



AISSMS

COLLEGE OF ENGINEERING

ज्ञानम् सकलजनहिताय
Accredited by NAAC with "A+" Grade



Dr D S Bormane
Principal

No. AISSMSCOE/PRIN/332 /2022-23

Date : 10-01-2023

OFFICE ORDER

Subject : Constitution of the Internal Complaint Committee (ICC) - Visakh.

- Ref: 1) The Gazette of India extraordinary, Ministry of Law & Justice, Legislative department, New Delhi, dated 23/04/2013.
2) Handbook Government of India, Ministry of Womens & Child Development Act 2013, November 2015.
3) AICTE Regulations, 2016 vide No. F.AICTE/WH/2016/01, dated 10/06/2016.
4) University Grants Commission, New Delhi letter No. D.O.No.91-9/2015 (GS/MHRD), dated 05/07/2016.
5) Savitribai Phule Pune Univesity Circular No. CA/3463, dated 16/09/2016.
6) Our College Office Order No. AISSMSCOE/PRIN/2018-19/53, dated 07/04/2018.
7) As per All India Council for Technical Education, New Delhi Handbook 2022-2023.

As per the guidelines given above reference, the following Internal Complaint Committee is hereby established at the Institute leavel for the purpose of redressal of grievance of staff and students releated to Sexual Harassment of Women at workplace as per (prevention, prohibition and redressal) Act, 2013 with effect from 11/01/2023 till further orders.

Sr No	Name of Committee members	Post	Contact Number
1	Dr (Mrs) Priya Shekhar Gajjal Associate Professor in Mechanical Engineering	Presiding Officer	7776920305
2	Mrs Shikha Jalaji Pachouly Assistant Professor in Computer Engineering	Member (Faculty)	7768864108
3	Mrs Vaishnavi Sunil Navale Assistant Professor in Electronics Engineering	Member (Faculty)	9881097035
4	Dr (Mrs) Vrushali Sainath Dandawate Librarian	Member (Non-Teaching)	9689139765
5	Mr Santosh Prabhakar Pimpale Registrar	Member (Non-Teaching)	8007959494
6	Mrs Kamakshi Zilpelwar	Member (NGO)	9890357783
7	Overall General Secretary	Member (Student)	--
8	General Secretary (Civil Engineering)	Member (Student)	--
9	General Secretary (Mechanical Engineering)	Member (Student)	--

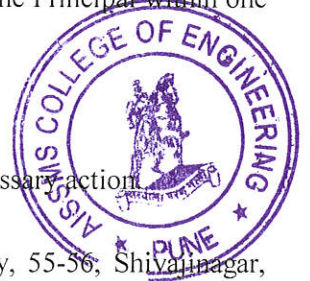
The complaints received by ladies staff members or student will be forwarded to the above committee. The said committee will look into the complaint and call the concerned complainant personally for hearing the grievance.

The Chairperson of the committee will forward their report in the sealed envelope to the Principal within one week from the date of receipt of complaint.

Dr D S Bormane
Principal

Copy to : 1) All members for kind information. 2) All HODs for information and necessary action.
3) Main Notice Board, 4) Library Notice Board, 5) Establishment Section

Copy submitted to the Honorary Secretary, All India Shri Shivaji Memorial Society, 55-56, Shivajinagar, Pune - 411005 for kind information.





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Dr D S Bormane
Principal

No. AISSMSCOE/PRIN/199/1 /2021-22
Date : 10-03-2022

OFFICE ORDER

Subject : Constitution of the Internal Complaint Committee (ICC) - Vishakha.

- Ref : 1) The Gazette of India extraordinary, Ministry of Law & Justice, Legislative department, New Delhi, dated 23/04/2013.
2) Handbook Government of India, Ministry of Womens & Child Development Act 2013, November 2015.
3) AICTE Regulations, 2016 vide No. F.AICTE/WH/2016/01, dated 10/06/2016.
4) University Grants Commission, New Delhi letter No. D.O.No.91-9/2015 (GS/MHRD), dated 05/07/2016.
5) Savitribai Phule Pune University Circular No. 165/2016 & Ref. No. CA/3463, dated 16/09/2016.
6) Our College Office Order No. AISSMSCOE/PRIN/2018-19/53, dated 07/04/2018.
7) As per All India Council for Technical Education, New Delhi Handbook 2021-2022.

As per the guidelines given in the above references, the following Internal Complaint Committee is hereby established at the Institute level for the purpose of redressal of grievance of staff and students related to Sexual Harassment of Women at workplace as per (prevention, prohibition and redressal) Act, 2013 **with effect from 10/03/2022 till further orders.**

Sr No	Name of Committee members	Post	Contact Number
1	Dr (Mrs) Priya Shekhar Gajjal Associate Professor in Mechanical Engineering	Presiding Officer	7776920305
2	Mrs Shikha Jalaji Pachouly Assistant Professor in Computer Engineering	Member (Faculty)	7768864108
3	Mrs Vaishnavi Sunil Navale Assistant Professor in Electronics Engineering	Member (Faculty)	9881097035
4	Dr (Mrs) Vrushali Sainath Dandawate Librarian	Member (Non-Teaching)	9689139765
5	Mr Santosh Prabhakar Pimpale Registrar	Member (Non-Teaching)	8007959494
6	Mrs Kamakshi Zilpelwar	Member (NGO)	9890357783
7	Ms Monali Patil	Member (Student-Girl)	7276765314
8	Mr Avadhoot More	Member (Student-Boy)	8291675773
9	Ms Vaishnavi Chumbolkar	Member (Student-Girl)	7774045746

The complaints received from ladies staff members or student will be forwarded to the above committee. The said committee will look into the complaint and call the concerned complainant personally for hearing the grievance.

The Presiding Officer of the committee will forward their report in the sealed envelope to the Principal within one week from the date of receipt of complaint.

