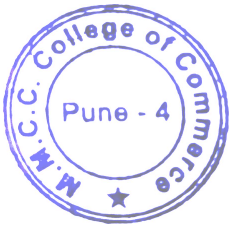
Anti Ragging Cell

Marathwada Mitra Mandal's College of Commerce(MMCC)
202/A Deccan Gymkhana, Pune 411004



INTRODUCTION

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC had notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions,2OO9". The Regulations are available on the UGC website i.e. www.ugc.ac.in. These regulations are mandatory for all higher educational institutions in the country.

RAGGING MENACE

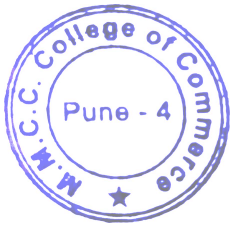
Ragging is a disturbing reality in the higher education system of our country. Despite the fact that over the years, ragging has claimed hundreds of innocent lives and has ruined the careers of thousands of bright students, the practice is still perceived by many as a way of 'familiarization' and an 'initiation into the real world' for young college-going students. Ragging is defined as any disorderly conduct, whether by words spoken or written or by an act, has the effect of teasing, treating, or handling with rudeness a fresher or a junior student. Indulging in a rowdy or undisciplined activity that causes or is likely to cause annoyance, hardship, or psychological harm or to raise fear or apprehension thereof in a fresher or junior student. Asking the students to do any act or perform something that such students will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or junior student. This can lead to adverse effects such as depression, anxiety, and sometimes even suicide.

Initiatives taken by College to curb Menace of Ragging

1. At the time of admission the online anti ragging undertaking is to be filled by the students and parents. The anti ragging undertaking is as per UGC guidelines.

2. During the orientation of newly admitted students a session on anti ragging is conducted where students are briefed about the subjects, subject teachers, class teachers, class representatives, course coordinators, Head of the department and Principal. They are made aware of various group activities conducted by the Department/College which inculcates team bonding that promotes a healthy learning environment amongst the students. Students are briefed about the ill effects of ragging on the perpetrator and the victim.

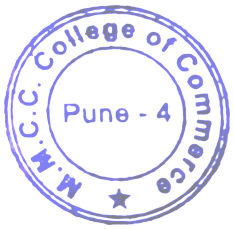
3. Anti ragging sign boards are displayed at various places in the campus.



4. Anyone facing ragging:
    a. Approach to the Class teacher/Coordinator/HOD before registering the case.
    b. They can drop their complaint with the Anti Ragging Cell.
    c. Alternatively, an email can be sent to grievance@mmcc.edu.in.

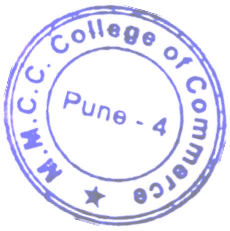
The Anti Ragging Cell aims to address the complaints in a time bound manner.

Prepared by:	Verified by:	Approved by:
Dr.Ashwini Parkhi Criteria VI In-Charge	Dr. Swapna Kolhatkar IQAC Coordinator	Dr. Devidas Golhar Principal



Grievance Redressal Cell

Marathwada Mitra Mandal's College of Commerce(MMCC)
202/A Deccan Gymkhana, Pune 411004



What do you mean by Grievance?

Grievance means an official statement of a complaint over something believed to be wrong or unfair.

A complaint or a strong feeling that you have been treated unfairly.

Grievance Redressal Cell

The Grievance Redressal Cell (GRC) aims to look into the complaints lodged by any student or staff and redress it as per requirement. The students can state their grievance regarding any academic and non- academic matter within the campus through the online and grievance/ suggestion box. The institution aims at solving the grievances of the students within stipulated time.

