



Vidya-Amrut Dnyan Pratishthan's
Arts, Science & Commerce College, Shirsondi
Tal: - Malegaon, Dist: - Nashik (423208)
(Affiliated to Savitribai Phule Pune University, Pune)



Criterion-V:

Student Support & Progression

5.1. Student Support

5.1.4. The Institution has a transparent mechanism for timely Redressal of student grievances including Sexual harassment & ragging cases



Vidya-Amrut Dnyan Pratishthan Shirsondi's

Arts, Science & Commerce College, Shirsondi

Shirsondi, Tal. Malegaon, Dist. Nashik 423 208

E-mail : va.srcollege.shirsondi@gmail.com

PRINCIPAL: Dr. Rajendra B. Dhande
(M.Com., M.Phil, Ph.D.)

ID.No. : PU / NS / ACS / 175 / 2018

Date: 23/01/2024

DECLARATION

This is to declare that our college has submitted the Self-Study Report (SSR) for NAAC. After verification of SSR, NAAC raised some queries in Data verification and Validation (DVV) **Metric ID 5.1.4**. The college resolved regarding queries and resubmit the document in DVV.

The information, reports, true copies of the supporting documents, numerical data etc. submitted/presented in the files is verified by Internal Quality Assurance Cell (IQAC) and it is correct as per the record.

This declaration is for the purpose of NAAC accreditation of HEI for the 1st cycle period 2018-19 to 2022-23.

Date: 23/01/2024

Place: Shirsondi


IQAC Coordinator
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon (Nashik)




Principal
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon Dist. Nashik

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

1. Implementation of guidelines of statutory/regulatory bodies
2. Organization-wise awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees Options:



Vidya-Amrut Dnyan Pratishtan's
Arts, Science & Commerce College, Shirsondi.
Tal: - Malegaon, Dist: - Nashik 423208.



Student Grievance Form

This Student Grievance Form provides guidance for students in following the grievance process for academic and non-academic grievances, and complaints of unlawful discrimination or unfair treatment. Use this form to document your grievance.

Today's Date: _____ Date of Incident: _____

1) Student Name: _____

2) Class: _____

3) Address: _____

4) Mobile No.: _____

5) E-mail: _____

6) Please indicate the type of grievance (Mark that apply): ♦ Non-academic ♦ Academic ♦ Discrimination

7) If your Concern/Complaint/Grievance is regarding something other than a Class, please list the Department or Office: _____ Staff Member Name(s): _____

8) Description of the Problem / Incident: _____

9) Cause of Dissatisfaction and Description of Appeal: _____

10) If you have attached any documents to this form, please list them in the space below and indicate how they support your grievance.

Student Name and Signature



Vidya-Amrut Dnyan Pratishthan's
Arts, Science & Commerce College, Shirsondi
Tal: - Malegaon, Dist: - Nashik 423208.
(Affiliated to Savitribai Phule Pune University, Pune)



Anti Ragging Committee

❖ Introduction:

Ragging has destroyed a great number of innocent lives and careers. The Hon'ble Supreme Court established directions for establishing a central crisis helpline and anti-ragging database in Civil Appeal No. 887 of 2009 as part of its effort to eradicate it. The Anti-Ragging Committee unit at VADP's Arts, Science, and Commerce responds to student complaints promptly. The anti-ragging cell aims to educate the students and organise workshops against the ragging threat at the start of every year. In their individual classes, both boys and girls are provided information about how the anti-ragging cell operates.

Our college has established an anti-ragging cell. At several places throughout the college, there are suggestion boxes for students. The anti-ragging cell is notified of student complaints regarding racial harassment on campus. The cell's members gather twice throughout the session or as needed to discuss the need for action against any complaint or issue. Depending on the issue's seriousness, it is discussed and resolved. The college's principal receives an annual report that is written by the anti-ragging cell.