Dr D S Bormane
Principal

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All India Shri Shivaji Memorial Society's
COLLEGE OF ENGINEERING
Kennedy Road, Pune : 411001

"Approved by AICTE, New Delhi and Affiliated to
Savitribai Phule Pune University "
(Id No. PU/PN/Engg/093 [1992])
Tel: (020) 26058587/ 26057660
Fax : (020) 26058943
Direct : (020) 26058342
E-Mail :
contact@aissmscoe.copincipal@aissmscoe.com

Dr D S Bormane
Principal

Ref: AISSMSCOE/PRIN//2018-19 /53
Date: 07-08-2018

REVISED OFFICE ORDER

Subject: Formation of Internal Complaint Committee 2018-2019.
Ref.: Savitribai Phule Pune University circular No.165/2016

As per the notification of the Savitribai Phule Pune University the following Internal Complaint Committee is hereby established at the institute level for the purpose of redressal of grievance of staff and students related to sexual Harassment of woman at workplace as per (prevention, prohibition and Redressal) Act, 2013 w. e. f. 2016-2017 for 3 years.

Sr No	Name	Designation	Post	Contact Number
1	Dr (Mrs) M A Pradhan	Assistant Professor	President Officer	9850982833
2	Mrs S J Pachouly	Assistant Professor	Member	9623433699
3	Mrs V Dandawate	Librarian	Member	9686139765
4	Shri S P Pimpale	Registrar	Member	8007959494
5	Shri M D Bhalerao	UDC	Member	9922757647
6	Shri D S Kulkarni	Technical Assistant	Member	9921195926

The complaints received by ladies staff members or student will be forwarded to the above committee. The said committee will look into the complaint and call the concerned complainant personally for hearing the grievance.

The Chairman of the committee will forward their report in the sealed envelope to the Principal within one week from the date of receipt of complaint.

Dr D S Bormane

Principal

AISSMS, COE, PUNE-1.

- Copy to : 1) All members for kind information.
2) All HODs for information and necessary action.
3) Main Notice Board.
4) Library Notice Board.
5) All Department Notice Board.

Copy: Submitted to the Honorary Secretary, All India Shri Shivaji Memorial Society, 55-56, Shivajinagar, Pune - 411 005 for kind information.



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COLLEGE OF ENGINEERING

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Dr D S Bormane
Principal

Ref No. : AISSMSCOE/PRIN/ 013 /2021-22
Date : 20 July 2021

OFFICE ORDER

Subject: Formation of Women Grievance Committee.

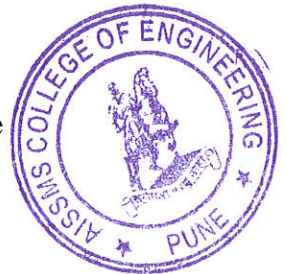
The following Women's Grievance Committee is constituted with effect from 20/07/2021 till further orders; the committee is formed to look into the grievance of lady staff member and students.

Sr No	Name	Designation	Post	Contact Number
1	Dr (Mrs) Priya Shekhar Gajjal	Associate Professor in Mechanical Engineering	Co-ordinator	7776920305
2	Dr (Mrs) Deepali Milind Ujlambkar	Assistant Professor in Computer Engineering	Member	7798811825
3	Mrs Vaishnavi Sunil Navale	Assistant Professor in Electronics Engineering	Member	9881097035
4	Dr (Mrs) Vrushali Sainath Dandawate	Librarian	Member	9689139765
5	Dr (Ms) Vrushali Shivsamb Kalyani	Assistant Professor in Chemistry	Member	9860762026
6	Mrs Bharati P Zhilpelwar	Non-governmental organization (NGO)	Member	9890357783
7	Mrs Swati Rajendra Deshmane	Lab Assistant	Member	9881640819

The complaint received by Principal office from any ladies staff members or student will be forwarded to the above committee. The said committee will look into the complaint and call the concerned complainant personally for hearing the grievance.

The Coordinator of the committee will forward their report in the sealed envelope to the Principal within one week from the date of receipt of complaint.


Dr D S Bormane
Principal



Copy to : 1) All members for kind information.

- 2) All HODs for information and circulation to all faculty and staff.
- 3) Main Notice Board.
- 4) Library Notice Board.
- 5) All Department Notice Board.

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Dr D S Bormane
Principal

Ref: AISSMSCOE/PRIN/330/2022-23
Date: 10-01-2023

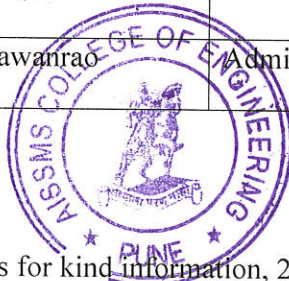
OFFICE ORDER

Subject: Constitution of Anti-Ragging Committee.

- Ref.: 1) AICTE (Prevention and Prohibition of ragging in Technical Education, Universities including Deemed to be Universities imparting technical education) Notification 2009 Notification No. F.No.37-3/Legal/AICTE/2009, dated 01-07-2009
2) UGC Regulation No. F.1-16/2007 (CPP-II), dated April 2009
3) Pune University letter No. VKM/2013-14/866, dated 24.04.2014
4) Pune University letter No. VKM/2013-14/889, dated 10.05.2014
5) AICTE, New Delhi Approval Process Handbook 2022-2023.

As per the guidelines given in the above references, the following Anti-Ragging Committee is hereby established at the Institute level for the purpose of grievance of staff and students **with effect from 11/01/2023 till further orders**. As per the clause No.6 (a) of the above referred AICTE Regulations - 2009, the following Committee of experts, faculty members, parents, students, etc is formed to look into any kind of ragging matter reported to them from time to time. The Committee should take immediate action in the matter reported to them. They should follow the guidelines given in the above referred AICTE Regulation - 2009. The Committee will also take review of the activities of Anti-Ragging Squad and suggest measures to effectively monitor the anti-ragging activities.

