

**Ref:**

**Date:** 08/08/2023

**Circular**

Meeting of Grievance Redressal and Counseling Cell's has been convened in Director's office on 14<sup>th</sup> August 2023 at 3:30 p.m. to open the Complaints/Grievances box and to decide about to line-of action on receipt of complaints

**Grievance Redressal and Counseling Cell Members and Invitees:**

SR NO	NAME OF MEMBER	REPRESENTATION
1.	Dr. Sanjay Mahadik	Director, ZIMCA
2.	Dr. Ravindra Patil	Teacher Representative and Secretary
3.	Prof. Vikrant Nangare	Teaching Representative
4.	Prof. Sayli Wankhade	Member
5.	Mrs. Ashwini Jadhav	Non-Teaching Representative
6.	Mr. Dhiraj Yadav	Non-Teaching Representative
7.	Mr. Nikhil Kokane	Student representative
8.	Ms. Eshwari Bidri	Student representative



Director  
ZIMCA



## MINUTES OF MEETING

**14<sup>th</sup> August 2023, commencing at 3:30 pm**

- 1) A Grievance Box is opened before all the members to sort out the Grievances/complaints. There were no three grievance found which forwarded to respective personnel get solved immediately and take review
- 2) Probable grievance discuss in meeting to identify and get solved before raised it.



Director,  
ZIMCA



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**ATTENDANCE SHEET FOR MEETING**  
**14<sup>th</sup> August 2023**

Sr. No.	Name	Sign
1.	Dr. Sanjay Mahadik	
2.	Dr. Ravindra Patil	A
3.	Prof. Vikrant Nangare	
4.	Prof. Sayli Wankhade	A
5.	Mrs. Ashwini Jadhav	
6.	Mr. Dhiraj Yadav	A
7.	Mr. Nikhil Kokane	
8.	Ms. Eshwari Bidri	



Director,  
ZIMCA

**Ref:**

**Date:** 8/2/2024

**Circular**

Meeting of Grievance Redressal and Counseling Cell's has been convened in Director's office on 15<sup>th</sup> Feb 2024 at 3:30 p.m. to open the Complaints/Grievances box and to decide about to line-of action on receipt of complaints

**Grievance Redressal and Counseling Cell Members and Invitees:**

SR NO	NAME OF MEMBER	REPRESENTATION
1.	Dr. Sanjay Mahadik	Director, ZIMCA
2.	Dr. Ravindra Patil	Teacher Representative and Secretary
3.	Prof. Vikrant Nangare	Teaching Representative
4.	Prof. Sayli Wankhade	Member
5.	Mrs. Ashwini Jadhav	Non-Teaching Representative
6.	Mr. Dhiraj Yadav	Non-Teaching Representative
7.	Mr. Nikhil Kokane	Student representative
8.	Ms. Eshwari Bidri	Student representative



**Director,  
ZIMCA**



## MINUTES OF MEETING

**15<sup>th</sup> Feb 2024 , commencing at 3:30 pm**

- 1) A Grievance Box is opened before all the members to sort out the Grievances/complaints. There were no three grievance found which forwarded to respective personnel get solved immediately and take review
- 2) Probable grievance discuss in meeting to identify and get solved before raised it.



**Director,  
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**ATTENDANCE SHEET FOR MEETING**  
**15<sup>th</sup> Feb 2024**

Sr. No.	Name	Sign
1.	Dr. Sanjay Mahadik	
2.	Dr. Ravindra Patil	A
3.	Prof. Vikrant Nangare	
4.	Prof. Sayli Wankhade	A
5.	Mrs. Ashwini Jadhav	
6.	Mr. Dhiraj Yadav	A
7.	Mr. Nikhil Kokane	
8.	Ms. Eshwari Bidri	



Director,  
ZIMCA

**Ref:**

**Date:** 18/08/2023

**Circular**

Meeting of Anti-ragging Committee has been convened in Director's office on 25<sup>th</sup> August 2023 at 3:30 p.m. to open the Complaints/Grievances box and to decide about to line-of action on receipt of complaints.

**Anti-Ragging Committee Members and Invitees:**

SR NO	NAME OF MEMBER	REPRESENTATION
1.	Dr. Sanjay Mahadik	Director, ZIMCA
2.	Mr B A Kamble	Local Citizen
3.	Police Inspector, Sun City Police Station	Police
4.	Mr. Kalyanrao Avatade (Reporter Sakal)	Media
5.	Mr.Nivangune Rajendra	NGO
6.	Prof Deepak Shirke	Teaching Faculty
7.	Prof Vikrant Nangare	Teaching Faculty
8.	Mrs. Ashwini Jadhav	Non-Teaching Staff
9.	Mr.Sudhakar Mahadev Kokane	Parents
10.	Ms.Nikhil Kokane	Students



**Director  
ZIMCA**

## MINUTES OF MEETING

25<sup>th</sup> August 2023, commencing at 3:30 pm

### **1. Opening Remarks by Chairperson of Committee-**

Dr Sanjay Mahadik welcomed all members of the Anti-Ragging Committee. He emphasized the importance of creating a safe and supportive environment for all students and reiterated the commitment to zero-tolerance for ragging.