❖ Committee members

| Sr. No. | Name of Member | Designation | Email Id | Mobile No |
|---------|------------------------------------------|-----------------------|------------------------------------------------------------------------------|------------|
| 1 | Dr. R. B. Dhande (Principal) | Committee Chairman | rdhande834@gmail.com | 9028961709 |
| 2 | Dr. U. J. Tupe (Vice- Principal) | Member | drujt14@gmail.com | 8149301190 |
| 3 | Mr. G. S. Nikam (Assistant Professor) | Member | gautamsnikam82@gmail.com | 9637074168 |
| 4 | Mr. N. B. Sonje (Assistant Professor) | Member | nileshch93@gmail.com | 9158539043 |
| 5 | Mrs. N. J. Bachhav (Lecturer) | Member | nilakshebachhav81@gmail.com | 9850329666 |
| 6 | Mr. N. B. Ahire (Assistant Professor) | Member | ahirenimba@gmail.com | 8600733442 |
| 7 | Mr. V. S. Pawar (Non- Teaching) | Member | vikassp1006@gmail.com | 7756025601 |

❖ **Procedure for complaint:**

1. Pupils are permitted to file a complaint in writing or online and submit it via drop boxes.
2. The Anti-Ragging Cell will handle any cases that have been submitted with the necessary documentation.
3. The Anti-Ragging Cell will ensure that the complaint has been correctly resolved within the cells specified time period.

❖ **Objectives:**

The objectives of the Anti-Ragging Cell are as follows:

1. To avoid torturing students in any way -physical, mental, and other.
2. To remove the disruptive behaviour in pupils that can make them feel uneasy, afraid, ashamed, or agitated.
3. To keep college campuses ragging-free.
4. To raise consciousness about ragging and constantly maintain a welcoming environment for students.

❖ **Functions of Anti-Ragging Cell:**

1. The cell addresses all sincere complaints from college pupils.
2. Receive the complaints in writing from the concerned students.
3. Examine the matter in detail on the basis of available documents.
4. Recommend to the Principal to initiate disciplinary action against the culprit.

❖ **The Anti Ragging Committee works as the Discipline Committee of the College**

- The Anti Ragging Committee also functions as the Discipline Committee of the College as it sets the tone for maintenance of discipline on the College campus and ensures congenial academic atmosphere in the College.
- The Committee is also authorized to look into the complaints relating to the breach of discipline, students' disturbances, unlawful activities disturbing the peaceful functioning of the College, and other forms of indiscipline among the students.
- The Committee is empowered to conduct enquiry on the matters of student's indiscipline and suggest appropriate punitive and corrective measure.

❖ **The Head Of The Institution Should Take The Following Action:**

The head of the institution must immediately determine whether a case under the penal laws is made out upon receiving a recommendation from the anti-ragging squad or upon receiving any information regarding any reported incident of ragging. If so, he or she must then proceed to file a First Information Report (FIR) with the appropriate authorities within few hours of receiving the information or recommendation. With the assistance of the police and local government, and in accordance with the relevant criminal laws pertaining to one or more of the following, namely-

- Abetment to ragging;
- Criminal conspiracy to rag;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Physical or psychological humiliation;

Link for more information:

| | | |
|---|-----------------------------------------------------------------------|------------------------------------|
| 1 | www.mhrd.gov.in | Ministry of Human Resources (HRD) |
| 2 | www.ugc.ac.in | University Grants Commission (UGC) |
| 3 | www.amanmovement.org | Aman Satya Kachroo Trust |
| 4 | https://www.antiragging.in/ | Anti Ragging Cell |



Say **NO** to
Ragging



Vidya-Amrut Dnyan Pratishthan's
Arts, Science & Commerce College, Shirsondi.
Tal: - Malegaon, Dist: - Nashik 423208.
(Affiliated to Savitribai Phule Pune University, Pune)



Date: - 10/11/2022

Antiranging Committee

Notice

All members of the Antiranging Committee of the college are hereby informed that the meeting of the committee is scheduled on 15/11/2022 at 11.30 a.m. in the meeting room. All are requested to attend the meeting as per the schedule.

Agenda:-

1. To Discussion on the provide awareness of anti-raging in the pupils.
2. Allocation of responsibilities of each member of committee.
3. To review the case of ragging if any.
4. Discussion on organized anti-ragging Awareness programmes.

| Sr. No. | Name of Member | Designation | Signature |
|---------|------------------------------------------|-----------------------|-----------|
| 1 | Dr. R. B. Dhande (Principal) | Committee Chairman | |
| 2 | Dr. U. J. Tupe (Vice- Principal) | Member | |
| 3 | Mr. G. S. Nikam (Assistant Professor) | Member | |
| 4 | Mr. N. B. Sonje (Assistant Professor) | Member | |
| 5 | Mrs. N. J. Bachhav (Lecturer) | Member | |
| 6 | Mr. N. B. Ahire (Assistant Professor) | Member | |
| 7 | Mr. V. S. Pawar (Non- Teaching) | Member | |

Chairman

Antiranging Committee



Principal

Arts, Science & Commerce College
Shirsondi, Tal. Malegaon Dist. Nashik

IQAC Coordinator

Arts, Science & Commerce College
Shirsondi, Tal. Malegaon (Nashik)



Date: - 15/11/2022

Antiranging Committee Minutes of Meeting

The Meeting of Antiranging Committee of the college was held on 15/11/2022 at 11.30 a.m. in the meeting room. Following issues were discussed and decisions were taken.

