENT AND RAGGING CASES.

Sr. No	DESCRIPTION	Link/Content
1.	5.1.4._4 Implementation of guidelines of statutory/ regulatory bodies.	5.1.4_4 1. Introduction. 2. Internal Compliant Committee. 3. College Grievance Redressal Cell. 4. Anti -Ragging Cell.



Ratshela

PRINCIPAL

JOGESHWARI EDUCATION SOCIETY'S
COLLEGE OF COMMERCE SCIENCE
& INFORMATION TECHNOLOGY
Caves Road, Jogeshwari (E), Mumbai-400 060.



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1. Introduction

The Committees can receive applications of the students, teaching and non-teaching staff to attend their grievances. The committees meet as and when the complaint is received and solve the issues as per the guidelines of the relevant committee.

The Notice along with agenda is given to the members of the committee and minutes are prepared to document the proceedings undertaken.

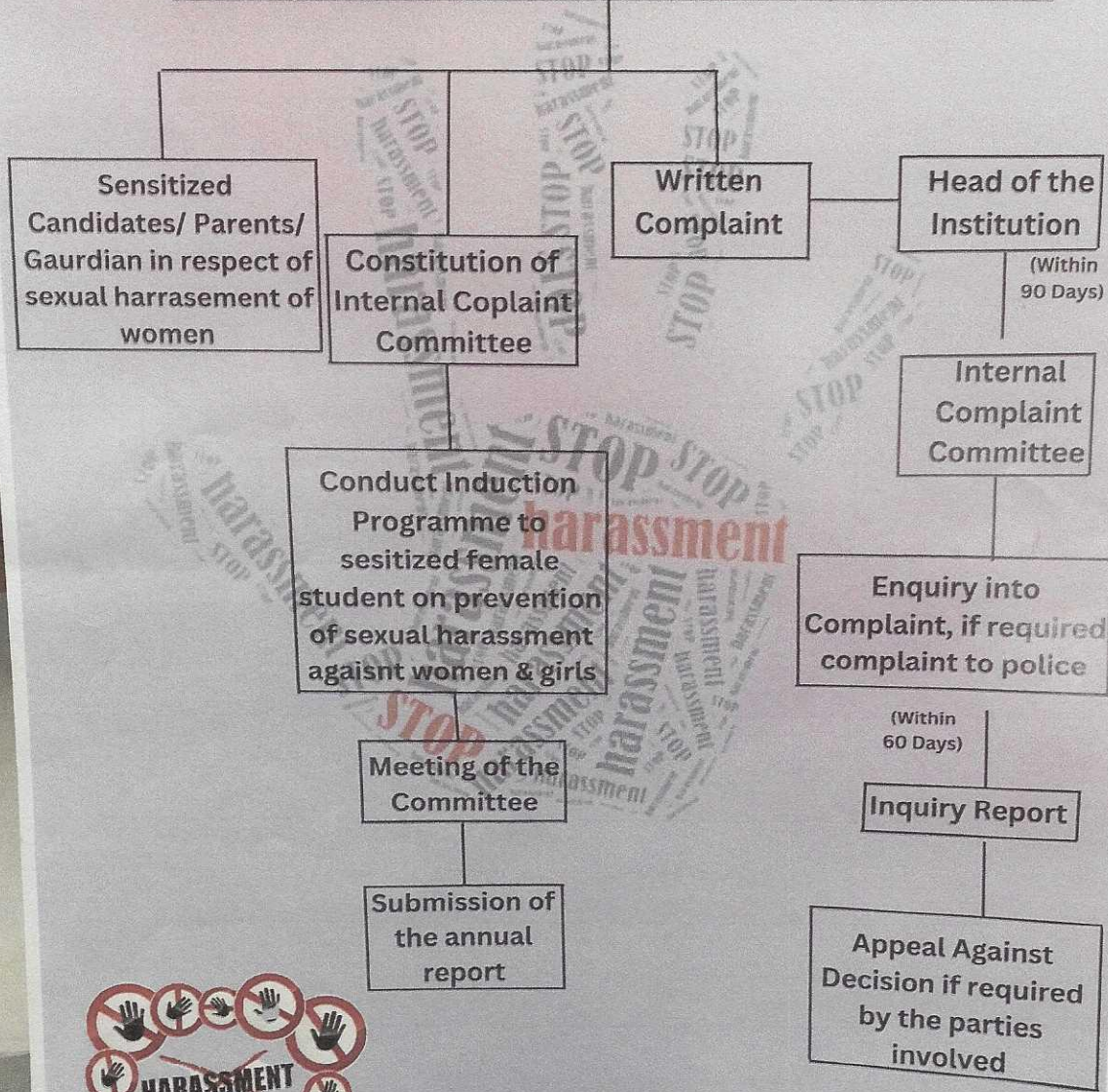



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Jogeshwari Education Society's
COLLEGE OF COMMERCE SCIENCE &
INFORMATION TECHNOLOGY
(Affiliated to University of Mumbai)

