



MAHESHTALA COLLEGE

BUDGE BUDGE TRUNK ROAD, MAHESHTALA, KOLKATA - 700 141
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Extract of Internal Quality Assurance Cell (IQAC) Meeting dated 18.11. 2018 presided by
Dr Rumpa Das on POLICY FOR GRIEVANCE REDRESSAL CELL

Resolved that a Grievance Redressal Cell (GRC) be formed following UGC Guidelines to improve the existing Grievance Redressal System with a designated format , in hard copy and/or a designated email address for all stakeholders to convey and seek recourse for grievance. The cell, comprised of members from Teaching staff, Non Teaching staff , Alumni and present students, will meet at least once every quarter and decide on the redressal .

The functions of the GRC shall be the following :

- To implementatof guidelines of UGC regarding Grievance Redressal
- To create organisation wide awareness for zero tolerance
- To evolve mechanisms for submission of online/offline students' grievances
- To ensure timely redressal of the grievances
- To make officials of the College responsive, accountable and courteous in dealing with all the stakeholders of the college.
- To ensure effective solution to the grievances with an impartial and fair approach.
- The function of the cell is look into any complaint made by any stakeholder of the college and judge its merit and approach appropriate authority for its redressal.

The (GRC) constituted with the following members and shall be functional until next policy decision on the issue:

1. Dr Arindam Basu (as Convenor)
2. Prof Barun Biswas
3. Prof Sudeep Sarkar
4. Prof Chunki Sarkar
5. Sri Subir Mondal
6. Sri Samaresh Pramanik
7. Two current students, male and female

DR. RUMPA DAS
Principal
Maheshtala College
Kolkata-7000139



KNOWLEDGE IS POWER

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Extract of Internal Quality Assurance Cell (IQAC) Meeting dated 14.12. 2018 presided by Dr Rumpa Das on POLICY for an integrated Internal Complaints Committee (ICC) , Prevention of Sexual Harassment at Workplace (POSH) , Gender Cell

Resolved that an integrated Internal Complaints Committee (ICC) , Prevention of Sexual Harassment at Workplace (POSH) and Gender Cell be created according to UGC guidelines for all stakeholders to convey and seek recourse for grievance related to the issue of sexual harassment is being constituted. The cell, comprised of members from Teaching staff, Non Teaching staff , present students and NGO representative, will meet at least once every year and decide on the awareness campaign, complaints if any and their redressal .

The functions of integrated Internal Complaints Committee (ICC) , Prevention of Sexual Harassment at Workplace (POSH) , Gender Cell will be as follows:

- To implement guidelines of UGC on the issue
- To create organisation wide awareness and undertakings on policies with zero tolerance
- To create mechanism for submission of online/offline students' grievances
- To create awareness about what constitutes gender harassment
- To make officials of the College and the cell in particular to be responsive, accountable and courteous in dealing with all the stakeholders of the college.
- To ensure timely and effective solution to the grievances with an impartial and fair approach.
- To organise programmes such as weeklong fest or individual programmes to ensure gender equity, inclusivity and equal opportunities of all genders
- The function of the cell is look into any complaint made by any stakeholder of the college and judge its merit, if any, and approach the appropriate authority for its redressal, or initiate proceedings according to extant law of the land.

The integrated cell is constituted with the following members and shall be functional until next policy decision on the issue:

1. Prof Sanjibita Mondal (Convenor)
2. Prof Malini Sen
3. Dr Sanghamitra Ganguly
4. Dr Sharbani Chattopadhyay
5. Smt Dola Mukherjee (NTS)
6. Sri Samaresh Pramanik (NTS)
7. Smt Amrita Roy Choudhuri
8. Two current students, male and female

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POLICY DOCUMENT ON ZERO TOLERANCE TOWARDS RAGGING

Extract of Governing Body Meeting on 12. 3.2014 presided by Smt Kasturi Das in GB meeting adoption of POLICY DOCUMENT ON ZERO TOLERANCE TOWARDS RAGGING

Resolved that the college has and shall always have ZERO TOLERANCE towards RAGGING following UGC guidelines, and that the Anti-Ragging Committee shall always follow existing UGC rules and regulations regarding Ragging on campus; the committee on Anti-ragging shall also make suitable arrangements for Awareness creation on the issue and shall arrange for signing of Anti-ragging affidavits by all enrolled students of the college.

The functions of the Cell will be as follows :

- To implement guidelines of UGC on the issue
- To create organisation wide awareness and undertakings on policies with zero tolerance
- To create mechanism for submission of online/offline students' grievances
- To create awareness about what constitutes ragging
- To make officials of the College and the cell in particular to be responsive, accountable and courteous in dealing with all the stakeholders of the college.
- To ensure timely and effective solution to the grievances with an impartial and fair approach.
- To organise programmes such as weeklong fest or individual programmes to ensure gender equity, inclusivity and equal opportunities of all genders
- The function of the cell is look into any complaint made by any stakeholder of the college and judge its merit, if any, and approach the appropriate authority for its redressal, or initiate proceedings according to extant law of the land.

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