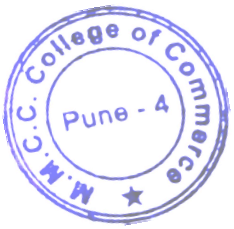
Grievance Redressal Committee/Cell (GRC) is constituted for the redressal of the complaints reported by the student/parent/employee of the college with the following objectives:

1. To uphold the dignity of the college by promoting cordial Student-Student/ Student-Teacher/Teacher-Teacher relationship.
2. To ensure that the views of grievance and respondent are respected and that any party to a grievance is not discriminated against or victimized.
3. To ensure a fair, impartial and consistent way for redressal of various complaints lodged by the stakeholders.
4. To provide the students access to immediate, hassle free resources to have their grievances redressed.
5. The objective of GRC is to develop a harmonious educational environment in the institute.

Grievance receiving mechanisms/ How to register the Grievance

Anyone with a genuine grievance may lodge their complaint to GRC along with necessary documents, if any. The grievance shall be reported by using any of the following modes:

1. Approach to the Class teacher/Coordinator/HOD before registering the grievance.
2. Anyone having grievance can drop their grievance in the complaint box outside the college office addressed to “The Chairman, Grievance Redressal Cell ,MMCC,Pune-04.
3. Alternatively, you may send an email to grievance@mmcc.edu.in.



Grievance redressal mechanism

1. The grievances are primarily resolved by the coordinators / Head of the Department . incase if the grievances require higher authority intervention then the committee is assigned the responsibility
2. After the receipt of the application from the aggrieved, the chairman/co-ordinator of GRC shall fix the date, time and venue of the meeting after having a discussion with the members.
3. The GRC will resolve the grievance in a time bound manner.
4. The decision of the GRC shall be communicated in writing to the applicant at the earliest.

The GRC aims to look into the complaints lodged by any student or staff and redress it as per requirement. The institution aims at solving the grievances of the students within stipulated time.

Prepared by:	Verified by:	Approved by:
Dr. Shilpa Kabra Criteria V In-Charge	Dr. Swapna Kolhatkar IQAC Coordinator	Dr. Devidas Golhar Principal

M.M.C. College of Commerce Pune - 4

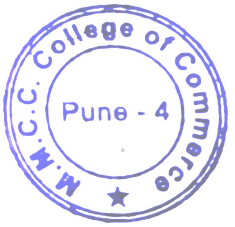
Welfare of Masses

Internal Complaint Committee

Marathwada Mitra Mandal's College of Commerce (MMCC)

202/A Deccan Gymkhana, Pune 411004

Revised for AY 2022-23



Introduction

In pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the College is constituted to deal with complaints relating to Sexual harassment at the work place.

Definition of Sexual Harassment:

"Sexual harassment" includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

1. Physical contact and advances
2. A demand or request for sexual favours
3. Making sexually coloured remarks (including jokes)
4. Showing pornography (books, photographs, paintings, films, pamphlets, packages, etc. containing 'indecent representation of women')
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Under the Act, the following also count as sexual harassment for the concerned:

1. Implied or explicit promise of preferential treatment in employment.
2. Implied or explicit threat of detrimental treatment in employment
3. Implied or explicit threat about present or future employment status
4. Interference with work or creating an intimidating or offensive work environment
5. Humiliating treatment likely to affect health or safety.

Who can approach ICC for help?

Any female employee (faculty member, non-teaching staff member) or student of Marathwada Mitramandal's College of Commerce can seek redressal from the ICC.

If you think you are being harassed, what should you do?

- Send an email to grievance@mmcc.edu.in
- Your complaint will be kept CONFIDENTIAL.

M.M.C.C. College of Commerce Pune - 4

Responsibility of ICC on receiving a complaint

On receipt of a complaint, the ICC shall conduct a preliminary enquiry so as to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statements of any possible witnesses including the complainant.

ICC shall then submit the preliminary enquiry report to the Principal, along with all the original documents adduced during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, the ICC may refer such complaints to the Grievance Redressal Cell or to the Principal.

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action

The ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

If the ICC concludes that the allegations made were false or malicious, or the complaint was made knowing it to be untrue or forged, or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.

The Member Secretary, ICC shall receive the written complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received.

