

# **SREE NARAYANA GURU COLLEGE OF COMMERCE**

## **Metrics 5.1.5:**

*The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

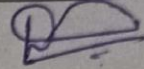
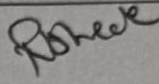
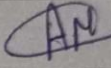
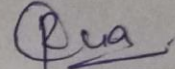
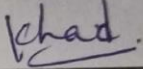
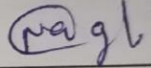
**Details of statutory/regulatory Committees of  
AntiRagging and Internal Complaints**


# SREE NARAYANA GURU COLLEGE OF COMMERCE

P. L. Lokhande Marg, Chembur, Mumbai - 400 089

## Anti-Ragging Committee

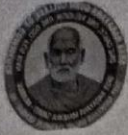
The Anti-Ragging Committee of the College is reconstituted for the academic year 2023-24 as follows:

Sr. No.	Name	Title in committee	Signature
1.	Prin. Dr. Ravindaran Karathadi	Chairman	
2.	Mr. Priyadarshan Shede	Committee - in - charge (Faculty)	
3.	Mr. Angel Nadar	Member (Faculty)	
4.	Ms. Riya Patwa	Student Representative	
5.	Mr. Meet Khadka	Student Representative	
6.	Ms. Nagma Sayyed	Student Representative	

  
Principal

Principal  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai - 400 089





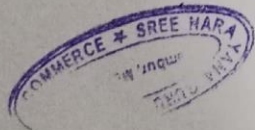
**Sree Narayana Guru College of Commerce**  
**P. L. Lokhande Marg, Chembur**

**Internal Complaints Committee**

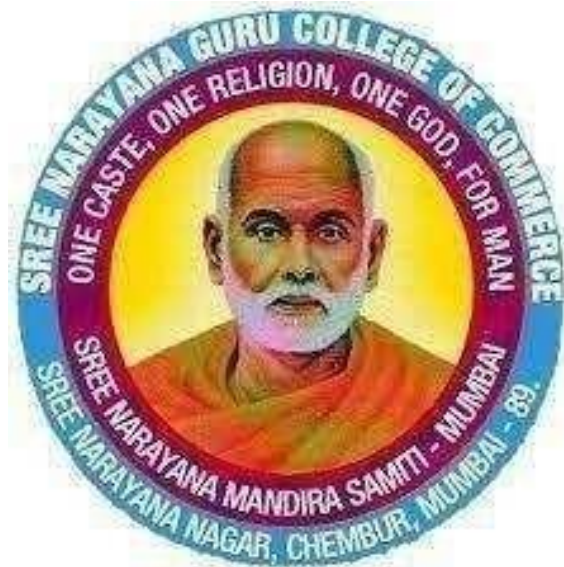
The Internal Complaints Committee of Sree Narayana Guru College of Commerce, P. L. Lokhande Marg, Chembur is reconstituted for the academic year 2023-24 according to "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013'. The committee seeks to adhere to the spirit of Vishaka guidelines in order to address the issues of sexual harassment at workplace for ensuring gender equality. The committee not only aims to look into the complaints of sexual harassment it also generates awareness about the issue and work for gender equality. As per guidelines of the said act our college has reconstituted this committee as follows:

Sr. No.	Name	Title in committee	Signature
1.	Prin. Dr. Ravindaran karathadi	Chairman	
2.	Ms. Nahid Shaikh	Faculty Incharge	
3.	Mrs. Poonam Mujawar	Faculty Member	
4.	Mr. Tauheed Khan	Student Representative	
5.	Ms. Sana Khan	Student Representative	

**Principal**



**Principal**  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai - 400 089

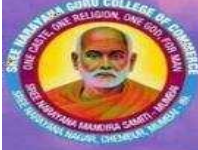


# **SREE NARAYANA GURU COLLEGE OF COMMERCE**

## **Metrics 5.1.5:**

*The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

**Report of the Activities conducted**



**SREE NARAYANA GURU COLLEGE OF  
COMMERCE.**

P.L.LOKHANDE MARG, CHEMBUR MUMBAI 400089

**INTERNAL COMPLIANCE CELL (ICC).**

**&**

**DEPARTMENT OF LIFELONG LEARNING &  
EXTENSION (DLLE).**

**IN ASSOCIATION WITH 'IQAC'**

**ORGANIZES**

**A SHORT MOVIE ON  
HARASSMENT**

**ON**

**WEDNESDAY**

**2nd AUGUST 2023**

**VENUE & TIME**

**1st Floor, Seminar Hall.**

**From 11:00 am Onwards.**

**REGISTER YOURSELF**



**MS. NAHID SHAIKH  
(ICC) INCHARGE.**

**SCAN ME**

**MS. RESHMA JINWAL  
(DLLE) INCHARGE.**

**SREE NARAYANA GURU COLLEGE OF COMMERCE**  
**P. L. LOKHANDE MARG, CHEMBUR, MUMBAI – 400089**

**Report of the Session on Harassment by ICC and DLLE along with IOAC**

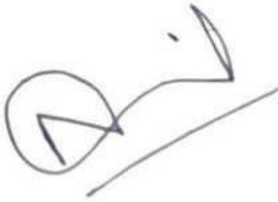
**Date: 2nd August ,2023**

**Venue - Seminar Hall - 1st floor, New Building.**

**Timings - 11:00 am to 12:00 pm.**

The College Internal Compliance Cell and Department of LifeLong Learning and Extension conducted a session to raise awareness on different types of Harassment in today's generation and promoting a safe and respectful environment on campus. Showed a short movie based on harassment and how to tackle it.


Session highlighted on educating students about identifying, preventing and addressing unethical behaviour. Students were told if they were harassed by anyone in the college, to report promptly and it will be kept confidential. The session was attended by 131 students.



**Ms. Nahid Shaikh**  
**ICC Incharge**





 **GPS Map Camera**

**Mumbai, Maharashtra, India**

Shree Narayan Guru College Of Commerce, Shree Narayan Guru College Of Commerce,  
Chembur West, ACC Nagar, Chedda Nagar, Mumbai, Maharashtra 400043, India


Lat 19.061535°

Long 72.909326°

02/08/23 11:47 AM GMT +05:30






 **GPS Map Camera**



**Mumbai, Maharashtra, India**  
Shree Narayan Guru College Of Commerce, Shree Narayan Guru College Of Commerce,  
Chembur West, ACC Nagar, Chedda Nagar, Mumbai, Maharashtra 400043, India  
Lat 19.061535°  
Long 72.909326°  
02/08/23 11:25 AM GMT +05:30



 **GPS Map Camera**



**Mumbai, Maharashtra, India**  
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Long 72.909326°  
02/08/23 11:47 AM GMT +05:30



