



Foster Development's  
**FOSTER DEVELOPMENT SCHOOL OF MANAGEMENT**

Approved by AICTE, DTE (2256), Affiliated to Dr.B.A.M.U. Aurangbad. -  
Plot No.: N-S-1,14, E-Sector, Cidco, Shivajinagar, Garkheda Parisar, Aurangabad. (MS)-431005

Email :- fostermba.development1@gmail.com, director@fosterdevelopment.org.  
Tel:- (0240) 2405009, Web. :- www.fosterdevelopment.org.

*FDSM/ACADEMIC/IQAC-12-05*

*DATE-12-05-2022.*

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

***Grievance Redressal Policy***

*A systematic mechanism for the redressal of students' grievances is functioning in the college. If the student has any grievance on non-academic issues, she/he may approach the Teacher in-charge/ Department Head/ Dean of Student Services. If it doesn't get resolved there, the matter may be reported to the Principal who refers it to the grievance redressal cell, constituted as follows:*

- *Director*
- *Senior faculty*
- *Staff secretary*
- *Staff representative*
- *Woman representative*
- *Student representative from first year.*
- *Student representative from second year.*
- *Management representative*

  
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School Of Mgt.,Aurangabad

The cell looks into the grievance and makes its recommendations to the Principal In order to address the grievances regarding academic matters, a four-level redressal mechanism is envisaged. Complaints regarding evaluation shall be brought to the notice of the teacher concerned. If the student is not satisfied with his/her decision, he/she may appeal to the Departmental Redressal Cell, which consists of the Director, the teacher-in-charge for that class and the teacher against whom the complaint is made as members. The student shall also have the freedom to make a further appeal to the College Level Grievance Redressal Cell, which consists of the Principal, Controller of Internal Examinations and the Director concerned as members. Complaints can be filed online at [foster.development.org](http://foster.development.org)

If the student is not satisfied, he/she may appeal to the Dr. Babasaheb Ambedkar Marathwada University, Aurangabad Grievance Redressal Cell which consists of Pro-Vice Chancellor, Affiliation Committee Convener and Controller of Examinations. The verdict of the University Level Redressal Cell shall be final. (University web link - <http://www.bamu.ac.in/StudentCorner.aspx> )

## ***Sexual Harassment Policy***

In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 on the subject of sexual harassment of women in the workplace, the college had duly constituted an Internal Complaint Committee for considering complaints of sexual harassment.

The composition of the Complaints Committee was revised subsequent to retirement, transfer etc. of the existing Chairperson/Member. This Committee in the college has now been re-constituted on 12th July, 2017 based on the recommendations of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013, as well as Handbook on Sexual Harassment of Women at Workplace by Ministry of Women and Child Development, Govt. of India, for considering complaints of sexual harassment of women at workplace.

  
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The composition of the committee is as follows:

*A Presiding Officer who is a senior women faculty.*

*Two members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.*

*One member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.*

*At least one-half of the total members so nominated shall be women Complaint regarding Sexual Harassment against women can be made either in paper form or it can be filed online at [weblink](#). Aggrieved woman can file the complaint of sexual harassment at workplace 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. In case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or any person who has knowledge of the incident, with the written consent of the aggrieved woman. (University web link - <http://www.bamu.ac.in/StudentCorner.aspx> )*

## ***Anti-Ragging Policy***

*In pursuance to the Judgment of the Hon'ble Supreme Court, the UGC guidelines and the Prohibition of Ragging Act, Kerala, 1998, the following mechanisms are established to ensure a ragging-free campus:*

*Wide dissemination of anti-ragging policy and warning through admission advertisements, prospectus and other information booklets.*

*Obtaining signed undertaking from students and parents against ragging.*

*• Assurance by head of institution/departments to the freshers and parents about full protection and support against any attempts of ragging by seniors.*

*Introducing anti-ragging policy and warning to the seniors through holistic • education classes.*

*Constitution of an anti-ragging committee and anti-ragging squad, as well as watch and ward arrangements to identify vulnerable locations and to keep a constant vigil and watch at such locations.*

*Regular interaction and counseling with the students to detect early signs of ragging and identify trouble-triggers.*

*Surprise inspection at hostels, students accommodation, canteens, restcum-recreation rooms, toilets, etc for preventing/quelling ragging and any uncalled for behaviour/incident.*

*Installation of CCTV cameras at vital points.*

*Offering orientation, mentoring and professional counseling to freshers to prepare them for the socio-academic life ahead.*

*Updated information on the college website with the complete address and contact details of nodal officers related to anti-ragging committee. (University web link - <http://www.bamu.ac.in/StudentCorner.aspx> )*

*Creating awareness among the students about the functioning of the National Anti-Ragging Helpline having phone number 1800-180-5522 (24x7 Toll Free) and e-mail [helpline@antiragging.in](mailto:helpline@antiragging.in)*

*The Anti-Ragging & Ethics Committee is constituted with the following members:*

*Discipline committee*

- Two administrative staff members*
- Local police representatives*
- Local political leaders*
- PTA representatives*
- Alumni representatives*
- Student representatives from First & Second year.*
- Teaching Staff.*

  
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FDSM/ACADEMIC/CELL-ICM

DATE-24/09/2021.