Sr No	Name	Designation	Post	Contact No.
1	Dr Dattatraya Shankar Bormane	Principal	Chairman	9850282286
2	Shri Suresh Pratap Shinde	Businessman	Civil Administration	9422036902
3	Shri Sunil Tambe	Senior Police Inspector	Ex Officer Member	020-26208226 7823025258
4	Mrs Minakshi Gaurav	Reporter, Sakal Papers Ltd, Pune	Media Member	9689961662
5	Shri Vijay Rajaram Patil	Assistant Professor in Production Engineering	Member	7720073869
6	Mrs Shikha Jalaji Pachouly	Assistant Professor in Computer Engineering	Member	9623433699
7	Mrs Sangita Patil	Parent Representative	Member	8149206449
8	Shri Vedant Kale	Local Citizen	Member	8208479836
9	Students of the First Year	Student : Fresher	Member	--
10	General Secretary of the Students	Student : GS	Member	--
11	Shri Abhijit Bhawanrao Bhonsle	Administrative Officer	Member	9422083314



Dr D S Bormane
Principal

Copy to : 1) All members for kind information, 2) All HODs for information and necessary action, 3) Main Notice Board, 4) Library Notice Board, 5) All Department Notice Board.

Copy submitted to the Honorary Secretary, All India Shri Shivaji Memorial Society, 55-56, Shivajinagar, Pune - 411 005 for kind information.



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Dr D S Bormane
Principal

Ref: AISSMSCOE/PRIN/199/2021-22

Date: 10-03-2022

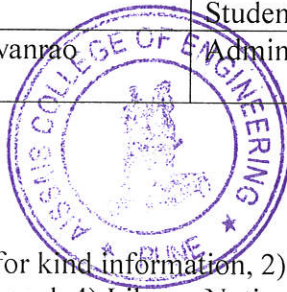
OFFICE ORDER

Subject: Constitution of Anti-Ragging Committee.

- Ref.: 1) AICTE (Prevention and Prohibition of ragging in Technical Education, Universities including Deemed to be Universities imparting technical education) Notification 2009 Notification No. F.No.37-3/Legal/AICTE/2009, dated 01-07-2009
2) UGC Regulation No. F.1-16/2007 (CPP-II), dated April 2009
3) Pune University letter No. VKM/2013-14/866, dated 24.04.2014
4) Pune University letter No. VKM/2013-14/889, dated 10.05.2014
5) AICTE, New Delhi Approval Process Handbook 2021-2022.

As per the guidelines given in the above references, the following Anti-Ragging Committee is hereby established at the Institute level for the purpose of grievance of staff and students **with effect from 10/03/2022 till further orders**. As per the clause No.6 (a) of the above referred AICTE Regulations - 2009, the following Committee of experts, faculty members, parents, students, etc is formed to look into any kind of ragging matter reported to them from time to time. The Committee should take immediate action in the matter reported to them. They should follow the guidelines given in the above referred AICTE Regulation - 2009. The Committee will also take review of the activities of Anti-Ragging Squad and suggest measures to effectively monitor the anti-ragging activities.

Sr No	Name	Designation	Post	Contact No.
1	Dr Dattatraya Shankar Bormane	Principal	Chairman	9850282286
2	Shri Suresh Pratap Shinde	Businessman	Civil Administration	9422036902
3	Shri Sunil Tambe	Senior Police Inspector	Ex Officer Member	020-26208226 7823025258
4	Mrs Minakshi Gaurav	Reporter, Sakal Papers Ltd, Pune	Media Member	9689961662
5	Shri Vijay Rajaram Patil	Assistant Professor in Production Engineering	Member	7720073869
6	Mrs Shikha Jalaji Pachouly	Assistant Professor in Computer Engineering	Member	9623433699
7	Mrs Sangita Patil	Parent Representative	Member	8149206449
8	Shri Vedant Kale	Local Citizen	Member	8208479836
9	Ms Anjali Pujari	Student : Fresher	Member	8208011255
10	Ms Monali Patil	Student : GS	Member	7276765314
11	Shri Abhijit Bhawanrao Bhonsle	Administrative Officer	Member	9422083314



Dr D S Bormane
Principal

Copy to : 1) All members for kind information, 2) All HODs for information and necessary action, 3) Main Notice Board, 4) Library Notice Board, 5) All Department Notice Board.

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Dr D S Bormane
Principal

Ref No. AISSMSCOE/PRIN/15/2020-21
Date : 24-03-2021

OFFICE ORDER

Subject :Formation of Anti-ragging squad

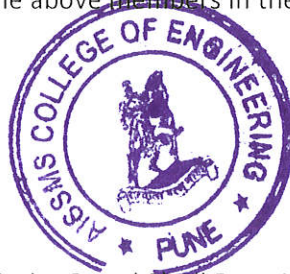
Ref. : AICTE (Prevention and Prohibition of Ragging in Technical Institute, Universities including Deemed to be Universities imparting technical education) Regulations 2009.

As per the clause No.6(c), the following Anti-ragging Squad is formed to look in to the matters of ragging. The following administrative portfolios have been allotted to the faculties as shown in table with effect from 16.07.2019, till further order.

Sr.No.	Name	Designation	Post	Contact Number
01	Mr V R Patil	Associate Professor and Head, First of Engineering	Chairman	9822609276
02	Dr M K Nikam	Associate Professor in Engineering Mathematics	Member	9422302582
03	Dr S K Upasani	Assistant Professor in Chemistry	Member	9822844958
04	Mr A J Kadam	Assistant Professor in Computer Engineering Department	Member	9860643970
05	Shri A B Bhonsle	Administrative Officer	Member	9422083314
06	Dr. M M Kondhare	Physical Director	Member	9881294721

The squad will continuously maintain vigil in the College campus and monitor the activities of the students. If any activity of students is found suspicious then immediate action is to be taken. The squad will conduct patrolling of canteen area, parking area, the College building and Ladies hostel. The patrolling of outside area near to College will also be done.

The students can contact Committee members on the above given mobile numbers at any time regarding any kind of problem faced by them from any students in the Campus or outside the campus. Also, students can personally meet any of the above members in the College during working hours.




Dr D S Bormane
Principal

Copy to : 1) Main Notice Board 2) Library Notice Board 3) All Dept. Notice Board
4) All above concerned staff members for information and necessary action.
5) All HODs for information. 6) All GSA Committee members.