Minutes:-

1. There is a no case regarding ragging of student.
2. All the member of committee guided students regarding the issue.
3. Discussion about displayed notice and circulate to students to fill online anti-ragging form with in the time limit.
4. Organized a programme on awareness of anti -ragging.
5. Corrective measure should be taken to prevent serious complaints if any in future.

The following members were present at the meeting-

| Sr. No. | Name of Member | Designation | Signature |
|---------|------------------------------------------|-----------------------|-----------|
| 1 | Dr. R. B. Dhande (Principal) | Committee Chairman | |
| 2 | Dr. U. J. Tupe (Vice- Principal) | Member | |
| 3 | Mr. G. S. Nikam (Assistant Professor) | Member | |
| 4 | Mr. N. B. Sonje (Assistant Professor) | Member | |
| 5 | Mrs. N. J. Bachhav (Lecturer) | Member | |
| 6 | Mr. N. B. Ahire (Assistant Professor) | Member | |
| 7 | Mr. V. S. Pawar (Non- Teaching) | Member | |

Chairman

Antiranging Committee



Principal

Arts, Science & Commerce College
Shirsondi, Tal. Malegaon Dist. Nashik

• IQAC Coordinator
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon (Nashik)



Vidya-Amrut Dnyan Pratishthan's
Arts, Science & Commerce College, Shirsondi.
Tal: - Malegaon, Dist: - Nashik 423208.
(Affiliated to Savitribai Phule Pune University, Pune)



Date: - 15/11/2022

Antiranging Committee

Action Taken Report

There is a no case regarding ragging of student.

F. J. Phule
Chairman

Antiranging Committee



F. J. Phule
Principal

Arts, Science & Commerce
Shirsondi, Tal. Malegaon Dist. Nashik

F. J. Phule
IQAC Coordinator

Arts, Science & Commerce College
Shirsondi, Tal. Malegaon (Nashik)



Vidya-Amrut Dnyan Pratishthan's
Arts, Science & Commerce College, Shirsondi
Tal: - Malegaon, Dist: - Nashik 423208.
(Affiliated to Savitribai Phule Pune University, Pune)



Report of Anti Ragging Cell

In accordance with the UGC's instructions, anti-ragging posters and slogans were posted across the campus to notify students about the seriousness of ragging as a crime. Our VADP's ASC College organised the seminars on anti-ragging, and students took part in these seminars. The committee's goal is to raise awareness of ragging among pupils.



Student development officer Mrs. Malti Salunkhe provide information to students regarding anti-ragging


IQAC Coordinator
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon (Nashik)




Principal
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon Dist. Nashik



NSS Officer Mr. Satish Harpade delivered lecture on “law of anti-ragging” to students



Vice- Principal Dr. Umesh Tupe explored the concept of raging and anti-raging to students



Miss. Vishakha Devare presenting vote of thanks to all

DRAFT

**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI - 110 002**

NO. F 1-16/2007 (CPP-II)

April, 2009

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER
EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

1. Title, commencement and applicability:-

- 1.1. These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

2. Objective:-

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. Definitions:- For the purposes of these Regulations:-

- 3.1. "college" means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.

- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principals' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

4. Punishable ingredients of Ragging:-

- Abetment to ragging;
- Criminal conspiracy to rag.
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt.
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;

- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of "Ragging".

5. Measures for prohibition of ragging at the institution level:-

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

6 Measures for prevention of ragging at the institution level:-

6.1 Before admissions:-

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below)
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify

and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

6.2 On admission:-

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

6.3 At the end of the academic year:-

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

6.4 Setting up of Committees and their functions:-

- 6.4.1 **The Anti-Ragging Committee:-** The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 **The Anti-Ragging Squad:-** The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 **Monitoring Cell on Ragging:-** If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

6.5 Other measures:-

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.

- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher Training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motu if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1st year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

6.6 Measures for encouraging healthy interaction between freshers and seniors:-

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

7. Measures at the UGC/ Statutory/ Regulatory body level:-

7.1 Regulatory measures:-

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

7.2 Incentives for curbing ragging:-

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

7.3 Monitoring mechanism to ensure compliance:-

Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

8 Punishments:-

8.1 At the institution level:-

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following.

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

8.2 At the university level in respect of institutions under it:-

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations

and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channelised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

8.3 At the appointing authority level:-

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

8.4 At the UGC/Statutory/Regulatory body level:-

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.

ANNEXURE 1, Part I

UNDERTAKING BY THE CANDIDATE/STUDENT

1. I, _____
S/o. D/o. of Mr./Mrs /Ms. _____
have carefully read and fully understood the law prohibiting ragging and the
directions of the Supreme Court and the Central/State Government in this regard.

2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
 - I will not indulge in any behavior or act that may come under the definition of ragging.
 - I will not participate in or abet or propagate ragging in any form.
 - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this _____ day of _____ month of _____ year

Signature

Name:

Address:

ANNEXURE I, Part II

UNDERTAKING BY PARENT/GUARDIAN

1. I, _____
P/o. M/o. G/o _____
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this

regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

2. I assure you that my son/daughter/ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this ___ ___ day of ___ ___ month of ___ ___ Year

Signature

Name:

Address:



University Grant Commission

Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government (in the meeting held 13th April, 2009 in UGC, New Delhi).

The following were present.

UGC.

Prof. Sukhdeo Thorat, Chairman

In Chair

Dr. R.K. Chauhan, Secretary.

Dr. C.S. Meena, JS (CPP-II)

Shri V K Jaiswal, US (CPP-II).

Members of the UGC Committee for preparation of Regulations:-

Prof. K.P.S. Unni

Dr. R.P. Gangurde

Prof. Virbala Aggarwal

Representatives of the Statutory Councils.

Medical Council Of India

National Council of Teacher Education

Indian Council of Agricultural Research

Distant Educational Council

Dental Council of India

Pharmacy Council of India

Bar Council of India

Representative of the State Governments:-

A.P. Council of Higher Education

H.P. Government.

Punjab Government.

U.P. Government

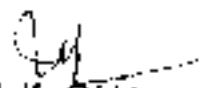
Following decisions were taken -

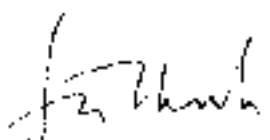
- a) The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20th April, 2009.
- b) The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them.



- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be in place before the commencement of the next academic year in June 2009

The meeting ended with a vote of thanks to the Chair


(R. K. CHAUHAN)
13.11.2008


(SUKHADEO THORAT)

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002

E.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Sunny
Former Registrar, JNU, Brindavan
Near DP office, West Yakkara Road
Pallekkad 678014 (Kerala)
Phone 09895865526, kpsunny59@gmail.com
2. Prof. Virbala Aggarwal
H.P. Univ.
Shimla-171005
Phone 09418168234
3. Dr. R.P Gangurde.
Former Addl. Secretary, UGC
C-13/26, Sector 38, Kendriya Vihar
Nerul, New Mumbai-400706
4. Prof. M.Z. Khan
UGC Consultant
B-59, City Apartments
Vasundhara Enclave
Delhi-110096

Special invitee

Special invitee

Mr. Raj Kaehroo
Aman Movement

Present (UGC)

1. Prof. S.K. Choral, Chairman, UGC
2. Dr. R.K. Channan, Secretary, UGC
3. Dr. C.S. Meena, Joint Secretary, UGC
4. Sh. A.N. Sharma, Deputy Secretary, UGC
5. Sh. V.K. Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC

Professional Councils

1. Dr. Prem Kumar,
Additional Secretary
Medical Council of India
Pocket- 14, Sector-8
Dwarka Phase-I
New Delhi-110077
2. Prof. SVS Choudhary
Vice Chairman
National Council for Teacher Education
Hans Bhawan, Wing II,
1, Bahadursha Zafar Marg
New Delhi-110002
3. Shri C.L. Bhatia
Consultant
Dental Council of India, Aiwan E Galib Marg
Kotla Road
Temple Lane
New Delhi-110002
4. Shri Shiv Kumar
Section Officer
Dental Council of India, Aiwan E Galib Marg
Kotla Road
Temple Lane
New Delhi-110002
5. Ms. Archana Mudgal
Pharmacy Council of India
Kotla Road, Aiwan E Galib Marg
New Delhi-110002
Phone 23239184
6. Sh. J.R. Sharma
Joint Secretary
Bar Council of India
21, Rouse Avenue, Institutional Area
New Delhi-110002