**2. Review of Anti-Ragging Measures in the Institution** - Prof Deepak Shirke presented a report on the existing anti-ragging measures, including surveillance systems, regular vigilance by faculty, and student awareness programs. The committee noted that the current measures have been largely effective, but further improvements were needed in monitoring and reporting procedures.

**3. Discussion on Preventive and Corrective Actions-** The committee discussed the need for enhanced vigilance in high-traffic areas of the campus. The suggestion was made to implement strict monitoring during the first few weeks of the academic year when new students are more vulnerable. Prof. Vikrant Nangare recommended conducting workshops for senior students to reinforce the importance of a ragging-free environment.

### **4. Closing Remarks by Chairperson:**

Dr Sanjay Mahadik thanked all members for their contributions. He emphasized that maintaining an anti-ragging environment requires continuous effort and cooperation from students, faculty, and staff.



  
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**ATTENDANCE SHEET FOR MEETING**  
**25<sup>th</sup> August 2023**

SR NO	NAME OF MEMBER	Signature
1.	Dr. Sanjay Mahadik	
2.	Mr B A Kamble	A
3.	Police Inspector, Sun City Police Station	A
4.	Mr. Kalyanrao Avatade (Reporter Sakal)	A
5.	Mr.Nivangune Rajendra	A
6.	Prof Deepak Shirke	
7.	Prof Vikrant Nangare	
8.	Mrs. Ashwini Jadhav	
9.	Mr.Sudhakar Mahadev Kokane	
10.	Ms.Nikhil Kokane	



Director,  
ZIMCA

**Ref:**

**Date:** 14/2/2024

**Circular**

Meeting of Anti-ragging Committee has been convened in Director's office on 21<sup>st</sup> February 2024 at 3:30 p.m. to open the Complaints/Grievances box and to decide about to line-of action on receipt of complaints.

**Anti-Ragging Committee Members and Invitees:**

SR NO	NAME OF MEMBER	REPRESENTATION
1.	Dr. Sanjay Mahadik	Director, ZIMCA
2.	Mr B A Kamble	Local Citizen
3.	Police Inspector, Sun City Police Station	Police
4.	Mr. Kalyanrao Avatade (Reporter Sakal)	Media
5.	Mr.Nivangune Rajendra	NGO
6.	Prof Deepak Shirke	Teaching Faculty
7.	Prof Vikrant Nangare	Teaching Faculty
8.	Mrs. Ashwini Jadhav	Non-Teaching Staff
9.	Mr.Sudhakar Mahadev Kokane	Parents
10.	Ms.Nikhil Kokane	Students



  
 Director  
**ZIMCA**

## MINUTES OF MEETING

**21<sup>st</sup> February 2024, commencing at 3:30 pm**

### **1. Opening Remarks by Chairperson of Committee-**

Dr Sanjay Mahadik welcomed all members of the Anti-Ragging Committee. He emphasized the importance of creating a safe and supportive environment for all students and reiterated the commitment to zero-tolerance for ragging.

**2. Review of Action Items from the Previous Meeting:** - Prof Deepak Shirke presented the actionable taken against previous meeting and all the committee members reviewed the same.

**3. Discussion on Preventive and Corrective Actions-** The committee discussed the need for enhanced vigilance in high-traffic areas of the campus. The suggestion was made to implement strict monitoring during the first few weeks of the academic year when new students are more vulnerable. Prof. Vikrant Nangare recommended conducting workshops for senior students to reinforce the importance of a ragging-free environment.

**4. Closing Remarks by Chairperson:** Dr Sanjay Mahadik thanked all members for their contributions. He emphasized that maintaining an anti-ragging environment requires continuous effort and cooperation from students, faculty, and staff.



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**ATTENDANCE SHEET FOR MEETING**

**25<sup>th</sup> August 2023**

SR NO	NAME OF MEMBER	Signature
1.	Dr. Sanjay Mahadik	
2.	Mr B A Kamble	A
3.	Police Inspector, Sun City Police Station	A
4.	Mr. Kalyanrao Avatade (Reporter Sakal)	A
5.	Mr.Nivangune Rajendra	A
6.	Prof Deepak Shirke	
7.	Prof Vikrant Nangare	
8.	Mrs. Ashwini Jadhav	
9.	Mr.Sudhakar Mahadev Kokane	
10.	Ms.Nikhil Kokane	Kokane N.



Director,  
ZIMCA

Ref:

Date: 12/08/2023

**Circular**

Meeting of Internal Complaints Committee (ICC) has been convened in Director's office on 19<sup>th</sup> August 2023 at 3:30 p.m. to open the Complaints/Grievances box and to decide about to line-of action on receipt of complaints.