What are the possible actions that can be taken against the accused if found guilty?
Depending upon the severity of the case, punitive action by the committee may take any of the following forms

1. Warning
2. Written apology

3. Bond of good behaviour
4. Adverse remark in the Confidential Report
5. Stopping of increments/promotion
6. Suspension
7. Dismissal
8. Any other relevant actions

Inquiry process:

- The inquiry shall be completed within a period of 90 days from the date of the complaint.
- The ICC shall provide a report of its findings to the Principal within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties. If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.
- The Principal shall act upon the recommendation within 60 days of receiving it.

Prepared by:	Verified by:	Approved by:
Dr. Ashwini Kulkarni Coordinator	Dr. Swapna Kolhatkar IQAC Coordinator	Dr. Devidas Golhar Principal

M.C.C. College of Commerce Pune - 4

ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : F.Y.B.B.A Patt.2019 -- Academic Year : 2022

Registration No. :2200007253 Date : 30/06/2022 05:10 PM

1. I, **GOSAVI SAKSHI NITINGIRI** S/O or D/O Mr./Mrs./Ms. **GOASAVI NITIN KESHAV** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.
2. I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.
3. I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against me in case I am found guilty for abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
4. I hereby solemnly aver and undertake that I will not indulge in any behaviour or act that may beconstituted as ragging under clause 3 of the Regulations.I will not participate in or abet or propagatethrough any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.
5. 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 penallaw or any law for the time being in force.I hereby declare that I have not been expelled or debarred fromadmission in any institution in the country 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 canceled.

Declared on 23/9/22

Sakshi

Signature of Student

Name : GOSAVI SAKSHI NITINGIRI

Adress : PARVATI DARSHAN, SAWALI NIWAS, CHAL NO 114/1A, Pune City, Parvati, Pune, , Maharashtra, INDIA, 411009

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 MMCC on 23/9/22

Sakshi

Signature of Student

(NOTE: There is no need to get your affidavits printed on any stamp paper or get it signed by an Notary or an oath Commissioner.)

M.M.C.C. College of Commerce Pune - 4

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ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : F.Y.B.B.A Patt.2019 -- Academic Year : 2022

Registration No. :2100097489

Date : 28/06/2022 08:19 PM

1. I, **JADHAV CHETAN KUNDLIK** S/O or D/O Mr./Mrs./Ms. **JADHAV KUNDLIK BHAUSAHEB** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.

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Declared on 05/07/2022

C.Jadhav

Signature of Student

Name : JADHAV CHETAN KUNDLIK

Adress : GAJANAN SOCIETY, DAUND, Daund, Daund, Pune, , Maharashtra, INDIA, 413801

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 M.M.C.C. Pune on 05/07/2022

C.Jadhav

Signature of Student

(NOTE: There is no need to get your affidavits printed on any stamp paper or get it signed by an Notary or an oath Commissioner.)

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ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : FY B.SC (C.S) CBCS Patt.2019 -- Academic Year : 2022

Registration No. :2100197230

Date : 27/06/2022 01:18 PM

1. I, **PRAJAPATI MANGESH RAJMAN** S/O or D/O Mr./Mrs./Ms. **RAJMAN RAMNATH PRAJAPATI** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.

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Declared on _____

MKprajapati...

_____

Signature of Student

Name : PRAJAPATI MANGESH RAJMAN

Address : Ramnagar , Dattanagar , Warje Malwadi, Pune City, Warje, Pune, , Maharashtra, INDIA, 411058

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 _____ on _____

MKprajapati...

Signature of Student

(NOTE: There is no need to get your affidavits printed on any stamp paper or get it signed by an Notary or an oath Commissioner.)

M.C.C. College of Commerce Pune - 4

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ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : FY B.SC (C.S) CBCS Patt.2019 -- Academic Year : 2022

Registration No. :2200055498

Date : 02/08/2022 01:43 PM

1. I, **PURI ROHAN RAJESH** S/O or D/O Mr./Mrs./Ms. **RAJESH GOVIND PURI** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.

