



PRINCIPAL

POLICY DOCUMENT ON GRIEVANCE REDRESSAL

Introduction:

In order to redress individual as well as collective grievances; general in nature, and also related to ragging and sexual harassment of the students and the staff of the college, Grievance Redressal Committee has been devised by the institution. Staff refers to all academic and non – academic staff members, as per the rules and regulations addressed by the UGC/ AICTE for the students or other stock holders in an academic institution College Redressal Committee has been constituted with the following details and the representations of the stockholders in different capacities to enquire the nature and extent of the grievances.

What is Grievance?

A Grievance may be any kind discontent or dissatisfaction or negative perception, whether expressed or not, arising out of anything connected with the college that a student or staff thinks, or even feels, is unfair, unjust for in equitable. Any grievance/ complaint relating to sexual harassment and ragging will be covered by the different committee mentioned above from the purpose under a separate mechanism for addressing such matters.

Objectives:

1. To formulate the policy to investigate and review complaints or grievances of students and faculties.
2. To create awareness of availability of members for students and faculties to report grievances.
3. To investigate the cause of the grievances
4. To ensure effectual solution depending upon the gravity of the grievance.

The committee has three layers working separately to ADDRESS the specific issues. The three segments of the committee are:

1. Grievance Redressal Committee
2. Vishaka Sexual Harassment Committee
3. Anti – Ragging Committee

Awareness Policy:

The institution has devised its fix policy to undertake various measures to create awareness to avoid the cases of grievance in regards to sexual harassment, ragging and general grievances of the students and the staff. The awareness among the students and the staff has been created through:

- Undertaking of the students and parents at the time of admission
- Institutional website

- On campus display of rules, regulations and punishments

Committee to Redress the Grievances:

1. Grievance Redressal Committee

There shall be a grievance redressal committee at the institutional level to redress the grievances of the students and staff occurred in the institution during the general functioning. The committee shall meet at least twice in a year or as and when required. One senior faculty shall facilitate it as its convener followed by many senior faculty members as its members.

2. Vishaka Sexual Harassment Committee

Sexual Harassment at educational institutions and work places is a violation of women's right to gender equality, life and liberty. Harassment by coworker/ fellow students/ faculties atc are listed under this category either in online or offline. It creates an insecure and hostile work and study environment, which discourages women's participation in work, education, thereby adversely affecting their economically empowerment and the goal of inclusive growth. On woman senior faculty member shall facilitate it as its convener followed by many senior faculty members as its members.

3. Anti – Ragging Committee

Ragging is a form of abuse on a fresher or any other student of the institution. To check the menace of ragging, PSNCET has constituted Anti Ragging Committee and squad to keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence. It is the duty of the Anti-Ragging Committee to ensure the compliance with the provision of the regulations set forth by the AICTE as well the provisions of any law for hr time being in force concerning ragging and also to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution. The committee is constituted by the Principal as Chairman followed by team of senior faculty members as members. Anti Ragging Squad is lead by the team of senior faculty members.




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