ICC Grievance Mechanism

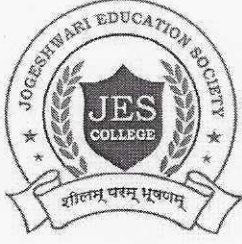


Mumbai, Maharashtra, India

J.E.S. Compound, Caves Road, Jogeshwari Education Soci
Rd, near I.Y. College Campus, Ismail College Camps, Natwa
Jogeshwari East, Mumbai, Maharashtra 400060, India
Lat 19.135348°

Pashler





**Jogeshwari Education Society's
JES COLLEGE OF COMMERCE,
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(AFFILIATED TO MUMBAI UNIVERSITY)**

Notice

14th March, 2023.

A meeting of the members of ICC will be conducted regarding complaint received from the girl student of the degree college in Conference Room at 11.00 am on Friday, 17th March, 2023:

Agenda

1. To discuss about the genuineness of a complaint received from one of the female students of TYBAF.
2. To discuss about the behaviour of Respondent Ashwin Dubey.
3. To find out any oral or documentary evidence from the complainant.
4. To receive the opinion of other faculty about the respondent.

Regards,

S Radhika Rao

Asst. Prof. Radhika Rao

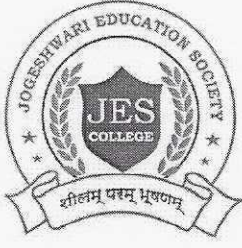
Convener



P. S. Belkar

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**Jogeshwari Education Society's
JES COLLEGE OF COMMERCE,
SCIENCE & INFORMATION TECHNOLOGY
(AFFILIATED TO MUMBAI UNIVERSITY)**

MINUTES OF ICC

DATE :17th March, 2023

A meeting of ICC Department was conducted on Friday, 17th March, 2023 in the Conference Room at 11.00 am.

The following points were discussed. List of the members present for the meeting is attached herewith. Ms Radhika Rao convened the meeting

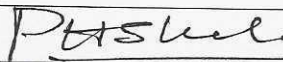
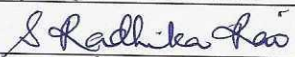


1. Meeting was held to discuss about the complaint received from a girl student of TYBAF against her classmate Ashwin Dubey from TYBAF.
2. The complain was about her being disturbed during lecture by Ashwin Dubey regularly.
3. The behaviour of the respondent is always rude and arrogant towards the complainant and other girl students also.
4. She mentioned that the girls in the class are irritated with the respondent due to his rude behaviour.
5. Respondent Ashwin Dubey was called to the meeting and a fair chance was given him to explain about the complaints raised against him.
6. He admitted his misbehaviour towards the complainant and other girls and apologized for the same. He also assured that in future he would always show respect for the girls in the class and as well as in the college. Apology letter was taken from him.



7. Professor Ms Riddhi Parikh and Professor Mrs. Radhika Rao explained to him the need, importance of good behaviour towards girls and show respect to them.

The meeting ended with the vote of thanks to the chair.

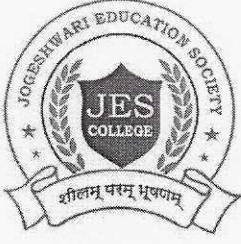
Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	
2. Mrs. Radhika Rao	
3. Ms. Riddhi S Parikh	
4. Ms Jasmine Jadhav	




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Notice

07th September, 2022.

There will be a meeting of the members of IQAC, WDC and ICC organise a one-week programme on "Gender Sensitization" for the students of degree college in the conference room at 9.00 am on Friday, 09th September, 2022.