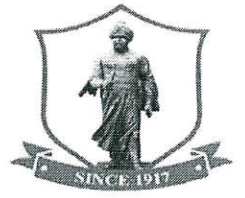
NSG



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Dr D S Bormane
Principal

Ref : AISSMSCOE/PRIN/ 199/2/2021-22

Date : 10-03-2022

OFFICE ORDER

Subject: Constitution of SC/ST Reservation Committee/Cell.

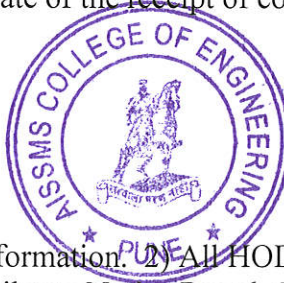
- Ref :** 1) University Grants Commission, New Delhi guideline letter No. F 1-5/2006 (SCT), dated 25/08/2006
2) This College Office Order No. AISSMSCOE/PRIN/212/2017-18, dated 10/02/2017.
3) As per All India Council for Technical Education, New Delhi Handbook 2021-2022.

As per the guidelines given in the above references, the following SC/ST Committee is hereby established at the Institute level for the purpose of grievance of staff and students **with effect from 10/03/2022 till further orders.**

Sr No	Name of the staff member	Department & Designation	Duties to be performed
1	Dr Nana Namdeo Shejwal	Assistant Professor in Physics	Co-ordinator
2	Dr Avinash Vishvanath Waghmare	Associate Professor in Mechanical Engineering	Member
3	Dr Parmanand Namdeoji Dange	Associate Professor in Chemical Engineering	Member
4	Dr (Mrs) Manisha Vaibhav Waghmare	Assistant Professor in Civil Engineering	Member
5	Mr Namdeo Vitthal Walke	Instructor, Workshop	Member

The SC/ST committee/cell will monitor and endeavor to resolve issues / grievances relating to SC/ST students and staff at the Institute level. The complaint if any will be forwarded to the said Committee/cell by the Principal. The said committee/cell will look into the complaint and call the concerned Complainant personally for hearing the grievance.

The Coordinator of the committee/cell will forward their report in the sealed envelope to the Principal within one week from the date of the receipt of complaint.



Dr D S Bormane
Principal

S.P. Ingole

Copy to : 1) All members for kind information. 2) All HODs for information and necessary action.
3) Main Notice Board, 4) Library Notice Board, 5) Establishment Section

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Dr D S Bormane
Principal

Ref : AISSMSCOE/PRIN/ 199/3/2021-22
Date : 10-03-2022

OFFICE ORDER

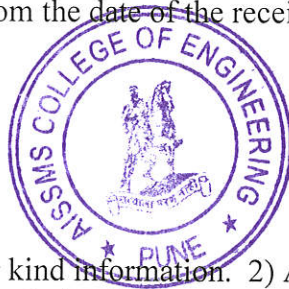
Subject: Constitution of OBC Reservation Committee/Cell.

As per the requirements of AICTE regarding formation of OBC Committee/Cell at our Institute. The following OBC committee/Cell is constituted **with effect from 10/03/2022 till further orders.**

Sr No	Name of the staff member	Department & Designation	Duties to be performed
1	Dr Chandrakishor Shrirang Choudhari	Associate Professor in Mechanical Engineering	Co-ordinator
2	Dr Amol Bhausahab Patil	Assistant Professor in Engineering Mathematics	Member
3	Mr Prashant Motiram Warke	Assistant Professor in Chemical Engineering	Member
4	Mr Nitin Pandurang Mawale	Assistant Professor in Electronics Engineering	Member
5	Ms Anuradha Shriram Deokar	Assistant Professor in Computer Engineering	Member
6	Mr Arun Krishnaji Chincholkar	Head Clerk, Office	Member

The OBC committee/cell will monitor and endeavor to resolve issues / grievances relating to OBC students and staff at the Institute level. The complaint if any will be forwarded to the said Committee/cell by the Principal. The said committee/cell will look into the complaint and call the concerned Complainant personally for hearing the grievance.

The Coordinator of the committee/cell will forward their report in the sealed envelope to the Principal within one week from the date of the receipt of complaint.



Dr D S Bormane
Principal

SPP:mpale

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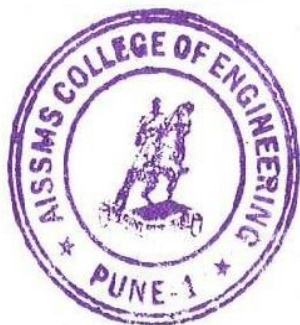
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Mechanism of Grievance Redressal committee

- (a) An aggrieved stakeholder who has the grievance or grievances shall make a written complaint first to the Head of the Department (HOD). The HOD after verifying the facts, will try to redress the grievance within a reasonable time. If the stakeholder is not satisfied with the solution of the HOD, then the written complaint should be forwarded to the Principal through HOD. The Principal then refers the complaint to the Internal Grievance Redressal Committee.
- (b) On receiving the complaint from the Principal, Internal Grievance Committee meeting is called by the Chairman. The complaint is studied by the Committee. The Committee at all levels observes the law of natural justice.




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COLLEGE OF ENGINEERING
KENNEDY ROAD, PUNE-411 001



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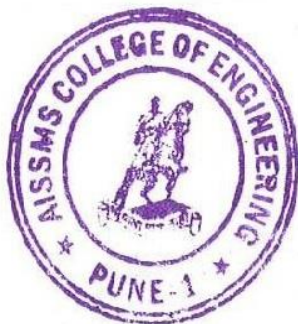
ज्ञानम् सकलजनहिताय


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- (c) The Committee arranges meeting with the aggrieved party first, he/she expresses their views. Similarly meeting with all aggrieved members is scheduled. Thus all the concerned, are given opportunity, one by one to express their viewpoint. Each one is requested to give their say in writing. The committee gives a patient hearing to both sides and counsels them. The committee also enlightens them based on their SWOC.
- (d) After verifying the facts based on factual data and after deliberations, the report of the committee's findings and remedial measures is prepared and submitted to Principal Sir.
- (e) Final decision is communicated to the both parties through the Principal.
- (f) The Committee, if needed, may recommend to the Principal, necessary corrective action as it may deem fit, to ensure avoidance of recurrence of similar grievance.