# SREE NARAYANA GURU COLLEGE OF COMMERCE

P. L. LOKHANDE MARG, CHEMBUR, MUMBAI – 400089

## Attendance sheet

Session on Harassment on 02/08/2023

Sr. NO	Name of the Student	Class
1.	ADITI AJISH	FYBCOM
2.	ALVI SARFARAZ MUBIN	FYBCOM
3.	ANSARI AFRID MEHDI HASAN	FYBCOM
4.	ANSARI ASFIA MOHD IMTIYAZ	FYBCOM
5.	ANSARI DAWOOD AHMED MOHD HAROON	FYBCOM
6.	ANSARI EFAT SUBHANALLA	FYBCOM
7.	ANSARI JAHAN AARA FARID AHMED	FYBCOM
8.	ANSARI KASHISH NAUSHAD AHMAD	FYBCOM
9.	ANSARI MD PARVEJ AALAM JAVED	FYBCOM
10.	ANSARI MOHAMAD YASIN SALIM	FYBCOM
11.	ANSARI MOHAMMED ARMAN SIRAJ AHMED	FYBCOM
12.	ANSARI MOHD ARMAN MOHD AFZAL	FYBCOM
13.	ANSARI MOHD AYYAN ALAM	FYBCOM
14.	ANSARI NAIMA HASHMAT ALI	FYBCOM
15.	ADHDRAVIDAR VANVILI MURUGAN SHARADA	SYBCOM
16.	ANSARI HALIM AHMED ZAINULLAH	SYBCOM
17.	ANSARI IQRAA NAAZ AMANAT	SYBCOM
18.	ANSARI MAHFOOZ ALAM MAHBOOB ALAM	SYBCOM
19.	ANSARI MOHAMMED AYUB HAYATULLAH	SYBCOM
20.	ANSARI MOHAMMED IBRAHIM AKHTAR HUSSAIN JULAH	SYBCOM
21.	ANSARI MOHD FAIZ ISRARAHMED	SYBCOM
22.	ANSARI MOHD SALIK ISRAR AHMED	SYBCOM
23.	ANSARI REYAZUDDIN SEERAJUDDIN ZOHRA KHATOON	SYBCOM
24.	ANSARI TAHMINA PARVEEN MD ASHRAF RAZA	SYBCOM
25.	ACHARYA JAYKUMAR SATYANARAYAN	TYBCOM
26.	ANSARI FARAHA KHATOON ALLAUDDIN	TYBCOM
27.	ANSARI MOHD KAIF MUJAHID ALI	TYBCOM
28.	ANSARI MOHD SAMEER KHURSHID	TYBCOM
29.	ANSARI RESHMA BANO MOHD AKRAM	TYBCOM
30.	ANSARI SABIRA KHATOON MOHAMMED SHAMI	TYBCOM
31.	ANSARI SHAHER BANO MOHAMMED JAFAR	TYBCOM
32.	BAGADE LATASHREE EERABHADRA	TYBCOM
33.	CHAVAN AKANSHA SURESH	TYBCOM
34.	CHENDVANKAR RUPAL DEEPAK	TYBCOM
35.	DEVENDRA KAVERI SHRIKANT	TYBCOM
36.	DEVRAY TEJAL SUNIL	TYBCOM
37.	DEY SHREYA GANESH	TYBCOM
38.	DHAWANE HRITIKA PREM	TYBCOM
39.	GHARAMI DEEPA BISWAJEET	TYBCOM



40.	AGA MAHEK MUBARAK	SYBMS
41.	ALISHA MOHAMMED MUBIN	SYBMS
42.	ANSARI MD ZAID NAKI	SYBMS
43.	ANSARI MOHD ANAS MOHD TAHIR	SYBMS
44.	BHISE SAKSHI BABASAHEB	SYBMS
45.	CHAURASIYA SONALI LAXMINARAYAN	SYBMS
46.	CHUMBALE SONAL KISHOR	SYBMS
47.	DHANSHETTY ASHA MAHADEV	SYBMS
48.	SAYYED IILHAM FATIMA IBNE HAIDER	TYBMS
49.	SAYYED MOHD FAIZAN MOHD KAZIM	TYBMS
50.	SAYYED SABA PARVEEN MOHD BASIT	TYBMS
51.	SAYYED TALAT AHMED IRSHAD AHMED	TYBMS
52.	SAYYED UMAIR ASHFAQUE	TYBMS
53.	SHAH MUJIMUDDIN ZANUDDIN WAHID	TYBMS
54.	SHAIKH ABRAR ISMAIL	TYBMS
55.	SHAIKH ARBAAZ MOHD AFSAR	TYBMS
56.	SHAIKH HINA BANO YAKUB	TYBMS
57.	SHAIKH HUMERA ABDUL KALAM	TYBMS
58.	SHAIKH JUNAID MOHD YASIN	TYBMS
59.	SHAIKH MEHMOOD MEHBOOB	TYBMS
60.	ANSARI SHAYANA ASLAM	FYBBI
61.	BAGUL MEGHA KAILAS	FYBBI
62.	CHOUDHARY SHANKAR SUDARLAL	FYBBI
63.	DUDHAWADE ARPANA UTTAM	FYBBI
64.	FALAK RIZVI	FYBBI
65.	GANESHAN KARTIKA KALIYAN	FYBBI
66.	JAIHWAL AMAN SACCHELAL	FYBBI
67.	KHAN AMAN SAJJAD	FYBBI
68.	KHAN CHAND MOHD ISRAIL	FYBBI
69.	KHAN MEHRAJ DANIAL	FYBBI
70.	ANSARI FARIN AMIR	SYBBI
71.	BANGI TASEER MANSOOR ALI	SYBBI
72.	CHAUDHARY FAIZ MOHD RAFIQUE	SYBBI
73.	CHAUHAN ANIKET RAJESH	SYBBI
74.	FULVADIYA ROHIT SHYAMLAL	SYBBI
75.	FULWARIYA ROHIT TRILOKCHAND	SYBBI
76.	GAYARI NIKITA KUMARI SOHANLAL	SYBBI
77.	HALWAI RAVI SANTOSH	SYBBI
78.	IDRISEE MEHBOOB MOHD KHALIQUE	SYBBI
79.	KAHAR DEEPALI DINESH	SYBBI
80.	ACHARYA YUVRAJ KOLANJI	SYBSCIT
81.	ANSARI MOHAMMAD AFFAN MOHAMMED JAVED	SYBSCIT
82.	ANSARI SANA BANU NAEEM	SYBSCIT
83.	EPILI PRADEEP RAJENDRA	SYBSCIT
84.	GUPTA MAYANK CHANDRASHEKHAR	SYBSCIT
85.	GUPTA POONAM SUBHASH	SYBSCIT
86.	GUPTA SAHIL BACHULAL	SYBSCIT
87.	GURAV TANVI VASANT	SYBSCIT



88.	KAIF HUSSAIN MINHAJ HUSSAIN SAYYED	SYBSCIT
89.	ANSARI KAIF ALAM MANSUR ALAM	TYBSCIT
90.	ANSARI MOHD ADIL INTEZAR ALAM	TYBSCIT
91.	ANSARI SADIYA BANO MOHD NOORUDDIN	TYBSCIT
92.	ARUN KUMAR PRAJAPATI	TYBSCIT
93.	CHORAGE AJAY LAXMAN	TYBSCIT
94.	DATE ASHISH PRAKASH	TYBSCIT
95.	DHANSHETTI POOJA MAHADEV	TYBSCIT
96.	FAYAZ AHMED M MOHAMMED RAFIK A	TYBSCIT
97.	GAUTAM KANCHAN RADHYSHYAM	TYBSCIT
98.	GUPTA RAMJATAN RAJESH	TYBSCIT
99.	RIZWAN FURKAN AHMAD	TYBFM
100.	ANSARI AMINA ALI HASAN	TYBFM
101.	BIND SUSMITA RAJESH	TYBFM
102.	JATOLIYA MAYUR GHANSHYAM	TYBFM
103.	KANK VAISHNAVI RAJU	TYBFM
104.	KHAN JUNAID AHMED TUFAIL AHMAD	TYBFM
105.	KHAN MOHAMMED ANADIL AZAM	TYBFM
106.	LONDHE SANJAVINI DNYANDEV	TYBFM
107.	MAHADIK SHREYAS RAJESH	TYBFM
108.	PAHUNTI SWAMI SEKHAR RAJA	TYBFM
109.	BHAJANE TANMAY GOWARDHAN	TYBAMMC
110.	CHAVAN DIVYA BALU	TYBAMMC
111.	DESHALI KUSHMA PARMESH	TYBAMMC
112.	GOWDA PREETHAM PRAKASH	TYBAMMC
113.	JUSTIN BABU	TYBAMMC
114.	KAMBLE SEEMA JYOTIRAM	TYBAMMC
115.	MAITY AKASH VISHWANATH	TYBAMMC
116.	MARTIS CHRISSANE ELIAS	TYBAMMC
117.	SAKTE SAHIL BHAGWAN	TYBAMMC
118.	ANSARI SOHANA BANO MOHD AKHTAR	FYBAMMC
119.	ANSARI TAHA ZILLUR REHMAN	FYBAMMC
120.	GAIKWAD GAURAV VIJAY	FYBAMMC
121.	KARAUTIYA BABLI BOBBY	FYBAMMC
122.	KHAN NISHA BANO MASSAN	FYBAMMC
123.	KHAN SHAHEEN PARVEEN MOHD SHAHID	FYBAMMC
124.	MAITY SURAJ TAPOS	FYBAMMC
125.	MORESHWAR JEENAL RAJU	FYBAMMC
126.	MUDLIYAR VISHAL SUBRAMANI	FYBAMMC
127.	PIVAL SONALI SAILESH	FYBAMMC
128.	DOIPHODE PRATHAM SUNIL	SYBAMMC
129.	KARTHIK GANDHI	SYBAMMC
130.	KHAN ABDUL MUTALIB NASRUDDIN	SYBAMMC
131.	KHAN USAD SOHEL	SYBAMMC