Agenda

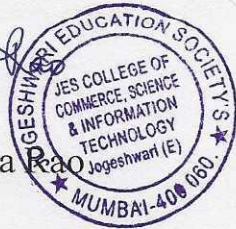
1. To decide the venue for 'Samantha - Gender Sensitization.
2. To finalise the topics on which the programme would be held.
3. To finalise the scheduled time.
4. To finalise the speakers with the help of various association for each topic of the programme.
5. To finalize the teachers for mentoring and allocating duties.

Regards,

S Radhika

Asst. Prof Mrs Radhika

Convener



P. Shukla

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MINUTES OF IQAC, WDC, ICC

DATE :09th September, 2022

A meeting of the IQAC, WDC and ICC Departments was conducted on 09th September 2022 in the conference room at 9.00 am.

The following points were discussed. List of the members present for the meeting is attached herewith. Mrs. Radhika Rao convened the meeting

1. Meeting was held to create awareness among the students about gender equalization in the society and their contribution in college campus.
2. It was decided that the one-week programme called "Samantha - Gender Sensitization" would be conducted in JES College Auditorium from 20th Sep -24 Sep 2022 for all the faculties and students of degree College.
3. Dr Sunita Sharma along with the Principal and others members of the committee finalized the topics on which the programme would be held.
4. Topics that were discussed and finalized for the event were Toxic to Transformative- Unpacking Masculinity, Women's Rights, Kill rape culture not the rapist, Breaking the binaries: Gender as a spectrum, Workshop on Pavitra.
5. Speakers from various associations who would address the issue were discussed and committee finalized five speakers for five days of the Programme.
6. Also it was decided that the teachers on duty would be mentoring the students.

The meeting ended with the vote of thanks to the chair.



Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	<u>P.Shelar</u>
2. Dr Sunita Sharma	<u>S. Sharma</u>
3. Mr. Vikram Desai	<u>V. Desai</u>
4. Mr. Chitrarth Kate	<u>C. Kate</u>
5. Mr. Aniruddha Kumawat	<u>A. Kumawat</u>
6. Ms. Tejawini Parab	<u>T. Parab</u>
7. Ms. Pragati Yerunkar	<u>P. Yerunkar</u>
8. Mrs. Radhika Rao	<u>R. Rao</u>
9. Ms. Neha Kothari	<u>N. Kothari</u>
10. Ms Jasmine Jadhav	<u>J. Jadhav</u>

Leave of absence:

Name	Sign
1. Mr. Hyder Khan	ABSENT
2. Ms Archana Dhawade	ABSENT



P.Shelar

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College has formed all the committees that are required to address the grievances received from the students. The students are encouraged to report their grievances without any fear of being victimized. So that a harmonious educational atmosphere is maintained in the college.

Mechanism

JES college has constituted a Grievance and Redressal Cell as per UGC Grievance Redressal regulation.

This cell works towards resolving the complaints lodged by any student. The Grievance Redressal Cell is also empowered to look into the matters of harassment. Anyone with a genuine grievance may approach to the Principal and members of GRC. In case the student is unwilling to appear in person, written grievance may be dropped in the 'Complaint Box' situated in the corridor area of the college on second floor.

College has requested students to note that making a complaint is serious and therefore, they are to use this power in a responsible manner. At the same time, the college assures students that once a complaint is made, it will be treated with sensitivity and confidentiality.

The college has constituted Internal Complaint Committee, Grievance Redressal cell, Anti-Ragging cell, Anti-Discrimination cell, Right to Information cell. The Anti Ragging cell conduct surprise visit to the classes in the campus to check the possibility of ragging. There are no registered or reported cases with our institution for sexual harassment. However, our own institution conducts lectures by professionals every year to create awareness amongst the students. There are minimum two meetings held during the year. Mechanism for timely redressal as per the guidelines will be also be put on website. The college has displayed posters at prominent places at the college entrance and on notice board as the zero-tolerance policy.

A student representative (Ombudsman) has to assist the students in presenting their case along with the guidance of the committee members. Committee also has to counsel the students whenever required to resolve their grievances and give recommendations for the concern matter.

The committee has to resolve the grievance of the complainant student by giving an opportunity of hearing to all the concerned parties and following the principles of natural justice.

Advising students of the College to respect the right and dignity of one another and show utmost restraint and patience whenever any occasion of rift arises.

All the students have to refrain from inciting students against other students, teachers and College administration. Upholding the dignity of the College by ensuring strife free atmosphere in the College through promoting cordial student-student relationship and student-teacher relationship.



P. S. Shelkar
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Notice

Date: 14th February, 2023.