Note: The staff / student can lodge their grievance through online link available on Institute's website too (<http://aiissmscoe.com/academics/online-grievance-redressal/>)




PRINCIPAL
ALL INDIA SHRI SHIVAJI MEMORIAL SOCIETY'S
COLLEGE OF ENGINEERING
KENNEDY ROAD, PUNE-411 001



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Vishakha and Women Grievance Cell

Preamble

All India Shri Shivaji Memorial Society's College of Engineering has constituted a 'Women's Grievance Cell' as per the orders of the Supreme Court (Vishaka Judgement), 'Sexual Harassment at Workplace Act, 2013' rules with the aim of promoting gender equality and women empowerment among students and staff members. The cell takes care of the grievances of girl students and female staff members related to gender discrimination, violence and sexual harassment on the campus. 40% at our engineering college are female faculty and girl students. It is dedicated to create an environment on the campus where every female feels safe.

The objectives are as follows:

1. To provide an environment free of gender-based discrimination, where men and women work together with a sense of personal security and dignity.
2. To disseminate knowledge about rights and laws related to women.
3. To create awareness amongst students about the issues related to the youth, particularly in girls.
4. To enhance the self-esteem and self-confidence of girl students, women faculty and staff.
5. To create awareness amongst students about the problems faced by women due to gender issues.
6. To foster decision-making ability in girl students for making informed choices in areas like education, employment and health.

Functions:

The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

At AISSMS College of Engineering, we strongly believe that women and men have right to live as free and equal human beings and this equality should exist in all areas of life. All the activities conducted by the cell are directed towards successful execution of this goal.

Role of Internal Committee:

1. The Committee shall decide whether the facts contained in the complaint make out a case of "sexual harassment" in light of the definition contained in the Policy.
2. The Committee shall look into the truth of the allegations contained in the complaint.
3. The Committee shall look into the truth of any allegation of retaliation against / victimization of the complainant or any other person assisting her as a result of such complaint having been made or such assistance having been offered.
4. The Committee shall recommend the penalties / action to be taken against any person found guilty of having sexually harassed the complainant, up to and including severe actions, to the Management.
5. The Committee shall recommend the penalties / action to be taken against any person found guilty of having retaliated against / victimized the complainant or any other person assisting her as a result of such complaint having been made or such assistance having been offer.
6. The Committee shall recommend appropriate psychological, emotional and physical support (counselling, security and other assistance) for the victim to the Management.
7. The Committee shall monitor the follow-up action to be taken by the Management on receipt of the Report of the Committee.

Documentation:

The committee shall keep complete and accurate documentation of the complaint, its investigations and the resolution thereof. The incident would be documented in both the complainant's and the accused files with the full report of the Complaints Committee.

Procedure for Approaching Committee:

The Committee deals with issues relating to sexual harassment at the AISSMS College of Engineering. It is applicable to all Employees. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Chairman of the Committee. If the complaint is made to any of the Committee members, they may forward it to the Chairman of the Committee against Sexual Harassment.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behaviour.

(Whether directly or by implication) as:

- Physical contact and advances;
- Demand or request for sexual favours;
- Sexually coloured remarks;

- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishakha judgment by Supreme Court)

Redressal of Complaints:

The Institute is committed to providing a supportive environment to resolve concern sexual harassment as under:

1. When an incident of sexual harassment occurs, the victim of such conduct can communicate their disapproval and objections immediately to the harasser and request the harasser to behave decently.
2. If the harassment does not stop or if victim is not comfortable with addressing the harasser directly, the victim can bring their concern to the attention of the Committee for redressal of their grievance
3. In the event, the complaint does not fall under the purview of Sexual Harassment or the complaint does not mean an offence of Sexual Harassment, the same would be dropped after recording the reasons thereof.
4. In case the complaint is found to be false, the Complainant shall, if deemed fit, be liable for appropriate disciplinary action by the Committee.
5. The management shall provide all necessary assistance for the purpose of ensuring full, effective and speedy implementation of this policy.
6. Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the Committee shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action

Disciplinary Action:

Where any misconduct is found by the Committee, appropriate disciplinary action shall be taken against the accused. Disciplinary action may include transfer, withholding promotion, suspension or even dismissal or any other action as may deem fit by the Committee. This action shall be in addition to any legal recourse sought by the Complainant.

Confidentiality:

All information received shall be kept confidential. Any person (including witnesses) who breaches confidentiality shall be subject to disciplinary action.

Protection against Retaliation:

Regardless of the outcome of the complaint made in good faith, the employee lodging the complaint and any person providing information or any witness, will be protected from any form of retaliation. While dealing with complaints of sexual harassment, the committee shall ensure that the Complainant or the witness are not victimized or discriminated by the accused. Any unwarranted pressures, retaliatory or any other type of unethical behaviour from the accused against the complainant while the investigation is in progress should be reported by the complainant to the complaints committee as soon as possible. Disciplinary action will be taken by the Complaints Committee against any such complaints which are found genuine.

Miscellaneous:

All proceedings, including the statements and other material adduced as evidence before the Committee shall be strictly confidential. The Committee shall take all steps to ensure that the parties before it and their representatives shall maintain strict confidentiality in all respects.

- a) The decision of the Committee on any matter within its competence shall be considered final and no appeal / challenge to the same shall lie to any person.
- b) The Management shall scrutinize the report and recommendations of the Committee and take appropriate action against the guilty person in accordance with the Guidelines, Policy, and gravity of the behaviour disclosed in the Committee's report.
- c) In case the conduct disclosed in the Committee's report is of a nature that amounts to a criminal offence under the law of the land, appropriate action shall be initiated by the Management, for making a police complaint in respect of the same.
- d) The Management shall scrutinize the report and recommendations of the Committee and take appropriate action to provide the victim with necessary psychological, emotional and physical support.
- e) In case of sexual harassment of any woman employee by any person not employed by company, the Management shall take all steps necessary and reasonable to assist the affected woman employee in terms of providing her with psychological, emotional and physical support and enabling her to take recourse to the law.