Ms. Nahid Shaikh





SREE NARAYANA GURU COLLEGE OF  
COMMERCE

INTERNAL COMPLIANCE CELL (ICC)

ANTI RAGGING COMMITTEE

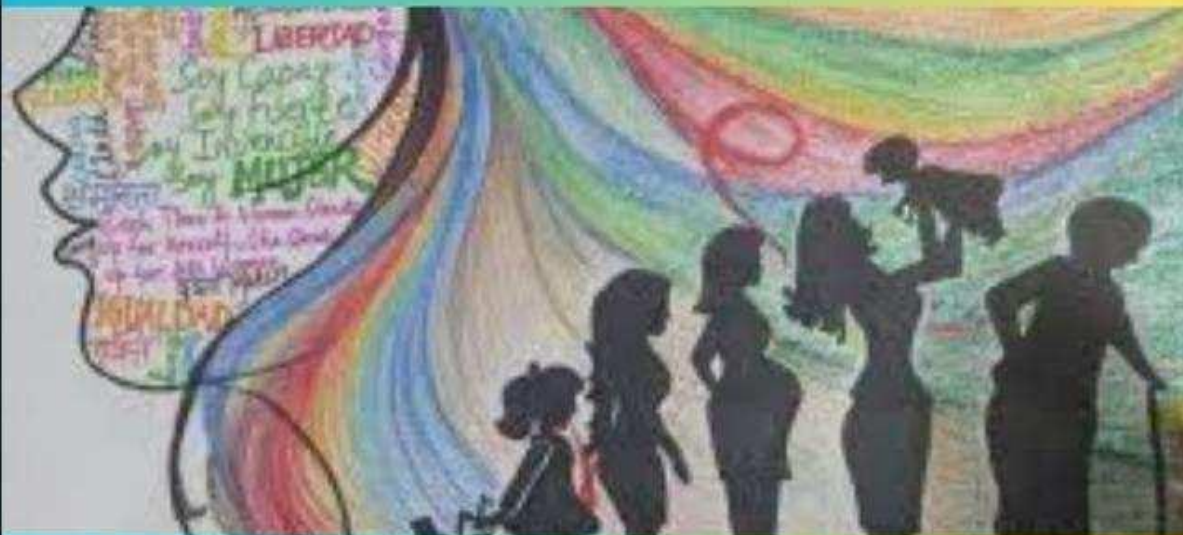
IN ASSOCIATION WITH 'IQAC'

ORGANIZES  
SLOGAN COMPETITION

ON  
**WOMEN EMPOWERMENT**

TIME : 11: 30 AM

DATE : 05/01/2024  
VENUE : ROOM NO: 305



MS. NAHID SHAIKH  
ICC INCHARGE

PRIYADARSHAN SHEDE  
Anti Ragging Committee  
Incharge

# **SREE NARAYANA GURU COLLEGE OF COMMERCE**

**P. L. LOKHANDE MARG, CHEMBUR, MUMBAI – 400089**

## **Report of Slogan Competition on Women Empowerment by ICC and Anti Ragging Along with IOAC**

**Date: 05<sup>th</sup> January,2024**

**Timings - 11:30 am to 12:30 pm.**

**ICC Committee Incharge: Ms. Nahid Shaikh Usman**

**Committee Member: Mrs. Punam Mujawar**

**Anti Ragging Committee Incharge : Mr. Priyadarshan shede**

**Committee Member: Mrs. Angel Nadar**

The College Internal Compliance Cell and Anti ragging committee conducted a session to raise awareness for gender equality by harnessing the power of concise and impactful messages.

Conducted this competition to encourage participants to reflect on the significance of women's empowerment and to communicate their thoughts through short and powerful slogans. The competition provided a platform for individuals to express their support for women empowerment, creating a sense of unity and shared purpose.

Participants were encouraged to submit slogans that captured the essence of women empowerment, highlighting themes such as equal opportunities, gender inclusivity, breaking stereotypes, and the importance of women's rights.

The winning slogans stood out for their ability to encapsulate profound messages in just a few words. 50 students participated in the competition. Selected 3 best slogan as winners.



**Ms. Nahid Shaikh**  
**ICC Incharge**





Mumbai, Maharashtra, India

Shree Narayan Guru High School, Chembur West, ACC Nagar, Chedda Nagar, Mumbai, Maharashtra 400043, India

Lat 19.061376°

Long 72.909079°

05/01/24 12:01 PM GMT +05:30

GPS Map Camera

Google



Mumbai, Maharashtra, India

Shree Narayan Guru High School, Chembur West, ACC Nagar, Chedda Nagar, Mumbai, Maharashtra 400043, India

Lat 19.061382°

Long 72.909088°

05/01/24 12:03 PM GMT +05:30

GPS Map Camera

Google



GPS Map Camera

Mumbai, Maharashtra, India  
Shree Narayan Guru High School, Chembur West, ACC Nagar, Chedda Nagar, Mumbai,  
Maharashtra 400043, India  
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Long 72.909088°  
05/01/24 12:03 PM GMT +05:30