There will be a meeting of all the members of College Grievance Redressal Cell to discuss the for the case received from a student in the Conference Room at 9.30 am on Wednesday 15th February, 2023.

Agenda

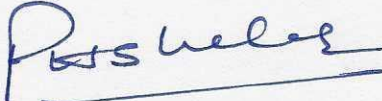
1. To discuss about the complaint received from the students of TYBSCIT to increase the storage space on all the computers in IT lab.
2. To discuss alternatives like increasing the number of computers in IT lab.
3. Alternative suggestions as per the recommendations received.
4. Any other matter with the permission of the chair.

Regards,

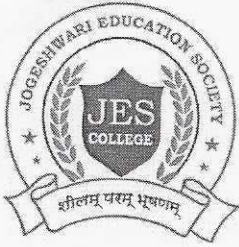

Asst. Professor Mrs. Radhika Rao

Convener





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**MINUTES OF COLLEGE GRIEVANCE REDRESSAL CELL
COMMITTEE MEETING**

DATE: 15th February, 2023

A meeting of the College Grievance Redressal Cell was conducted on Wednesday 15th February, 2023 at 9.30 am in the Conference Room.

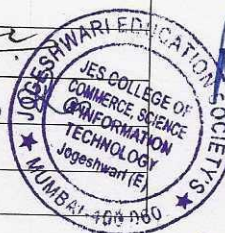
The following points were discussed. List of the members present for the meeting is attached herewith. Mrs. Radhika Rao convened the meeting.

1. Meeting was held to discuss about the complaints received from the student of B.Sc. IT regarding Lab facilities.
2. It was decided to increase the storage space on all the computers in the IT lab.
3. Since students have to practice during lectures for mobile programming, they would require it for their practical to be practised and for exams.
4. It was also decided that introducing more Computers in the IT lab or providing alternate classroom for IT facilities could also solve the problem.
5. This would also be helpful to students to complete their practicals on time and practice more.

The meeting ended with the vote of thanks to the chair.

Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	<i>Prashant Shelar</i>
2. Mrs. Radhika Rao	<i>Radhika Rao</i>
3. Ms. Vaishali Trivedi	<i>Vaishali Trivedi</i>
4. Ms Jasmine Jadhav	<i>Jasmine Jadhav</i>



Prashant Shelar
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Notice

Date: 09th December, 2022.

There will be a meeting of the members of College Grievance Redressal Cell to discuss a case received from the students in Conference Room at 9.30 am on Monday 12th December, 2022.

Agenda

1. To discuss about the complaint received from the students regarding condition of boys toilet.
2. To discuss about the number of times toilet should be cleaned.
3. To discuss about better hygiene in toilet.
4. To check the leaking of taps and flush tanks from time to time.

Regards,

Radhika Rao

Asst. Prof Mrs. Radhika Rao

Convener



P. S. Ullal

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**MINUTES OF COLLEGE GRIEVANCE REDRESSAL CELL
COMMITTEE MEETING**

DATE :12st December, 2022

A meeting of College Grievance Redressal Cell Committee was conducted on Monday, 12th December, 2022 in the conference room at 9.30 am.

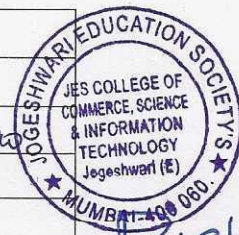
The following points were discussed. List of the members present for the meeting is attached herewith. Mrs. Radhika Rao convened the meeting

1. Meeting was held to discuss about the complaints received from the student about the poor condition of the boys' toilet.
2. It was finalized that the house keeping staff would clean the toilet four times a day. It was suggested that a record of list of times with time in and time out of the staff should be put up on the toilet with name and signature on regularly daily basis.
3. It was decided that plumber would be called twice a year to check the taps, flush tanks, pipes and water tanks to curb leakage and avoid wastage of water.
4. It was decided that inside the toilet sign boards would be kept giving instructions to maintain hygiene.
5. It was decided that Students would be guided regularly on how to maintain personal hygiene on and off the campus of the college.

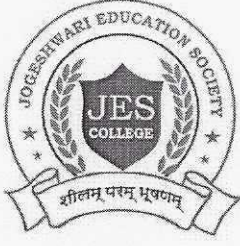
The meeting ended with the vote of thanks to the chair.