Annual Report:

The chairperson of committee shall furnish consolidated quarterly report after the meeting held by the committee members on every quarter with the below details:

- Number of cases.
- Date of complain.

- Allegation in brief,
- Present status of case
- Any order pass by the disciplinary authority with date
- Or if not, Nil report

The committee shall in each calendar year, prepare & submit report to the employer with the following details:

- Number of complaints of sexual harassment received in the year
- Number of complaints disposed of during year
- Number of cases pending
- Submission of reports with no issue raised during the year.



Dr (Mrs) P S Gajjal
Coordinator



Dr D S Bormane
Principal





AISSMS

COLLEGE OF ENGINEERING

ज्ञानम् सकलजनहिताय



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Code of Conduct

Anti-Ragging Committees:

With reference to AICTE (Prevention and Prohibition of ragging in Technical Education, Universities including Deemed to be Universities imparting technical education) Regulations 2009 and as per as per the clause No.6(a) of this AICTE Regulations - 2009, Anti-Ragging Committee is formed comprising of experts, faculty members, parents, students, etc. to look into any kind of ragging matter reported to them from time to time. The Committee takes immediate action in the matter reported to them, following all the guidelines given in the referred AICTE Regulation - 2009. The Committee also take review of the activities of Anti-Ragging Squad and suggest measures to effectively monitor the anti-ragging activities.

ANTI RAGGING COMMITTEE (SQUAD)

With reference to AICTE (Prevention and Prohibition of ragging in Technical Education, Universities including Deemed to be Universities imparting technical education) Regulations 2009 and as per as per the clause No.6(a) of this AICTE Regulations - 2009, Anti-ragging Squad is formed to look in to the matters of ragging.

The squad will continuously maintain vigil in the College campus and monitor the activities of the students. If any activity of students is found suspicious then immediate action is to be taken. The squad will conduct patrolling of canteen area, parking area, the College building and Ladies hostel. The patrolling of outside area near to College will also be done.

The students can contact Committee members at any time regarding any kind of problem faced by them from any students in the Campus or outside the campus. Also, students can personally meet any of the above members in the College during working hours.



Principal



**ALL INDIA SHRI SHIVAJI MEMORIAL SOCIETY'S
COLLEGE OF ENGINEERING**

(Approved by AICTE, New Delhi and Affiliated to Savitribai Phule Pune University)
(Id No. PU / PN / Engg / 093 (1992))



Malojiraje Chhatrapati
Honorary Secretary

Dr. D. S. Bormane
Principal

Ref.No:AISSMSCOE/PRIN/32/2018-19

Date: 01/08/2018

To
Shri M M Mujawar
Senior Police Inspector
Bund Garden Police Station
Pune.

**Subject: Inclusion of your name in Anti-Ragging Committee to be formed at AISSMS COE,
Pune as per the directives of AICTE, New Delhi & University of Pune.**

Respected Sir

All India Shri Shivaji Memorial Society (AISSMS) was established in 1917, to cater the need of broad based education. The AISSMS has 20 educational institutes under its ambit which are known for imparting quality education. The AISSMS runs two renowned Engineering Colleges, Pharmacy College, Polytechnic, Institute of Management and College of Hotel Management and Catering Technology amongst others.

The AISSMS College of Engineering was established in 1992, under the co-education system. The College is affiliated to the Savitribai Phule Pune University and approved by AICTE, New Delhi and Directorate of Technical Education, Maharashtra State. At present, under graduate courses are conducted in eight branches of Engineering namely, Chemical, Civil, Computer, Electrical, E & TC, Mechanical, Mechanical Sandwich and Production Sandwich Engineering and 7 post graduate courses of Engineering namely, Chemical, Civil, Computer, Electrical, E & TC, Mechanical Design and Mechanical Automotive.

As per the directives of AICTE, New Delhi and Savitribai Phule Pune University, regarding the prevention of ragging activities in College, formation of Anti-Ragging Committee is mandatory. This committee includes following members: Teachers of the College, Parents, Non-Teaching Staff, Student Secretary, Local Citizen, Press reporter, Police Officer and member of NGO.

The purpose behind formation of this Committee is to create awareness amongst the students and to make them aware about laws to prevent ragging. We are strictly following the norms and procedures to prevent ragging. There is no case of ragging in our College till date. The formation of this Committee will strengthen our efforts towards anti-ragging.

We would like to invite you as a Member of the Anti-Ragging Committee. We request you to give your kind acceptance to be the Member of the Anti-Ragging Committee and oblige.

Thanking You

Yours Faithfully

Dr. D. S. Bormane
Principal



AISSMS

COLLEGE OF ENGINEERING

ज्ञानम् सकलजनहिताय

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Antiragging Awareness


For zero tolerance Institute has provided online platform to report about the any type of grievance online. At the time of admission students and their parents have to give Affidavit to Institute.




Principal

← → ↻ aissmscoe.com/academics/online-grievance-redressal/

General Account Se... Welcome to Facebo... Home Gmail YouTube Untitled Page Log in Sci-Hub Experiments Cambr... Finite Element Met... Machining With Cry... SPPU - Internal Mar... Other bookmarks


AISSMS
COLLEGE OF ENGINEERING

 Approved by AICTE, New Delhi. Recognized by Government of Maharashtra
 Affiliated to Savitribai Phule Pune University and recognized 2(f) and 12(B) by UGC
 (Id.No. PU/PN/Engg./093/1992)
 Accredited by NAAC with "A" Grade | NBA - 4 IG Programmes


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[Webdesk Login](#)

[AICTE Approvals](#) | [Mandatory Disclosure](#) | [NIRF](#) | [Stakeholders](#) | [Committee](#) |

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[Fee Structure FE](#) | [Fee Structure DSE](#) | [Fee Structure ME](#) |

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Online Grievance Redressal

Home / Academics / Online Grievance Redressal

Staff **Student**

Name

Gender

Male ☒ Female ☐

Department

> SC-ST Grievance Redressal Cell

> Courses Offered


> Academic calendar

> AICTE Webportal Feedback Facility

> Curriculum

> Research

Hey! I am your virtual Admission Assistant.