# SREE NARAYANA GURU COLLEGE OF COMMERCE

P. L. LOKHANDE MARG, CHEMBUR, MUMBAI – 400089

## List of students who participated in Slogan competition on Women Empowerment – 05/01/2024

Sr. No	Name of the Student	Class
1.	MOHD ARMAN MOHD IQBAL	TYBCOM
2.	NIKITA BIJU KUMAR	TYBCOM
3.	NOOREEN PARVEEN MOHD AYYUB	TYBCOM
4.	SANDIYA RAJA POONGODI	TYBCOM
5.	MOHAMMED IBRAHIM AKHTAR HUSSAIN JULAH ANSARI	TYBCOM
6.	RUDRA DNYANESHWAR BHAGAT	TYBCOM
7.	NILESH KUMAR LAXMAN BIND	TYBCOM
8.	GAYATRI NEMICHAND BOKOLIYA	TYBCOM
9.	HASAMUDDIN MOHD ASLAM CHAUDHARY	TYBCOM
10.	PAYAL MASU DHENDE	TYBCOM
11.	ANU MAHENDRASINGH FULWADIYA	TYBCOM
12.	GAYATRI MALLIKARJUN GUJALKAR	TYBCOM
13.	DEEPALI LAXMIKANT GUPTA	TYBCOM
14.	KOMAL BRIJESH GUPTA	TYBCOM
15.	SAROJ SUBHASH GUPTA	TYBCOM
16.	ABDUL KAYUM ABDUL FAZAL	SYBCOM
17.	SARFARAZ MUBIN ALVI	SYBCOM
18.	ASFIA MOHD IMTIYAZ ANSARI	SYBCOM
19.	DAWOOD AHMED MOHD HAROON ANSARI	SYBCOM
20.	JAHAN AARA FARID AHMED ANSARI	SYBCOM
21.	MD PARVEJ AALAM JAVED ANSARI	SYBCOM
22.	MOHAMMED ARMAN SIRAJ AHMED ANSARI	SYBCOM
23.	MOHD ARMAN MOHD AFZAL ANSARI	SYBCOM
24.	NAZMIN BANO BILAL AHMED ANSARI	SYBCOM
25.	NOOR SABA ZAHOOR AHMED ANSARI	SYBCOM
26.	AMBATTUPARAMBIL SIDDHARTH RAVI	FYBSCDS
27.	ANSARI AZFAR HUSAIN IQBAL HUSSAIN	FYBSCDS
28.	ANSARI FARIZA AFROZ AHMED	FYBSCDS
29.	ANSARI MOHAMMAD SHAHAJADE MOHAMMAD JASIM	FYBSCDS
30.	ANSARI MOHD EJAZ MOHD FAIYAZ	FYBSCDS
31.	ANSARI MOHD HAMZA SHAMIM AHMAD	FYBSCDS
32.	ANSARI MOHD SAQUIB ABRAR AHMED	FYBSCDS
33.	ANSARI NAVED NASIR MOHD	FYBSCDS
34.	ASHFAQ AHMAD ISMAIL	FYBSCDS
35.	BADARIYA RAHUL HANSRAJ	FYBSCDS
36.	ABRUM DARSHANA PAWADI	SYBSCIT
37.	SAHIL SIDDIQUI	FYBSCDS
38.	ANAM RAEES AHMED	SYBSCIT
39.	ANSARI AAMIN SHAMSHAD ALI	SYBSCIT
40.	BADARIYA NIKITA KANARAM	SYBSCIT
41.	CHOUDHARY DEEMPAL RAMESHKUMAR	SYBSCIT



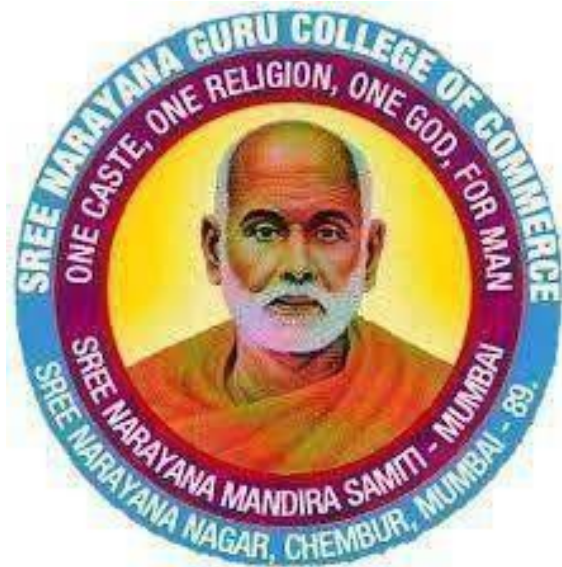


42.	DOKE BHAVESH SANTOSH	SYBSCIT
43.	GAWALI PRERANA VILAS	SYBSCIT
44.	GUPTA SURAJ CHHEDILAL	SYBSCIT
45.	KHAN AARIBA HAFIJOOREHMAN	SYBSCIT
46.	KHAN ARBAZ MOHD RAUF	SYBSCIT
47.	ANSARI SANIYA MUSTAQUE AHMED	FYBA
48.	BAIG MIRZA ABUZAR	FYBA
49.	SAJIYA BEGUM MD SARWAR	FYBCOM
50.	NISHANATHESNI AMEERSHA	FYBCOM



**Ms. Nahid Shaikh**  
**ICC Incharge**





# **SREE NARAYANA GURU COLLEGE OF COMMERCE**

**Metrics 5.1.5:**

*The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

**POLICY DOCUMENT**

**ANTIRAGGING**



## Anti-Ragging Policy

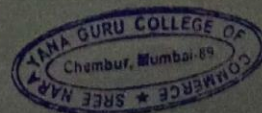
Sree Narayana Guru College of Commerce, Chembur, Mumbai hereinafter referred as "College" has constituted Anti Ragging Committee in conformity with the Supreme Court judgements and direction, UGC University Grants Commission (UGC) guidelines and State Government instructions. The College is following a '**Zero Tolerance Policy**' towards ragging. Any student of college accused and found guilty of ragging, will be severely dealt with, in accordance with the provisions of law.

### 1. Objective of the Policy:

To prevent any student from engaging in conduct, whether verbal or physical, that involves teasing, treating, or handling a fresher or another student rudely. This includes refraining from participating in rowdy or undisciplined activities that may cause annoyance, hardship, or psychological harm, or instill fear or apprehension in any fresher or student. Additionally, students should not ask others to perform actions outside the ordinary course that may cause shame, torment, or embarrassment, adversely affecting the physical or mental well-being of the individuals involved. These regulations aim to eliminate all forms of ragging from universities and higher educational institutions, whether motivated by sadistic pleasure, a desire to demonstrate power, authority, or superiority, or any other reason. Offenders will face punishment as outlined in these regulations and the relevant laws.

### 2. What constitutes Ragging?

- a. Ragging constitutes one or more of any of the following acts: a. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
- b. indulging in rowdy or in disciplined activities by any student or students which causes or

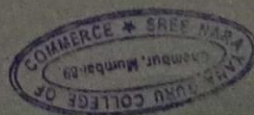


is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;

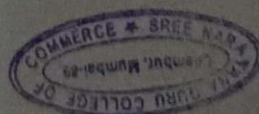
- c. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
- d. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
- e. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- g. any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- h. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student;
- i. any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

### **3. Measures by the College to prohibit and prevent Ragging:**

- a. The students are advised to refrain from involving themselves in any act which may be considered as ragging. The UGC has issued the strict guidelines for preventing the incidents of ragging on the College campus. (UGC Regulation on curbing the menace of



- b. The college implements various measures to extensively publicize against ragging. These include utilizing audio-visual aids, conducting counseling sessions, organizing workshops, hosting painting and design competitions among students, and any other initiatives deemed appropriate by the college authorities. These efforts aim to raise awareness about the negative impacts of ragging and encourage a supportive and respectful environment within the institution.
- c. The application for admission, enrolment or registration must be accompanied by an Anti-Ragging affidavit signed by a student in a prescribed format and another Anti Ragging Affidavit signed by a Parent/Guardian. (Both these Affidavits can be downloaded from [www.antiragging.in](http://www.antiragging.in)).
- d. The anti-ragging Committee holds an anti-ragging drive at the beginning of each academic year to ensure zero ragging. The institution identifies, properly illuminates and keeps a close watch on all locations known to be vulnerable to occurrences of ragging incidents. The Anti Ragging Committee members patrols area around the college and also checks the identity cards of each and every person entering the college.
- e. The College shall follow all the existing rules and regulations set out by UGC for any other body authorized by the Central Government or State Government in this respect and any other amendment thereof.
- f. The College will be punishing the students who are found to be involved in ragging incidents as per these guidelines. Students are informed to take note of it and help College to maintain ragging free campus.
- g. The institutions shall take action in accordance with these regulations against those found guilty of ragging and/or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
- h. The College shall constitute a Committee to be known as the Anti-Ragging Committee to

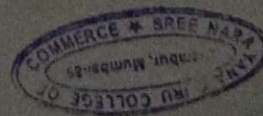


be nominated and headed by the Head of the institution, and consisting of representatives of faculty members of the College along with adequate number of students representatives to be selected amongst the students of the College as per the requirement of the Committee. The Anti-Ragging Committee is responsible for ensuring compliance with the regulations outlined in these provisions, as well as any applicable laws related to ragging.

- i. In case of emergencies the students / parents in distress owing to ragging may contact on following numbers **022-25263132 / 022-25263123** or any mobile number provided by the College for this specific purpose or use National Anti-Ragging Helpline **1800-180-5522 (Toll Free)** or visit Anti – Ragging website [www.antiragging.in](http://www.antiragging.in) at an earliest and report.