Members Present for the Meeting:

Name	Sign
1. Dr. Prashant Shelar	<i>Prashant Shelar</i>
2. Mrs. Radhika Rao	<i>Radhika Rao</i>
3. Ms. Vaishali Trivedi	<i>Vaishali</i>
4. Ms Jasmine Jadhav	<i>Jadhav</i>



Prashant Shelar
PRINCIPAL



**Jogeshwari Education Society's
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Notice

Date: 11th January, 2023.

There will be a meeting of the members of College Grievance Redressal Cell regarding a case received from the students in the Conference Room at 11.00 am on Thursday, 12th January 2023.

Agenda

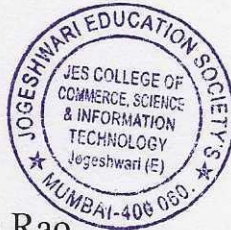
1. To discuss about the complaint received from students regarding Gymkhana.
2. To discuss about the facilities in gymkhana.
3. To increase latest equipments in gymkhana.
4. To discuss on increasing gymkhana timings to provide more facilities.

Regards,

S Radhika Rao

Asst. Professor Mrs. Radhika Rao

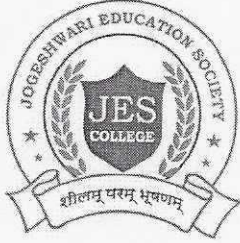
Convener



Rashmi

PRINCIPAL

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**MINUTES OF COLLEGE GRIEVANCE REDRESSAL CELL
COMMITTEE MEETING**

DATE: 12th January, 2023

A meeting of College Grievance Redressal Cell Committee was conducted on Thursday, 12th January, 2023 in the Conference Room at 11.00 am.

The following points were discussed. List of the members present for the meeting is attached herewith. Mrs. Radhika Rao convened the meeting.

1. Meeting was held to discuss about the complaints received from the students regarding Gymkhana.
2. To increase the facilities available in gymkhana like introducing more games like dart games, foos ball, table tennis, scrabble board games.
3. It was decided that equipments like kettlebells, stability balls, leg press, dumb bells should be introduced.
4. It was also decided to increase the stamina of girl student stepper board, resistance bands should be introduced in gymkhana.
5. A Suggestion to have Daily yoga classes also be held to increase the concentration and focus of the students which in turn would be useful for their studies and get higher percentage in exams were also considered.

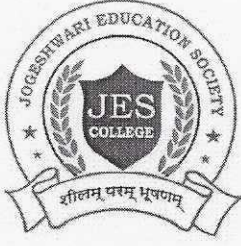
The meeting ended with the vote of thanks to the chair.

Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	
2. Mrs. Radhika Rao	
3. Ms. Vaishali Trivedi	
4. Ms Jasmine Jadhav	



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Notice

Date: 29th November, 2022

There will be a meeting of the members of College Grievance Redressal Cell in Conference Room at 10.30 am on Wednesday 30th November, 2022 regarding a grievance received.

Agenda

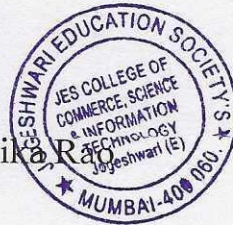
1. To discuss the complaint received from the students of TYBMS to increase the reading space in the library.
2. To discuss about the means to increase the space in the library.
3. To discuss on increasing library timings in the evening during college exams and competitive exams.
4. To discuss any possible alternate solution.

Regards,

Radhika Rao

Asst. Professor Mrs. Radhika Rao

Convener



P. Shelar

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**MINUTES OF COLLEGE GRIEVANCE REDRESSAL CELL
COMMITTEE MEETING**

DATE:30th November, 2022

A meeting of the College Grievance Redressal Cell Committee was conducted on Wednesday, 30th November, 2022 in the conference room at 10.30 am.

The following points were discussed. List of the members present for the meeting is attached herewith. Mrs. Radhika Rao convened the meeting

1. Meeting was held to discuss about a complaint received from the students of TYBMS to increase the reading space in the library.
2. It was decided that more chairs be put in the library.
3. It was also decided that some structural changes in the library would take place after procuring final nod from the Management.
4. It was decided that the adjacent class be open for students to sit and prepare for the examination from a month before the exams.
5. It was decided that the timings of the library in evening would be extended to facilitate students who are doing internship and working. A peon would be on duty for students to avail the facility.

The meeting ended with the vote of thanks to the chair

Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	
2. Mrs. Radhika Rao	
3. Ms. Vaishali Trivedi	
4. Ms Jasmine Jadhav	



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Notice

DATE: 30th August, 2022.