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Declared on _____

_____

Signature of Student

Name : PURI ROHAN RAJESH

Adress : Rajesh Puri Aurad Sha.Tq Nilanga Dist Latur, Nilanga, Aurad Shahajani, Latur, , Maharashtra, INDIA, 413522

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 _____ on _____

Signature of Student

(NOTE: There is no need to get your affidavits printed on any stamp paper or get it signed by an Notary or an oath Commissioner.)

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ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : FYBBA(IB) Patt.2019 -- Academic Year : 2022

Registration No. :2100178225

Date : 25/06/2022 01:07 PM

1. I, **PATIL SHARVARI VINAY** S/O or D/O Mr./Mrs./Ms. **VINAY VILASRAO PATIL** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.

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Declared on 18/07/2022

Patil

Signature of Student

Name : PATIL SHARVARI VINAY

Adress : Fl.No.201, Anant Vasahat, Kothari Blocks, Bibevewadi, Pune, Pune City, Bibvewadi, Pune, , Maharashtra, INDIA, 411037

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 MMCC, Pune on 18/07/2022

Patil

Signature of Student

(NOTE: There is no need to get your affidavits printed on any stamp paper or get it signed by an Notary or an oath Commissioner.)

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ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : FYBBA(IB) Patt.2019 -- Academic Year : 2022

gistration No. :2100179215

Date : 04/07/2022 02:08 PM

1. I, **PAWAR GARGI NIRANJAN** S/O or D/O Mr./Mrs./Ms. **NIRANJAN PAWAR** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.

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Declared on 19/7/22

Gargi P.

Signature of Student

Name : PAWAR GARGI NIRANJAN

Adress : 245/1 Somwar Peth, Khadiche Maidan , Near Apolo Cinema Pune, Pune City, Kasba Peth, Pune, , Maharashtra, INDIA, 411011

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 MMCC Pune on 19/7/22

Gargi P.

Signature of Student

(NOTE: There is no need to get your affidavits printed on any stamp paper or get it signed by an Notary or an oath Commissioner.)

M.M.C.C. College of Commerce Pune - 4

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ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : PG DIP. IN BANKING And FINANCE(Rev.2020) -- Academic Year : 2022

Registration No. :2100143665

Date : 14/01/2023 11:46 AM

1. I, **BORADE SANKET KRISHNA** S/O or D/O Mr./Mrs./Ms. **KRISHNA ABA BORADE** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.

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Declared on _____

S Borade K

_____

Signature of Student

Name : BORADE SANKET KRISHNA

Address : Sr No 36/2 Lane No 6 A Near Vivek Chemist Medical, Pune City, Vishrantwadi, Pune, , Maharashtra, INDIA, 411015

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 _____ on _____

S Borade K

Signature of Student

(NOTE: There is no need to get your affidavits printed on any stamp paper or get it signed by an Notary or an oath Commissioner.)

M.M.C.C. College of Commerce Pune - 4

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ANTI RAGGING AFFIDAVIT BY THE STUDENT

Class : PG DIP. IN BANKING And FINANCE(Rev.2020) -- Academic Year : 2022

Registration No. :2200113934

Date : 29/12/2022 04:05 PM

1. I, **DONGARE RAHUL RAJU** S/O or D/O Mr./Mrs./Ms. **RAJU HANUMANT DONGARE** having been admitted to **Marathwada Mitra Mandal Marathwada Mitra Mandal`S College Of Commerce (MMCC),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.

2. I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.

3. I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against me in case I am found guilty for abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4. I hereby solemnly aver and undertake that I will not indulge in any behaviour or act that may beconstituted as ragging under clause 3 of the Regulations.I will not participate in or abet or propagatethrough any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5. 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 penallaw or any law for the time being in force.I hereby declare that I have not been expelled or debarred fromadmission in any institution in the country 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 canceled.

Declared on _____

_____

Signature of Student

Name : DONGARE RAHUL RAJU

Adress : FLAT NO.406,DHAYRI,MAHADEV NAGAR,VIJAY NAGAR, Haveli, Dhayari, Pune, , Maharashtra, INDIA, 411041

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 _____ on _____

Signature of Student

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