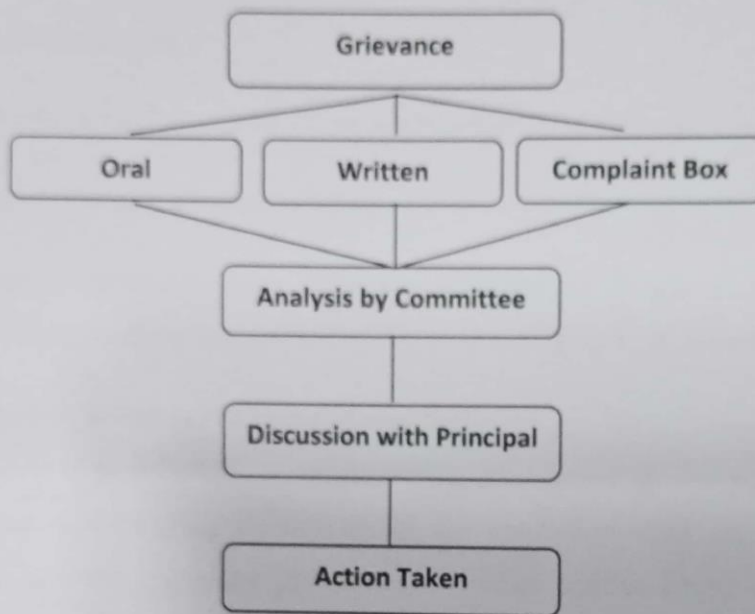
#### **4. Mechanism for Redressal of Complaints relating to Ragging.**

- a. The Chairperson of the Committee should conduct an immediate enquiry from the receipt of oral / written complaint and issue summons to all the parties involved directly or indirectly in the incident.
- b. The complainant/s and defendant/s along with all the other parties involved directly or indirectly should be given reasonable opportunity to represent themselves.
- c. The Anti-Ragging Committee is obligated to conduct an inquiry adhering to fair and transparent procedures, as well as the principles of natural justice. This includes providing sufficient opportunity for the student or students accused of ragging, as well as other witnesses, to present their facts, documents, and perspectives regarding the incident of ragging. The committee will also consider any other relevant information deemed necessary for the inquiry.
- d. On completion on the enquiry, the Committee will submit the report to Principal of College and give it recommendation on the basis of severity of the offence.
- e. Upon receipt of a recommendation from the Anti-Ragging Committee or any information pertaining to a reported incident of ragging, it is incumbent upon the Principal of the College to promptly evaluate if the case necessitates action under penal laws. If such



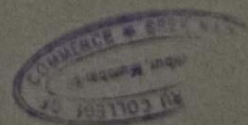
action is deemed necessary, the College, either personally or through a designated member of the Anti-Ragging Committee duly authorized for this purpose, must expeditiously lodge a First Information Report (FIR) within twenty-four hours of receiving said information or recommendation. This FIR should be filed with the police and local authorities, invoking the appropriate penal provisions related to one or more of the following offenses as stated below in point 5 given below.

#### Flowchart of Mechanism



#### 5. Punishable ingredients of ragging:

- a. Abetment to ragging
- b. Criminal conspiracy to rag
- c. Unlawful assembly and rioting while ragging
- d. Public nuisance created during ragging
- e. Violation of decency and morals through ragging
- f. Injury to body, causing hurt or grievous hurt
- g. Wrongful restraint



- h. Wrongful confinement
- i. Use of criminal force
- j. Assault as well sexual offences or unnatural offences
- k. Extortion
- l. Criminal trespass
- m. Offences against property
- n. Criminal intimidation
- o. Attempts to commit any or all of the above-mentioned offences against the victim(s)
- p. Physical or psychological humiliating
- q. All other offences following from the definition of 'Ragging' as described in UGC Regulation on curbing the menace of Ragging in Higher Educational Institutes, 2009

**6. Administrative action in the event of ragging:**

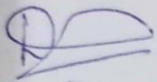
The institution is responsible for administering punishment to any student found guilty of ragging. The Anti-Ragging Committee of the institution shall deliberate and make an appropriate decision regarding punishment or other actions based on the facts of each incident of ragging and the seriousness of the offense. The Anti-Ragging Committee has the authority to impose one or more of the following punishments on those found guilty, depending on the severity of their culpability as found after proper investigation. The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed here in under:

- a. Suspension from attending classes and academic privileges.
- b. Withholding/ withdrawing scholarship/ fellowship and other benefits.
- c. Debarring from appearing in any test/ examination or other evaluation process.
- d. Withholding results.





- e. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- f. Suspension/ expulsion from the hostel.
- g. Cancellation of admission.
- h. Rustication from the institution for period ranging from one to four semesters.
- i. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.



Principal

**Principal**

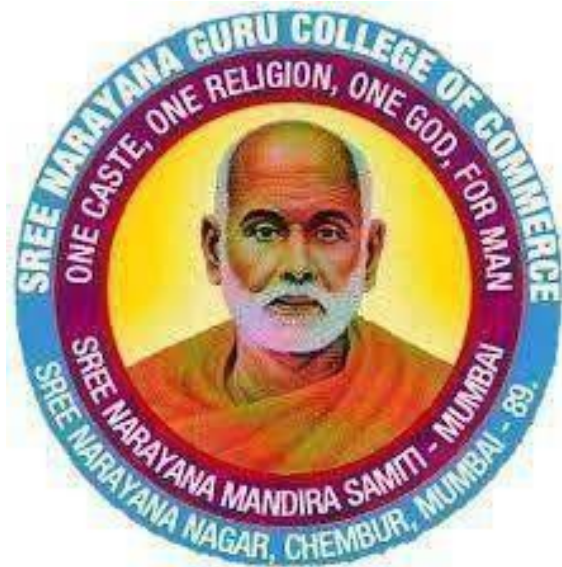
Sree Narayana Guru

College of Commerce

P. L. Lakshmi Narayana

Chandernagar, Mumbai - 400 089.





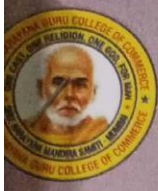
# **SREE NARAYANA GURU COLLEGE OF COMMERCE**

**Metrics 5.1.5:**

*The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

**POLICY DOCUMENT**

**Internal Complaints Committee**



# SREE NARAYANA GURU COLLEGE OF COMMERCE

(LINGUISTIC MINORITY INSTITUTION)

RE-ACCREDITED BY NAAC (GRADE-'B'-CGPA 2.45) [2019-2024]

AFFILIATED TO UNIVERSITY OF MUMBAI & RECOGNISED BY UGC-u/s 2(f)&12

MANAGED BY SREE NARAYANA MANDIRA SAMITI (REGD.)

P. L. LOKHANDE MARG, CHEMBUR, MUMBAI - 400 089. ☎ 9326063380 / 9326083775 ✉ sngcollege86@yahoo.co.in / sngcollegeprincipal@gmail.com

ICC

## Internal Complaints Committee Policy

### Working Rules

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules framed there under, the Institute hereby adopts the following procedure for determining complaints filed to the Internal Complaints Committee (ICC) constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, though, in individual complaints, for reasons to be stated in writing, the ICC reserves the right to make exceptions to the procedure stated hereunder.

1. Any aggrieved woman may make, in writing, a complaint of sexual harassment at work place to the ICC, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. 6 copies of a written complaint should be submitted to the Committee or any of its members along with list of witnesses and supporting documents. Additional documents and list of witnesses can be submitted to ICC at a later stage during the proceeding.

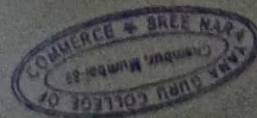
Provided that where such complaint cannot be made in writing, the Presiding Officer or any other member of the ICC shall render all reasonable assistance to the woman for making the complaint in writing.

Provided further that the ICC for the reasons to be recorded in writing, can extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other committee members at the earliest and not later than 3 days and a meeting should be called for discussing the matter.
3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institute that no action is required to be taken in the matter.