There will be a meeting of the members of the College Grievance Redressal Cell regarding a case received from a student in Conference Room at 9.30 am on Thursday, 1st September, 2022.

Agenda

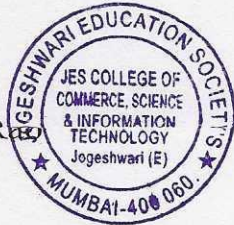
1. To discuss about the complaint received from a student regarding the canteen facility.
2. To discuss about increasing the quality of food.
3. To discuss about the additional canteen vendor to provide more nutritious and healthy food to students.
4. To provide more nutritious food options should in the canteen.

Regards,

S Radhika Rao

Asst. Prof Mrs. Radhika Rao

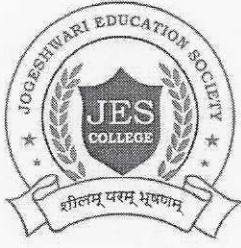
Convener



P. S. Heliker

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**MINUTES OF COLLEGE GRIEVANCE REDRESSAL CELL COMMITTEE
MEETING**

DATE :1st September, 2022

A meeting of the College Grievance Redressal Cell Committee Meeting was conducted on 1st September, 2022 in the conference room at 9.30 am.

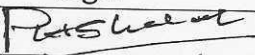
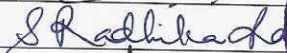
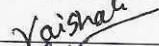

The following points were discussed. List of the members present for the meeting is attached herewith. Mrs. Radhika Rao convened the meeting.

1. Meeting was held to discuss about complaint received from the students regarding the canteen.
2. After discussion various ways to increase the quality of food by changing the brand of the oil, flour, etc. were considered.
3. Unanimously everyone agreed that health of the student should be of utmost importance. It was decided that instruction on the food cooked and displayed should be of priority. It was decided that twice a week the Canteen would be inspected.
4. It was also discussed that college can consider for an additional canteen vendor at the same premises. It was decided that class Mentors would suggest healthy food habits to their respective classes to improve their awareness towards healthy and nutritious food.
5. It was also discussed that Nutrition education should be a part of health education program.
6. It was decided that the existing canteen vendor would be instructed to increase the staff of canteen to avoid delay in their service.
7. It was also decided that the owner would be instructed to provide other food items like juices, sandwiches, salads, sprouts, etc as a healthy food option as it would attract crowds as well as it would be profitable.

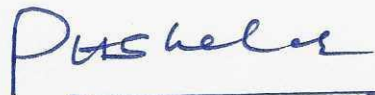


The meeting ended with the vote of thanks to the chair.

Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	
2. Mrs. Radhika Rao	
3. Ms. Vaishali Trivedi	
4. Ms Jasmine Jadhav	