Principal

ANNEXURE I

AFFIDAVIT BY THE STUDENT

I, Chintamani Athawa Amol, (full name of student) s/o d/o Mr./
Mrs./Ms. Amol Vilas Chintamani having been admitted to AISSMS, COE,
Pune, have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational
Institutions, 2009, (hereinafter called the "Regulations") carefully read and fully understood the provisions
contained in the said Regulations.

- 1) I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.
- 2) I have also, in particular, perused clause 7 and clause 9.1 of the Regulation and am fully aware of the penal
and administrative action that is liable to be taken against me in case I am found guilty of or abetting ragging,
actively or passively, or being part of a conspiracy to promote ragging.
- 3) I hereby solemnly aver and undertake that
 - (a) I will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations.
 - (b) I will not participate in or abet or propagate through any act of commission or omission that may be constituted
as ragging under clause 3 of the Regulations.
- 4) I hereby affirm that, if found guilty of ragging, I am liable for punishment according to clause 9.1 of the
Regulations, without prejudice to any other criminal action that may be taken against me under any penal law or
any law for the time being in force.
- 5) I hereby declare that I have not been expelled or debarred from admission in any institution on account of
being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case
the declaration is found to be untrue, I am aware that my admission is liable to be cancelled.
- 6) Along with the above mentioned points I do hereby declare that
 - (a) I will obey the code of conduct of the Institute and do not indulge in any kind of in-disciplined activity while in
and off the institution campus.
 - (b) I will solely responsible for any kind accident/mishap caused on account of the above mentioned clause (6.a).

Declared this 11 day of 11 Month of 2022 year.

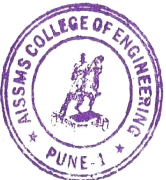
Signature of deponent Chintamani Athawa Amol

Name: Chintamani Athawa Amol

VERIFICATION

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

Verified at Pune on this the 11 day of 11 Month of 2022 year.



Principal
PRINCIPAL
ALL INDIA SHRI SHIVAJI MEMORIAL SOCIETY'S
COLLEGE OF ENGINEERING
KENNEDY ROAD, PUNE-411 001

Principal
Signature of deponent

ANNEXURE II

AFFIDAVIT BY PARENT/GUARDIAN

I Mr./Mrs./Ms Kirti Amol Chintamani (full name of parent/guardian) father / mother / guardian of, chintamani Atharva Amol (full name of Student) have been admitted to AISSMS, COE, Pune have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations"), carefully read and fully understood the provisions contained in the said Regulations.

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

3) I hereby solemnly aver and undertake that

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

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

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

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

6) Along with the above mentioned points I do hereby declare that

(a) My ward will obey the code of conduct of the Institute and do not indulge in any kind of in-disciplined activity while in and off the institution campus.

(b) My ward will solely responsible for any kind accident/mishap caused on account of the above mentioned clause (6.a).

Declared this 11 day of 11 Month of 2022 year.

Signature of deponent

Name: Kirti Amol Chintamani

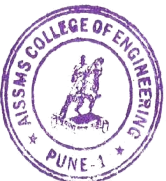
Address: Vaishali Jewellers, Court road Jamkhed, A. Nagar

Telephone / Mobile No: 9011852221

VERIFICATION

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

Verified at Pune on this th 11 day of 11 Month of 2022 year.



[Signature]
PRINCIPAL
ALL INDIA SHRI SHIVAJI MEMORIAL SOCIETY'S
COLLEGE OF ENGINEERING
KENNEDY ROAD, PUNE-411 001

[Signature]
Signature of deponent

ANNEXURE I

AFFIDAVIT BY THE STUDENT

I, ATKAR ROHINI VIJAY, (full name of student) s/o d/o Mr./
Mrs./Ms. ATKAR VIJAY MOHAN having been admitted to AISSMS, COE,
Pune, have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational
Institutions, 2009, (hereinafter called the "Regulations") carefully read and fully understood the provisions
contained in the said Regulations.

- 1) I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.
- 2) I have also, in particular, perused clause 7 and clause 9.1 of the Regulation and am fully aware of the penal
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actively or passively, or being part of a conspiracy to promote ragging.
- 3) I hereby solemnly aver and undertake that
 - (a) I will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations.
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as ragging under clause 3 of the Regulations.
- 4) I hereby affirm that, if found guilty of ragging, I am liable for punishment according to clause 9.1 of the
Regulations, without prejudice to any other criminal action that may be taken against me under any penal law or
any law for the time being in force.
- 5) I hereby declare that I have not been expelled or debarred from admission in any institution on account of
being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case
the declaration is found to be untrue, I am aware that my admission is liable to be cancelled.
- 6) Along with the above mentioned points I do hereby declare that
 - (a) I will obey the code of conduct of the Institute and do not indulge in any kind of in-disciplined activity while in
and off the institution campus.
 - (b) I will solely responsible for any kind accident/mishap caused on account of the above mentioned clause (6.a).

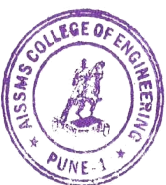
Declared this 12th day of NOVEMBER Month of 2022 year.

Signature of deponent ATKAR V. M ATKAR
Name: ATKAR ROHINI VIJAY

VERIFICATION

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

Verified at Pune on this the 12th day of NOVEMBER Month of 2022 year.




PRINCIPAL
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COLLEGE OF ENGINEERING
KENNEDY ROAD, PUNE-411 001

V. M ATKAR
Signature of deponent

ANNEXURE II

AFFIDAVIT BY PARENT/GUARDIAN

I, Mr./Mrs./Ms ATKAR VIJAY MOHAN (full name of parent/guardian) father / mother / guardian of, ATKAR ROHINI VIJAY (full name of Student) have been admitted to AISSMS, COE, Pune have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations"), carefully read and fully understood the provisions contained in the said Regulations.

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

3) I hereby solemnly aver and undertake that

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

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

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

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

6) Along with the above mentioned points I do hereby declare that

(a) My ward will obey the code of conduct of the Institute and do not indulge in any kind of in-disciplined activity while in and off the institution campus.

(b) My ward will solely responsible for any kind accident/mishap caused on account of the above mentioned clause (6.a).