4. Notice shall be issued to the respondent within 7 working days of receipt of the complaint and 10 working days shall be given for submission of reply (along with the list of witnesses and documents.)
5. The Committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.
6. The Committee may, before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.
7. No monetary settlement shall be made as the basis of conciliation. Where a settlement has been arrived at, the ICC shall record the settlement so arrived and forward the same to the employer for necessary compliance.
8. The Committee shall provide the copies of the settlement as recorded under (7) to the aggrieved woman and the respondent. Where a settlement is arrived at, no further inquiry shall be conducted by the ICC.
9. If conciliation is found to be not feasible, notice will be issued to both parties for hearing.
10. The Committee may direct the Registrar to ensure the safety and protection of the aggrieved woman if and when required.
11. As an interim measure, ICC may recommend
  - a) the transfer of the aggrieved woman or the respondent to another section or Department as deemed fit by the Committee.
  - b) grant leave to the aggrieved woman upto a period of three months or :
  - c) restrain the respondent from exercising any administrative authority or supervision or academic evaluation of the aggrieved woman.
  - d) grant such other relief to the aggrieved woman as the case may require.
12. The Committee shall proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent considering sexual harassment as misconduct.
13. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in writing of the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day to day basis, to be decided by ICC.
14. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting and defending her/his case.



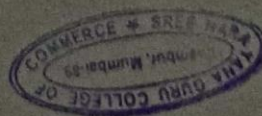
15. The Committee may at any time during the enquiry proceedings, preclude the face-to-face examination of the respondent and the aggrieved woman and/or their witnesses keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.
16. The Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.
17. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witnesses for the purpose of supplementary testimony and/or clarifications.
18. The Committee shall have the power to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.
19. The past sexual history of the aggrieved woman shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
20. The Committee shall have the right to terminate the enquiry proceedings and to give an ex party decision on the complaint, should the respondent fail, without valid ground, to be present for three consecutive hearings convened by the Presiding Officer.
21. The aggrieved woman and the respondent, or any one person on her/his behalf, shall have the right to examine written transcripts of the recordings with the exclusion of witnesses' names and identities. Any person nominated by the aggrieved woman and/or the respondent on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff. No person who has been found guilty of sexual harassment shall be accepted as a nominee. The aggrieved woman/respondent should inform the Presiding Officer specifically if they wish to exercise this right. The Presiding Officer shall allow access to such documents on a specific date to be intimated at least two days in advance to each of the parties concerned. At no point in time, however, can the concerned parties take these documents outside the office.
22. The aggrieved woman and the respondent shall be responsible for presenting their witnesses before the Committee. However, if the Committee is convinced that the absence of either of the parties to the disputes is on valid grounds, the Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.



23. All proceedings of the ICC shall be recorded in writing. The record of the proceedings and the statement of witnesses shall be endorsed by the persons concerned as well as the committee members present in token of authenticity thereof. In case the minutes cannot be reduced in writing the same day, as audio recording of the proceedings may be made, and the written proceedings will be authenticated on a next available opportunity.
24. If the aggrieved woman desires to tender any documents by way of evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the aggrieved woman.
25. In the event the Committee thinks that supplementary testimony is required, the Presiding Officer shall forward to the persons concerned a summary of the proceedings and allow for a time period of seven days to submit such testimony, in person or in writing, to the Committee.
26. The aggrieved woman and the respondent shall have the right of cross-examination of all witnesses. However such cross-examination shall be conducted in the form of written questions and responses via the Committee only. **The respondent shall have no right to directly cross-examine the aggrieved woman or her witnesses.**
27. The respondent/aggrieved woman may submit to the Committee, a written list of questions that he/she desires to pose to the aggrieved woman/witness. The Committee (ICC) shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, slanderous, derogatory or gender-insensitive.
28. Amicus Curie can be called for helping the committee if and when required.
29. After concluding its investigation, the Committee shall submit a detailed reasoned report to the Institute.
30. If the Committee finds no merit in the allegations, it shall report to the Institute.
31. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:
  - a. A written apology



- b. Warning
  - c. Reprimand or censure
  - d. Withholding of promotion
  - e. Withholding of pay rise or increments
  - f. Undergoing a counseling session
  - g. Carrying out of community service
  - h. Terminating the respondent from service
  - i. Any other punishment according to the service rules applicable to the respondent
32. When the Committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the Institute to take action against such falsification.
33. Nothing precludes the Institute authority from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the inquiry proceedings or even after the communication of the findings to appropriate Institute authorities.
34. If the allegation(s) is/are proved against the respondent, the Committee may direct the Institute to ensure the payment of compensation to the aggrieved woman by the respondent. The determination of compensation to the aggrieved woman shall be decided based on the following facts:
- i. The mental trauma, pain, suffering and emotional distress caused to the aggrieved woman.
  - ii. The loss of career opportunity due to the incident of sexual harassment.
  - iii. Medical expenses incurred by the victim for physical or psychiatric treatment
  - iv. The income and financial status of the respondent
  - v. Feasibility of such payment in lumpsum or in installments
35. The Institute authorities will file a compliance report to the Committee within 30 days of issuance of such recommendation.



36. ICC shall have the necessary powers to take suo motu notice of incidents of sexual harassment and/or gender injustice in the Institute campus and act against the same in such manner as it deems appropriate.
37. The identity of the aggrieved woman, respondent, witnesses and proceedings of the Committee and its recommendations and the action taken by the Institute shall not be published, communicated or made known to the public, press or media in any manner and it will be outside the purview of the Right to Information Act, 2005.
38. No legal practitioner will be allowed to represent either the aggrieved woman or the respondent in proceedings before the Complaints Committee.
39. The Committee has the powers of a civil court in the following cases
- Summoning and enforcing the attendance of any person related to the incident.
  - Requiring the discovery and production of any documents
  - Any other matter relating to the incident as decided by the Committee from time to time.
40. The aggrieved woman or respondent may prefer an appeal to the competent authority.



Principal



**Principal**

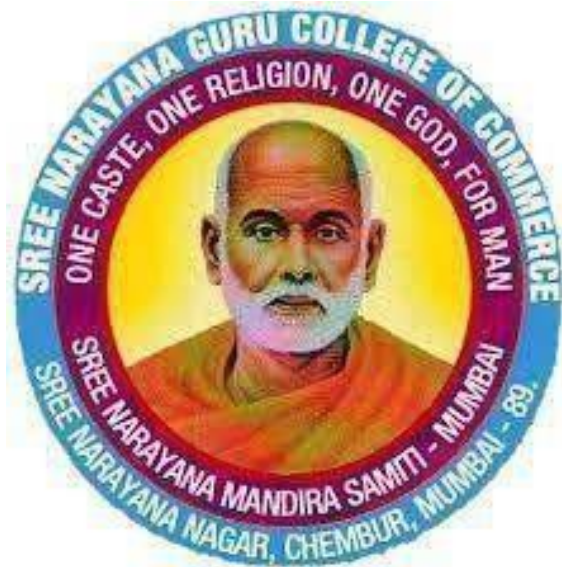
Sree Narayana Guru

College of Commerce

P. L. Lokhande Merit

Chembur, Mumbai - 400 089.