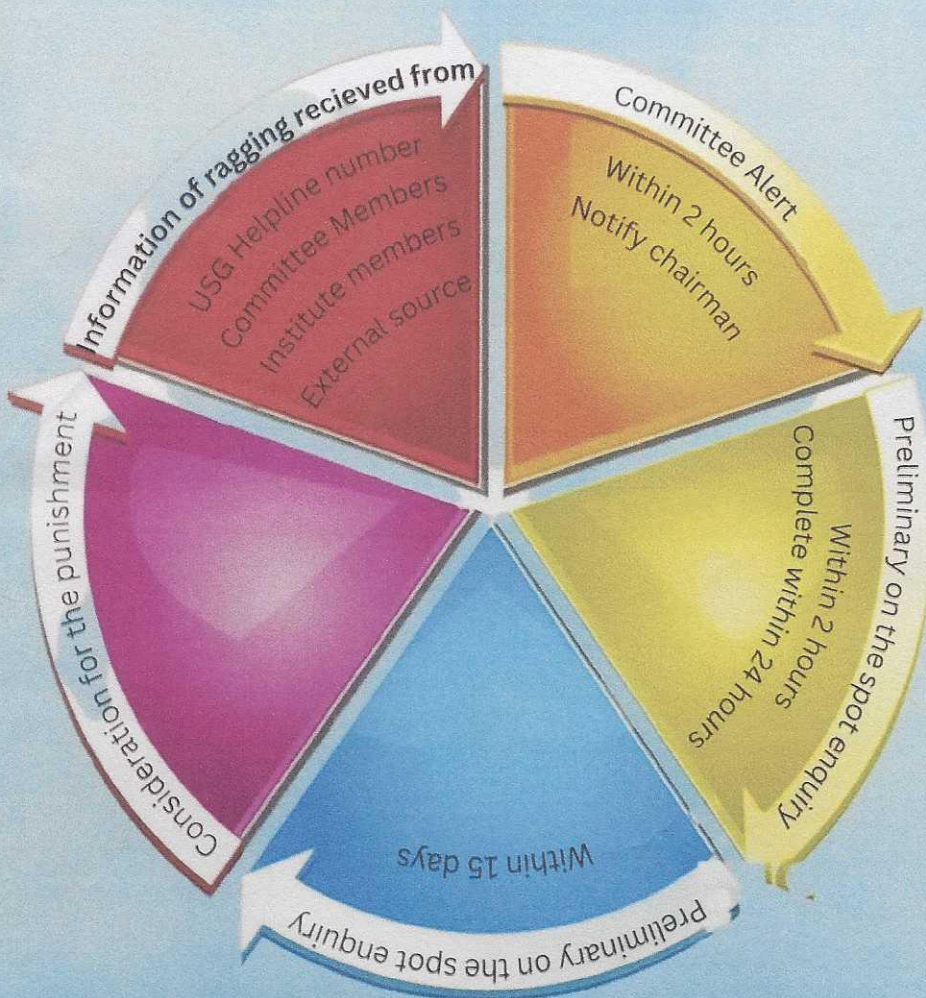




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Mechanism for handling issues of ragging

Ragging is a menace which has no place in Academic environment of the university and concerted efforts required to be in place to prevent its occurrence at any point of time. The Policy of the Institute is to make the campus fully "Anti Ragging Campus" in line with UGC/AICTE guideline



GPS Map



Mumbai, Maharashtra, India

J.E.S. Compound, Caves Road, Jogeshwari Education Societ Rd, near I.Y. College Campus, Ismail College Camps, Natwar Jogeshwari East, Mumbai, Maharashtra 400060, India

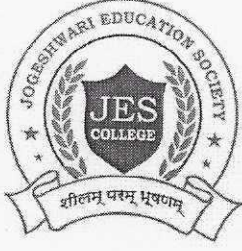
Lat 19.135301°

Long 72.850903°

11/09/23 01:27 PM GMT +05:30

P. S. Shela





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Notice

16th March, 2023.

All the members of Anti- Ragging committee are hereby informed that there will be a meeting regarding the complaint received from a student in the Conference Room at 9.00 am on Friday 17th March, 2023.

Agenda

1. To discuss about the complaint received from a student on the matter occurred on the college campus.
2. To discuss the genuineness of the Complaint and necessary action to be taken.
3. To create preventive measures for non-occurrence of such events in future.
4. To keep continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.

Regards,

Desai

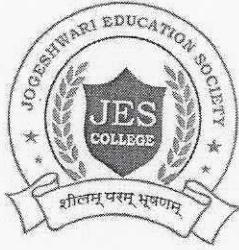
Asst. Prof Mrs. Vikram
Convener



P. Shela

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MINUTES OF ANTI RAGGING COMMITTEE MEETING

DATE :17th March, 2023

A meeting of the Anti-Ragging Committee was conducted on Friday, 17th March 2023, in the Conference Room at 9.00 am.

The following points were discussed. List of the members present for the meeting is attached herewith. Mr. Vikram Desai convened the meeting

1. Meeting was held to discuss about the complaint received from a student of the college regarding the unpleasant arguments between him and a girl from the college.
2. It was found out that a student from other College was involved in argument which led to an unpleasant situation and heated arguments.
3. The matter got resolved in the presence of the Principal. It was resolved that the parents of both the parties be informed and severe warning be given to the students. It was decided that an undertaking from both the parties would be taken.
4. Another resolution was that suspension for a week would be the punishment if such an incident occurred again.

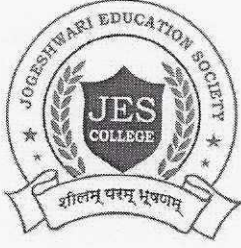
The meeting ended with the vote of thanks to the chair.

Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	
2. Mr. Vikram Desai	
3. Mr. Hyder Khan	
4. Mr. Amar shinde	



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Notice

23rd November, 2022.