Declared this 12th day of NOVEMBER Month of 2022 year.

Signature of deponent

Name: ATKAR VIJAY MOHAN

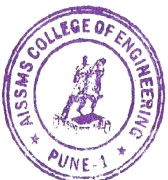
Address: CHINCHUAD, PUNE-411033

Telephone / Mobile No: 9922549968

VERIFICATION

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

Verified at Pune on this 12th day of NOVEMBER Month of 2022 year.



[Signature]
PRINCIPAL
ALL INDIA SHRI SHIVAJI MEMORIAL SOCIETY'S
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V. M. ATKAR
Signature of deponent



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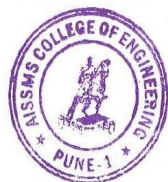


Display of Grievance Committees List on the Entrance of College

This is displayed on the walls so that all the students get aware of this committees and the respect members of the committee. This enables the students to easily access to the respective members.

AISSMS COLLEGE OF ENGINEERING ज्ञानम् सकलजनहिताय				
Anti-Ragging Committee				
Sr. No.	Name	Designation	Post	Contact Number
1	Dr Dattatraya Shankar Bormane	Principal	Chairman	9850282286
2	Shri Suresh Pratap Shinde	Businessman	Civil Administration	9422036902
3	Shri Sanil Tambe	Senior Police Inspector	Ex Officer Member	020-26208226 / 7823025258
4	Mrs Minakshi Gaurav	Reporter, Sakal Papers Ltd, Pune	Media Member	9609961602
5	Shri Vijay Rajaram Patil	Assistant Professor in Mechanical Engineering	Member	7720073869
6	Mrs Shikha Jalaji Pachowly	Assistant Professor in Computer Engineering	Member	9623433699
7	Mrs Sangha Patil	Parent Representative	Member	8149296449
8	Shri Vedant Kale	Local Citizen	Member	8208479836
9	Students of the First Year	Student - Fresher	Member	-
10	General Secretary of the Students	Student - GS	Member	-
11	Shri Abhijit Bhawanrao Bhonsle	Administrative Officer	Member	9422083114

AISSMS COLLEGE OF ENGINEERING ज्ञानम् सकलजनहिताय			
SC/ST Reservation Committee/Cell			
Sr. No.	Name	Designation	Duties to be Performed
1	Dr Nana Namdeo Shejwal	Associate Professor in Physics	Co-ordinator
2	Dr Avinash Vishvanath Waghmare	Associate Professor in Mechanical Engineering	Member
3	Dr Parmanand Namdeoji Dange	Associate Professor in Chemical Engineering	Member
4	Dr (Mrs) Manisha Vaibhav Waghmare	Assistant Professor in Civil Engineering	Member
5	Mr Namdeo Vitthal Walke	Instructor, Workshop	Member



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ALL INDIA SHRI SHIMAJI MEMORIAL SOCIETY'S
COLLEGE OF ENGINEERING
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AISSMS
COLLEGE OF ENGINEERING
PUNE-1



Women Grievance Committee

Sr. No.	Name	Designation	Post	Contact Number
1	Dr (Mrs) Priya Shekhar Gajjal	Associate Professor in Mechanical Engineering	Co-ordinator	7776920305
2	Dr (Mrs) Deepali Milind Ujambkar	Assistant Professor in Computer Engineering	Member	7798811625
3	Mrs Vaishnavi Sunil Navale	Assistant Professor in Electronics Engineering	Member	9881097035
4	Dr (Mrs) Vrushali Sainath Dandawate	Librarian	Member	9689139765
5	Dr (Ms) Vrushali Shivesamb Kalyani	Assistant Professor in Chemistry	Member	9860762026
6	Mrs Bharati P Zilpelwar	Non Governmental Organization (NGO)	Member	9890357783
7	Mrs Swati Rajendra Deshmne	Laboratory Assistant	Member	9881640819



AISSMS
COLLEGE OF ENGINEERING
PUNE-1



Internal Complaint Committee (ICC) - Vishakha

Sr. No.	Name of Committee Members	Post	Contact Number
1	Dr (Mrs) Priya Shekhar Gajjal Associate Professor in Mechanical Engineering	Presiding Officer	7776920305
2	Mrs Shikha Jalaji Pachouly Assistant Professor in Computer Engineering	Member (Faculty)	7768864108
3	Mrs Vaishnavi Sunil Navale Assistant Professor in Electronics Engineering	Member (Faculty)	9881097035
4	Dr (Mrs) Vrushali Sainath Dandawate Librarian	Member (Non-Teaching)	9689139765
5	Mr Santosh Prabhakar Pimpale Registrar	Member (Non-Teaching)	8007959494
6	Mrs Kamakshi Zilpelwar	Member (NGO)	9890357783
7	Overall General Secretary	Member (Student)	--
8	General Secretary	Member (Student)	--
9	General Secretary	Member (Student)	--



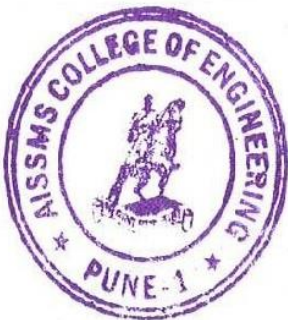
AISSMS
COLLEGE OF ENGINEERING
PUNE-1



Grievance Redressal Committee (GRC)

AICTE Notification F.No.1-103/AICTE/PGRC/Regulation/2021, dated 22-03-2021

Sr. No.	Name	Designation	Duties to be Performed
1	Dr Dattatraya Shankar Bormane (Principal of the Institution)	Principal, AISSMS COE Pune	Chairman
2	Dr Dnyandeo Krishna Shedge (Senior Professor of affiliating University)	Professor in Electronics and Telecommunication Engineering, AISSMS KJIT, Pune	Member
3	Dr Suresh Gosavi (Nominated by UTE/University Vice Chancellor)	Professor, Department of Material Science, Savitribai Phule Pune University	Member
4	Dr Deepak Vitthal Nighot (Senior Faculty)	Associate Professor in Chemistry, AISSMS COE, Pune	Member



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