# **SREE NARAYANA GURU COLLEGE OF COMMERCE**

## **Metrics 5.1.5:**

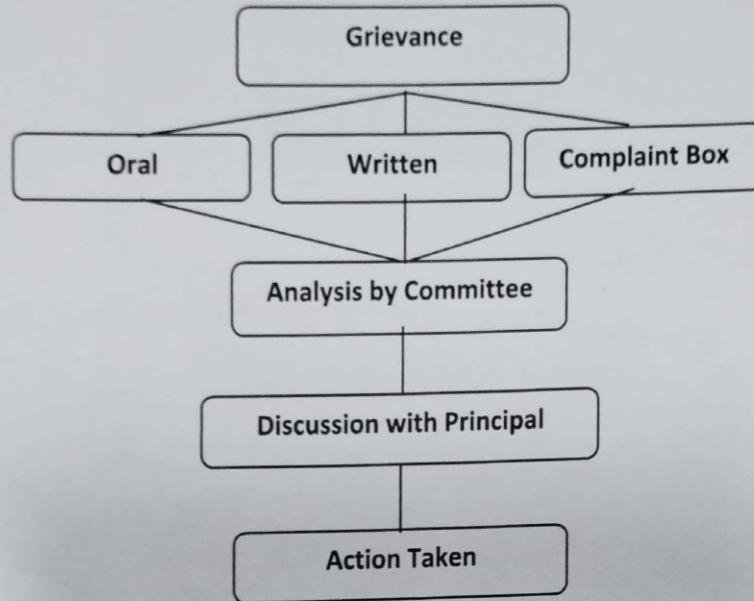
*The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

**Mechanisms for submission of online/offline students  
grievances of AntiRagging and Internal Complaints  
Committee**

# SREE NARAYANA GURU COLLEGE OF COMMERCE

P. L. Lokhande Marg, Chembur, Mumbai – 400 089

## Flowchart of Mechanism



# Anti-ragging Minutes of Meeting

Academic Year 2023-2024

**Minutes of the meeting of Anti-Ragging Committee held on 19<sup>th</sup> October, 2023  
at 12 noon in room no 102**

**In Attendance:**

Mr Priyadarshan Shede – Committee in charge

Ms Angel Nadar – Committee Member

Ms. Riya Patwa (FYBBI) - Student Representative

Mr. Meet Khadka (FYDS) - Student Representative

Ms. Nagma Sayyed (TYBCOM) – Student Representative

- The meeting was started by Mr. Priyadarshan Shede by welcoming all the members of the Committee.
- Mr. Priyadarshan Shede informed the committee members and student representatives that no ragging related complaints were registered till date.
- It was informed to the students representative to be vigilant and if they come across any such cases among the students, they should bring that to the notice of the committee.
- Lastly, Ms. Angel Nadar thanked all the participants for taking out their precious time for successfully conducting the meeting.

*Shede*  
Anti – Ragging Committee In-charge  
Mr. Priyadarshan Shede



*[Signature]*  
**Principal**  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai 400 689

**Minutes of the meeting of Anti-Ragging Committee held on 6<sup>th</sup> January, 2024  
at 12 noon in room no 102**

**In Attendance:**

Mr Priyadarshan Shede – Committee in charge  
Ms Angel Nadar – Committee Member  
Ms. Riya Patwa (FYBBI) - Student Representative  
Mr. Meet Khadka (FYDS) - Student Representative  
Ms. Nagma Sayyed (TYBCOM) – Student Representative

- The meeting was started by Mr. Priyadarshan Shede by welcoming all the members of the Committee.
- Mr. Priyadarshan Shede informed the committee members and student representatives that no ragging related complaints were registered till date.
- It was informed to the students representative to be vigilant and if they come across any such cases among the students, they should bring that to the notice of the committee.
- Lastly, Ms. Angel Nadar thanked all the participants for taking out their precious time for successfully conducting the meeting.

*RShede*  
Anti – Ragging Committee In-charge  
Mr. Priyadarshan Shede



*[Signature]*  
Principal  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai - 400 089

A

**Minutes of the meeting of Anti-Ragging Committee held on 12<sup>th</sup> August, 2023  
at 12 noon in room no 102.**

**In Attendance:**

Mr Priyadarshan Shede – Committee in charge  
Ms Angel Nadar – Committee Member  
Ms. Riya Patwa (FYBBI) - Student Representative  
Mr. Meet Khadka (FYDS) - Student Representative  
Ms. Nagma Sayyed (TYBCOM) – Student Representative

- The meeting was started by Mr. Priyadarshan Shede by welcoming all the members of the Committee.
- Ms. Angel Nadar introduced the student representatives.
- Mr. Priyadarshan Shede informed that Anti – Ragging Committee is one of the very important committee formed under UGC Guidelines in order to prohibit and prevent ragging activities in side College campus.
- Mr. Priyadarshan Shede informed that the Committee will be recording a video for assisting the students in filling the Anti Ragging Affidavit as required by UGC Guidelines. The link will be shared in students group which will be helpful for them while filling the affidavit.
- It was informed to the students representative to be vigilant and if they come across any such cases among the students, they should bring that to the notice of the committee.
- Ms. Angel Nadar insisted on conducting some awareness sessions and activities for ragging related activities which was seconded by all 3 student representatives.
- Mr. Priyadarshan Shede requested Committee members to identify the areas inside College Campus which are prone to ragging activities. He further requested the student representatives to assist the members in identifying those areas.
- Lastly, Ms. Angel Nadar thanked all the participants for taking out their precious time for successfully conducting the meeting.

*P. Shede*

**Anti – Ragging Committee In-charge  
Mr. Priyadarshan Shede**



*[Signature]*

**Principal**  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai - 400 089.

**Minutes of the meeting of Anti-Ragging Committee held on 24<sup>th</sup> March, 2024  
at 12 noon in room no 102.**

**In Attendance:**

Mr Priyadarshan Shede – Committee in charge

Ms Angel Nadar – Committee Member

Ms. Riya Patwa (FYBBI) - Student Representative

Mr. Meet Khadka (FYDS) - Student Representative

Ms. Nagma Sayyed (TYBCOM) – Student Representative

- The meeting was started by Mr. Priyadarshan Shede by welcoming all the members of the Committee.
- Mr. Priyadarshan Shede informed the committee members and student representatives that no ragging related complaints were registered till date.
- It was informed to the students representative to be vigilant and if they come across any such cases among the students, they should bring that to the notice of the committee.
- Lastly, Ms. Angel Nadar thanked all the participants for taking out their precious time for successfully conducting the meeting.

*RShede*  
**Anti – Ragging Committee In-charge  
Mr. Priyadarshan Shede**



*[Signature]*  
**Principal**  
Sree Narmada Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai 400 089

**Sree Narayana Guru College of Commerce**  
**P.L. Lokhande Marg, Chembur-400089**

**Minutes of Meeting**

Place: Sree Narayana Guru College of Commerce, Computer Lab

Time: 12pm onwards

Day & Date: Wednesday, 19<sup>th</sup> January 2023

In Attendance: Ms. Priyanka Singh [Chairperson]

Mr. Priyadarshan Shede [Member]

Mr. Adil Khan; TYBSCIT [ Student Chairperson]

Following points were discussed in the meeting

- Meeting was started with the discussion on new guidelines of UGC to display Anti-ragging posters in the college premises to create a ragging-free campus, making it easier and safer for students to enjoy college.
- Priyadarshan Sir and Adil suggested to take help of volunteers to display posters in the college and posters should be displayed at the main areas of the college where most of the student crowd gathered.
- Priyanka ma'am suggested to display posters on the walls of admission area, canteen area, lift area, seminar hall, stilt area, corridors of each floor.
- Further she discussed that committee member and Adil Khan will ensure that posters should be displayed at all areas.
- As there was no other matter to discuss so the meeting was concluded by Priyanka ma'am.

PRIYANKA SINGH  
(Anti-ragging - Committee Incharge)

*[Handwritten Signature]*



*[Handwritten Signature]*

**Principal**  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai - 400 089.



**Sree Narayana Guru College of Commerce**  
**P.L. Lokhande Marg, Chembur-400089**

**Minutes of Meeting**

Place: Sree Narayana Guru College of Commerce, Computer Lab

Time: 12pm onwards

Day & Date: Wednesday, 20<sup>th</sup> July 2023

In Attendance: Ms. Priyanka Singh [Chairperson]

Mr. Priyadarshan Shede [Member]

Following points were discussed in the meeting

- The meeting was started by Priyanka ma'am by welcoming members of committee.
- She further discussed about new guidelines of UGC to register for national anti-ragging compliance registration and student affidavit registration on the national portal of anti-ragging.
- Agenda of the meeting was first to register our college for compliance on national portal of anti-ragging and then informed class teachers and coordinators regarding the process of student's affidavit registration on national portal.
- Lastly Priyanka ma'am conclude the meeting as there was no other matter to discuss.