7. Sh. S.K.Mitra
Deputy Secretary (Education)
Indian Council of Agricultural Research, Krishi Bhavan
Dr. Rajendra Prasad Road, New Delhi-110114
Phone 25848033, Sujitkmitra@gmail.com

8. Dr. S.S.Bisht
CSO
Indira Gandhi National Open University
New Delhi-110068
Phone: 9868106047, 29533237, 29572121 (O)

9. Sh. D. Singh
Director
Edell, India Ltd., Noida
Phone- 0120-2512008, 9971409065

State Council of Higher Education

1. Prof. K.C.Reddy
Chairman
Andhra Pradesh State Council of Hr. Education
Opposite Mahavir Hospital
Masab Tank, Hyderabad 500028
Phone 9866726222, 040- 23417030

State Education Secretary

1. Dr. Narinder Dhillon
DPI College, Punjab
Phone- 0172-2703549, 9814085651

2. Shri P.C.Dhiman
Secretary (Education Dept)
Govt. of Himachal Pradesh
H.P. Secretariat, Shimla-171002

3. Sh. Prabhat Sinha
Spl Secretary
Dept. of Higher Education
Govt. of U.P., Lucknow
Phone- 09415171471, 0522-2238601

College

4. Dr. Vijay Shanker
Principal
Govt. P.G.College, Badalpur
GB Nagar, U.P.
Phone: 9873885480
Shankertiji@yahoo.co.in



Vidya-Amrut Dnyan Pratishthan's
Arts, Science & Commerce College, Shirsondi
Tal: - Malegaon, Dist: - Nashik 423208.
(Affiliated to Savitribai Phule Pune University, Pune)



Internal Compliance Committee

Introduction:

The Women Redressal Cell addressed also as Anti-sexual harassment committee was established in Arts, Commerce and Science College, Shirsondi in the year 2022-2023 under the chairmanship of Principal Dr. R. B. Dhande.

The aim of this committee was prevention, prohibition and redressal of sexual harassment of non-teaching or teaching women employee and student of the college. The committee was established in the college as per the norms of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, promulgated by the Government of India on 9th December 2013 after the Nirbhaya incident, 2012. In accordance with the Act, the Concerns Committee shall be responsible for resolving employee concerns and ensuring that they are handled in a timely manner. Outside the Women's Development Cell office in the college, complaint boxes have been set up for filing complaints.

❖ Objectives:

The objectives of the Internal Complaints Committee are as follows:

1. To offer students, female faculty members, and other campus workers a friendly, secure, and impartial environment.
2. To apprise complainants of available legal options for resolving their issues.
3. To guarantee prompt, impartial handling of sexual harassment claims.
4. To spread knowledge about sexual harassment to pupils of both genders through educational programmes that supports the development of an impartial and secure campus environment.

❖ **Committee members of ICC**

| Sr. No. | Name of Member | Designation | Email Id | Mobile No |
|----------------|---------------------------|-------------------------------------------------|-----------------------------|------------------|
| 1 | Dr. R. B. Dhande | Chairman | rdhande834@gmail.com | 9028961709 |
| 2 | Miss. M. P. Patil | Presiding Officer | mohinipatil4433@gmail.com | 8208872042 |
| 3 | Mr. C. D. Pawar | Faculty Representative (Male) | chetanpawar966584@gmail.com | 9665843931 |
| 4 | Miss. D. T. Pawar | Faculty Representative (Female) | dipalipawar8181@gmail.com | 9860542331 |
| 5 | Mr. B. N. Bachhav | External member (Police Mitra Sangha, Malegaon) | bachhavbn20@gmail.com | 9822076734 |
| 6 | Dr. Deepak Shewale | Member - NGO | deepshwale3@gmail.com | 9404214343 |
| 7 | Mr. Pawar Mayur Dadaji | Student Representative (Male) | pmayu2947@ gmail.com | 8788959199 |
| 8 | Miss. Wagh Rutuja Narayan | Student Representative (Female) | rutujanwagh21@gmail.com | 8767439634 |
| 9 | Mr. P. S. Kanade | Non-Teaching Staff (Male) | pundalikkanade@gmail.com | 7588015088 |

❖ **Procedure for complaint:**

Any aggrieved woman or student may make, in writing, a complaint of sexual harassment at workplace to the Internal Compliance Committee (ICC), within a period one month from the date of incident. If she is unable to make a complaint in writing, the ICC will render all reasonable assistance to her for making the complaint in writing. If the ICC is satisfied that the circumstances were such, which prevented the woman from filing a complaint within a period of one month, it may extend the time limit not exceeding one month. The complainant needs to submit two copies of the complaint along with the supporting documents and names and addresses of the witnesses to the ICC.