**Internal Complaints Committee Members and Invitees:**

SR NO	NAME OF MEMBER	REPRESENTATION
1.	Prof Sayali Wankhede	Presiding Officer
2.	Dr Ravindra Patil	Faculty Member
3.	Prof Vikrant Nangare	Faculty Member
4.	Mr. Dhiraj Yadav	Non-Teaching Member
5.	Mrs.Ashwini Jadhav	Non-Teaching Member
6.	Ms.Eshwari Bidri	Student Representative
7.	Ms.Pooja Dhumal	Student Representative
8.	Ms.Pallavi Vairat	Student Representative
9.	Adv Saili Karandikar	Social Activist



Director,  
ZIMCA

## MINUTES OF MEETING

**19<sup>th</sup> August 2023, commencing at 3:30 pm**

### **1. Opening Remarks by Chairperson of Committee-**

ICC meeting was conducted on 19<sup>th</sup> August 2023 at 3.30 PM. The meeting was presided by Dr. Sanjay Mahadik Director ZIMCA and attendee by all committee members ,students ,faculty and staff members..

**2. Review of Action Items from the Previous Meeting:** - Prof Sayali Wankhede welcomed all members of ICC Committee and reviewed last meetings MOM.

**3. Discussion on Preventive and Corrective Actions on Sexual Harassment at Workplace-** Adv Sailee Karandikar shares her thoughts on Sexual Harassment at workplace (Prevention, Prohibition and redressal) Act 2013 under Constitution. She guided students on process followed by ICC after a complaint is received. Also she mentioned the rights and duties of ICC during resolving the complaint.

**4. Closing Remarks by Chairperson:** Dr Sanjay Mahadik thanked all members for their contributions. He shared that there were no cases reported relating to sexual harassment. Prof Sayali Wankhede proposed a vote of thanks



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**ATTENDANCE SHEET FOR MEETING**  
**25<sup>th</sup> August 2023**

SR NO	NAME OF MEMBER	Signature
1.	Prof Sayali Wankhede	A
2.	Dr Ravindra Patil	A
3.	Prof Vikrant Nangare	
4.	Mr. Dhiraj Yadav	A
5.	Mrs.Ashwini Jadhav	
6.	Ms.Eshwari Bidri	
7.	Ms.Pooja Dhumal	
8.	Ms.Pallavi Vairat	
9.	Adv Saili Karandikar	P



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**Ref:**

**Date:** 11/3/2024

**Circular**

Meeting of Internal Complaints Committee (ICC) has been convened in Director's office on 18<sup>th</sup> March 2024 at 3:30 p.m. to open the Complaints/Grievances box and to decide about to line-of action on receipt of complaints.

**Internal Complaints Committee Members and Invitees:**

SR NO	NAME OF MEMBER	REPRESENTATION
1.	Prof Sayali Wankhede	Presiding Officer
2.	Dr Ravindra Patil	Faculty Member
3.	Prof Vikrant Nangare	Faculty Member
4.	Mr. Dhiraj Yadav	Non-Teaching Member
5.	Mrs.Ashwini Jadhav	Non-Teaching Member
6.	Ms.Eshwari Bidri	Student Representative
7.	Ms.Pooja Dhumal	Student Representative
8.	Ms.Pallavi Vairat	Student Representative
9.	Adv Saily Karandikar	Social Activist

Director,  
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## MINUTES OF MEETING

**18<sup>th</sup> March 2023, commencing at 3:30 pm**

### **1. Opening Remarks by Chairperson of Committee-**

ICC meeting was conducted on 18<sup>th</sup> March 2023 at 3.30 PM. The meeting was presided by Dr. Sanjay Mahadik Director ZIMCA and attendee by all committee members ,students ,faculty and staff members..

**2. Review of Action Items from the Previous Meeting:** - Prof Sayali Wankhede welcomed all members of ICC Committee and reviewed last meetings MOM.

**3. Discussion on Preventive and Corrective Actions on Sexual Harassment at Workplace-** Adv Sailee Karandikar shares her thoughts on Sexual Harassment at workplace (Prevention, Prohibition and redressal) Act 2013 under Constitution. She guided students on process followed by ICC after a complaint is received. Also she mentioned the rights and duties of ICC during resolving the complaint.

**4. Closing Remarks by Chairperson:** Dr Sanjay Mahadik thanked all members for their contributions. He shared that there were no cases reported relating to sexual harassment. Prof Sayali Wankhede proposed a vote of thanks



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**ATTENDANCE SHEET FOR MEETING**  
**25<sup>th</sup> August 2023**

SR NO	NAME OF MEMBER	Signature
1.	Prof Sayali Wankhede	A
2.	Dr Ravindra Patil	A
3.	Prof Vikrant Nangare	
4.	Mr. Dhiraj Yadav	A
5.	Mrs.Ashwini Jadhav	
6.	Ms.Eshwari Bidri	
7.	Ms.Pooja Dhumal	
8.	Ms.Pallavi Vairat	
9.	Adv Saily Karandikar	P



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