PRIYANKA SINGH  
(Antiragging Committee Incharge)



**Principal**

Sree Narayana Guru  
College of Commerce  
P.L. Lokhande Marg, Chembur,  
Mumbai - 400 089.

**Sree Narayana Guru College of Commerce**  
**P.L. Lokhande Marg, Chembur-400089**

**Minutes of Meeting**

Place: Sree Narayana Guru College of Commerce, Computer Lab

Time: 12pm onwards

Day & Date: Wednesday, 18<sup>th</sup> March 2023

In Attendance: Ms. Priyanka Singh [Chairperson]

Mr. Priyadarshan Shede [Member]


Following points were discussed in the meeting:

- Meeting was started with the discussion on making of Anti-ragging policies suggested by Dr. Rajan Sir in the NAAC guidance session meeting under criteria-5.
- Priyadarshan Sir suggested to make college guidelines and process to take action against Anti-ragging cases.
- Priyanka Ma'am further extended the discussion on making of complaint registration form for students, so that students can first register their complaints to college then we proceed for further process.
- Lastly Priyanka ma'am conclude the meeting as there was no other matter to discuss.

  
Anti-ragging Committee Incharge

Ms. Priyanka Singh



  
**Principal**  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai 400 089.

Minutes of the meeting of Anti-Ragging Committee held on 27<sup>th</sup> April, 2022  
at 12 noon in room no 208.

**In Attendance:**

Mrs. Reshma K – Committee in charge

Dr. Srichand Hinduja – Committee Member

Mr. Mohd. Jabir - Committee Member


Mr. Saroj Gupta (FYBCOM) - Student Representative

Ms. Farin Ansari (FYBBI) - Student Representative

- The meeting was started by Mrs. Reshma K by welcoming all the members of the Committee.
- Mrs. Reshma K informed the committee members and student representatives that no ragging related complaints were registered till date.
- It was informed to the students representative to be vigilant and if they come across any such cases among the students, they should bring that to the notice of the committee.
- Lastly, Mr. Mohd. Jabir thanked all the participants for taking out their precious time for successfully conducting the meeting.

  
Anti – Ragging Committee In-charge  
Mrs. Reshma K



  
**Principal**  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai 400 084

Internal Complaints Committee  
Minutes of Meeting

Academic Year 2023-2024

**SREE NARAYANA GURU COLLEGE OF COMMERCE  
P. L. LOKHANDE MARG, CHEMBUR: 400089**

**Minutes of Internal Compliance Committee Meeting**

Place: Sree Narayana guru College of Commerce, Room no. 306

Time: 11:30 PM onwards

Day & Date: Friday, 22<sup>nd</sup> September, 2023

In Attendance: Ms. Nahid Shaikh [Chairperson]  
Mrs. Punam Mujawar [Member]  
Mr. Toheed Khan (TYBAF); [Student Representative]  
Mr. Ravi Halwai [TYBBI]; [Student Representative]  
Ms. Aaysha Shaikh [SYBCOM]; [Student Representative]

**Addressing to the Principal,**

Following points were discussed in the meeting

- The meeting was started by Nahid ma'am by welcoming all the participants of the meeting
- It was informed that Internal Committee is one of the very important committee, it deals with sensitive cases of sexual harassment related to staff and students.
- It was informed to the students to keep their eyes and ears open that if they come across any such cases among the students, they should bring that to the notice of the committee.
- Discussed about Session to be conducted related to harassment and how to overcome it.
- Lastly, Nahid ma'am thanked all the participants for taking out their precious time for successfully conducting the meeting.

Internal Compliance Committee In-charge

Nahid Shaikh



**Principal**

Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai - 400 089

Internal  
Minutes

SREE NARAYANA GURU COLLEGE OF COMMERCE  
P. L. LOKHANDE MARG, CHEMBUR: 400089

**Minutes of Internal Compliance Committee Meeting**

Place: Sree Narayana guru College of Commerce, Room no. 306

Time: 11:30 PM onwards

Day & Date: Monday, 24- July, 2023

In Attendance: Ms. Nahid Shaikh [Chairperson]  
Mrs. Punam Mujawar [Member]  
Mr. Toheed Khan [TYBAF]; [Student Representative]  
Mr. Ravi Halwai [TYBBI]; [Student Representative]  
Ms. Aayesha Shaikh [SYBCOM]; [Student Representative]

**Addressing to the Principal,**

Following points were discussed in the meeting

- The meeting was started by Nahid ma'am by welcoming all the participants of the meeting
- It was informed that Internal Committee is one of the very important committee, it deals with sensitive cases of sexual harassment related to staff and students.
- It was informed to the students to keep their eyes and ears open that if they comes across any such cases among the students, they should bring that to the notice of the committee.
- Discussed about Session to be conducted related to harassment and how to overcome it.
- Lastly, Nahid ma'am thanked all the participants for taking out their precious time for successfully conducting the meeting.

Internal Compliance Committee In-charge

  
Nahid Shaikh





Principal  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai 400 089

SREE NARAYANA GURU COLLEGE OF COMMERCE  
P. L. LOKHANDE MARG, CHEMBUR: 400089

**Minutes of Internal Compliance Committee Meeting**

Place: Sree Narayana guru College of Commerce, Room no. 306  
Time: 11:30 PM onwards  
Day & Date: Monday 04<sup>th</sup> March, 2024

In Attendance: Ms. Nahid Shaikh [Chairperson]  
Mrs. Punam Mujawar [Member]  
Mr. Toheed Khan (TYBAF); [Student Representative]  
Mr. Ravi Halwai (TYBBI); [Student Representative]  
Ms. Aayesha Shaikh [SYBCOM]; [Student Representative]

**Addressing to the Principal,**

Following points were discussed in the meeting -

- The meeting was started by Nahid ma'am by welcoming all the participants of the meeting
- It was informed that Internal Committee is one of the very important committee, it deals with sensitive cases of sexual harassment related to staff and students.
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- Lastly, Nahid ma'am thanked all the participants for taking out their precious time for successfully conducting the meeting.

Internal Compliance Committee In-charge

Nahid Shaikh



  
**Principal**  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur, Mumbai 400 089.

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SREE NARAYANA GURU COLLEGE OF COMMERCE  
P.L.LOKHANDE MARG, CHEMBUR: 400089

**Minutes of Internal Compliance Committee Meeting**

Place: Sree Narayana guru College of Commerce, Girls common room  
Time: 12 PM onwards  
Day & Date: Wednesday, 24<sup>th</sup> Jun, 2022


In Attendance: Ms Nahid Shaikh [Chairperson]  
Mr Rajesh Nair [Member]  
Ms Poonam Gupta (SYBSCIT); [Student Representative]  
Ms Venila Naidu (TYBCOM); [Student Representative]

**Addressing to the Principal,**

Following points were discussed in the meeting

- The meeting was started by Nahid ma'am by welcoming all the participants of the meeting
- It was informed that Internal Committee is one of the very important committee, it deals with sensitive cases of sexual harassment related to staff and students.
- It was informed to the students to keep their eyes and ears open that if they comes across any such cases among the students, they should bring that to the notice of the committee.
- Lastly, Nahid ma'am thanked all the participants for taking out their precious time for successfully conducting the meeting.

  
Internal Compliance Committee In-charge  
Ms. Nahid Shaikh

  
Principal  
Sree Narayana Guru  
College of Commerce  
P. L. Lokhande Marg,  
Chembur - 400089.