There will be a meeting of the members of Anti- Ragging committee in the Conference Room at 9.30 am on Friday, 25th November, 2022 to create awareness on the ill effects of ragging.

Agenda

1. To discuss about creating a fearless atmosphere to give complaint against ragging and the needy action.
2. To explain exactly what ragging means and the possible punishment to the party if proved guilty.
3. To discuss Preventive ways of ragging in the premises without any unpleasant occurrences and recurrence.

Regards,

V. Desai

Asst. Prof Vikram Desai

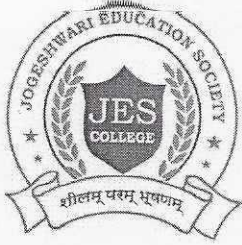
Convener



P. S. Kulkarni

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MINUTES OF ANTI RAGGING COMMITTEE MEETING

DATE :25th November, 2022

A meeting of the Anti-Ragging Committee was conducted on Friday, 25th Novmeber, 2022 in the Conference Room at 9.30 am.

The following points were discussed. List of the members present for the meeting is attached herewith. Mr. Vikram Desai convened the meeting

1. The Meeting was held to discuss about the complaints received and the possible, suitable actions needed to be taken.
2. It was decided that any student indulging in ragging can be prosecuted for Criminal Action as per the rules prescribed by the University of Mumbai.
3. It was also discussed that Parents would be informed about the Anti-Ragging committee and the expected behaviour of the students in the premises.
4. A decision to put up new Flash cards, Anti Ragging Posters and Pamphlets in each class and corridors.
5. It was resolved that the Committee would be vigilant over ragging so as to prevent its occurrence and recurrence.
6. A suggestion from one of the members of Anti- Ragging Committee members would be permitted to attend meetings/ seminars.

The meeting ended with the vote of thanks to the chair.

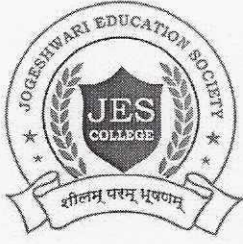
Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	
2. Mr. Vikram Desai	
3. Mr. Hyder Khan	
4. Mr. Amar Shinde	



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Notice

08th July, 2022.

There will be a meeting of the members of the Anti- Ragging committee for creating an awareness of all the students of degree college in the Conference Room at 9.00 am on Monday 11th July, 2022.

Agenda

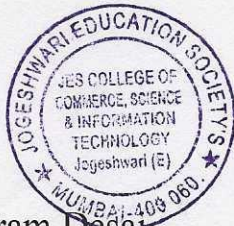
1. To maintain the discipline in the college.
2. To create awareness about ragging and ensure a student- friendly environment at all times in the campus as well in the class.
3. To discuss about action to be taken against the culprit.

Regards,

Vikram

Asst. Prof Vikram Desai

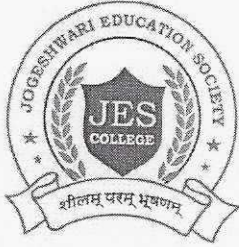
Convener



P. S. Helal

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MINUTES OF ANTI RAGGING COMMITTEE MEETING

DATE : 11th July, 2022

A meeting of the Anti Ragging Committee was conducted on Monday 11th July, 2022 in the Conference Room at 9.00 am.

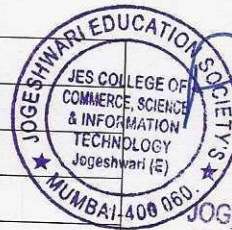
The following points were discussed. List of the members present for the meeting is attached herewith. Mr. Vikram Desai convened the meeting

1. Meeting was held to discuss about how to maintain discipline in the college.
2. It was decided that a lecture to create awareness about ragging and ensure a student- friendly environment would be conducted after the admission of FYs.
3. It was decided that Flash cards, Anti Ragging Posters and Pamphlets will be displayed in classes as well as in corridors.
4. On the general notice board of the college Posters, Banners would be put up.
5. It was also discussed that class mentors would communicate to their respective classes about ragging an action would be taken against the guilty after verification.
6. It was decided that the class mentors would be directed to give instructions against ragging and the action taken in case it is proved.
7. It was decided that in the Orientation Programme the students would be informed about the action taken for ragging.

The meeting ended with the vote of thanks to the chair.

Members Present for the Meeting:

Name	Sign
1. Dr Prashant Shelar	
2. Mr. Vikram Desai	
3. Mr. Hyder Khan	
4. Mr. Amar shinde	



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