❖ **Functions of Internal Compliance Committee:**

1. The committee addresses all sincere complaints from college pupils or teaching and non-teaching staff.
2. The complaints submitted in writing are always taken into consideration.
3. ICC shall properly assess each case and take action.

The complaints that cannot be resolved at the college level will be sent to the appropriate higher authority. The cell will carry out an extensive inquiry before taking the appropriate action about the complaint. The cell will conduct quick, priority inquiries into a case if they are necessary for its fast resolution.



Date: - 03/03/2023

Internal Compliance Committee

Minutes of Meeting

The Meeting of Internal Compliance Committee of the college was held on 03/03/2023 at 11.00 a.m. in the Principal's office. Following issues were discussed and decisions were taken.

Minutes:-

1. Miss. M. P. Patil Presiding Officer of ICC welcomed all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC during the academic year 2022- 23.
2. Miss. M. P. Patil submitted a report stating that there were no cases relating to **sexual harassment** in the college during the academic year.
3. It was decided to conduct programs and activities about gender equity and gender sensitization.
4. It was also decided to celebrate "International Women's Day" on 8 March 2023.

The following members were present at the meeting-

| Sr. No. | Name of Member | Signature |
|---------|---------------------------|--------------|
| 1 | Dr. R. B. Dhande | |
| 2 | Miss. M. P. Patil | |
| 3 | Mr. C. D. Pawar | |
| 4 | Miss. D. T. Pawar | |
| 5 | Mr. B. N. Bachhav | Bachhav B.N. |
| 6 | Dr. Deepak Shewale | |
| 7 | Mr. Pawar Mayur Dadaji | |
| 8 | Miss. Wagh Rutuja Narayan | |
| 9 | Mr. P. S. Kanade | |

Chairman
Internal Compliance Committee

Principal
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon Dist. Nashik



Date: - 01/03/2023

Internal Compliance Committee

Notice

All members of the Internal Compliance Committee of the college are hereby informed that the meeting of the committee is scheduled on 03/03/2023 at 11.00 a.m. in the Principal's office. All are requested to attend the meeting as per the schedule.

Agenda:-

1. Discussion on the events and programs to be organized.
2. Allocation of responsibilities of each member of committee.
3. Report on cases relating **sexual harassment** in the academic year 2022-23.
4. Discussion about celebration of "international women's day" on 8 March 2023.
5. Any other point with the permission of the Principal.

| Sr. No. | Name of Member | Signature |
|---------|---------------------------|-----------|
| 1 | Dr. R. B. Dhande | |
| 2 | Miss. M. P. Patil | |
| 3 | Mr. C. D. Pawar | |
| 4 | Miss. D. T. Pawar | |
| 5 | Mr. B. N. Bachhav | |
| 6 | Dr. Deepak Shewale | |
| 7 | Mr. Pawar Mayur Dadaji | |
| 8 | Miss. Wagh Rutuja Narayan | |
| 9 | Mr. P. S. Kanade | |

Chairman
Internal Compliance Committee

Principal
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon Dist. Nashik



Vidya-Amrut Dnyan Pratishthan's
Arts, Science & Commerce College, Shirsondi
Tal: - Malegaon, Dist: - Nashik 423208.
(Affiliated to Savitribai Phule Pune University, Pune)



Date: - 10/03/2023

Internal Compliance Committee

Action Taken Report



1. Celebrated "International Women's Day" on 8 March 2023.
2. No cases relating to **sexual harassment** in the college during the academic year.
3. Prepared list of programs and activities for students.

Chairman
Internal Compliance Committee

IQAC co-ordinator
IQAC Coordinator
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon (Nashik)

Principal
Principal
Arts, Science & Commerce College
Shirsondi, Tal. Malegaon Dist. Nashik