**Sexual Harassment of Women at workplace**

**(Prevention, Prohibition and Redressal) Act, 2013 (No.14 of 2013)**

**INTERNAL COMPLAINT COMMITTEE (ICC)**

The College is committed to provide a safe and conducive work and academic environment to students and its employees. The college is extremely alert to matter pertaining to any kind of harassment and gender sensitivity.

Accordance with the Section 4(1)of the sexual Harassment of women at workplace (Prevention, Prohibition and Redressal Act, 2013 (No.14 of 2013), The FDSM has constitutional an Internal Complaint Committee against sexual harassment to look into the complaints of sexual harassment to look in to the complaints of sexual harassment of girl students and women employees, any women aggrieved in this matter may fearlessly approach the presiding officer of Internal Complaint Committee against sexual harassment.

In view of the above the Internal Complaint Committee (ICC) comprising the following Staff Member is constituted for maintenance of Discipline in the College..

SR.NO.	NAME OF THE MEMBERS	ROLE
1	Dr.Manjusha Kulkarni.	Chairman.
2	Dr.Amit Rajale.	Member.
3	Prof.Sanjay Patil.	Member.
4	Mrs. Kavita Shelke.	Staff Member.
6	Prof.Dhammanand S. Gaikwad.	Member.
7	Mrs.Priti Nagure.	Member.
8	Prof.Santosh Thombre.	Member.
9	Mr.Sagar Paikrao.	1 <sup>st</sup> Seme. Student Member.
10	Miss.Priyanka Varma.	1 <sup>st</sup> Seme. Student Member.
11	Mr.Sagar Paikrao.	2 <sup>nd</sup> Seme. Student Member.
12	Miss.Priyanka Varma.	2 <sup>nd</sup> Seme. Student Member.

  
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Notes :-

1. The Term of office of members of the ICC shall be for a period of Three Years. However, one-third of the members of the ICC may change every year.
2. The Tenure of the students representative, as mentioned above, shall be ordinarily for one year. However, the students representative from final year shall serve only till they are bonafide students of the college.
3. The Prevention, Prohibition and Redressal Act, 2013 (No.14 of 2013), may be viewed at <http://wcd.nic.in/wcdact/womenactsex.pdf>



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## MINUTES OF MEETINGS

A meeting of **INTERNAL COMPLAINT COMMITTEE (ICC)** was held on **24/09/2021 at 10.30 Am in the campus Director cabin.**

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- 1) Following members were present for meeting

Dr.Amit Rajale.

Dr.Manjusha Kulkarni.

Prof.Sanjay Patil.

Mrs. Kavita Shelke.

Prof.Dhammanand S. Gaikwad.

Mrs.Priti Nagure.

Prof.Santosh Thombre.

- 
- 2) Dr.Amit Rajale has taken review of previous meeting held on 19/09/2019.
- 3) The feedback from Librarian, Security incharge officer & Student Coordinator were taken. It was observed that there is no nay case happen at campus.
- 4) The Committee member has verified the entries of visitors at security officer's register. No objectionable visitors found.
- 5) No incidence of ragging was reported to the committee for the previous year 2019-20.
- 6)

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- 7) All the members of the **INTERNAL COMPLAINT COMMITTEE (ICC)** members have appreciated the effors of Dr.Manjusha Kulkarni to take the initiative to keep the college ragging free.
- 8) As per the previous order and policy of government shall be carry forward for this year.
- 9) Security guards were asked to keep the entry of all visitors and should keep track records of all visitors.

The meeting was concluded with thanks to chair at 12.30 pm.

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FDSM/ACADEMIC/CELL-ICM

DATE-19/09/2019.

**Sexual Harassment of Women at workplace**

**(Prevention, Prohibition and Redressal) Act, 2013 (No.14 of 2013)**

**INTERNAL COMPLAINT COMMITTEE (ICC)**

The College is committed to provide a safe and conducive work and academic environment to students and its employees. The college is extremely alert to matter pertaining to any kind of harassment and gender sensitivity.

Accordance with the Section 4(1) of the sexual Harassment of women at workplace (Prevention, Prohibition and Redressal Act, 2013 (No.14 of 2013), The FDSM has constitutional an Internal Complaint Committee against sexual harassment to look into the complaints of sexual harassment to look in to the complaints of sexual harassment of girl students and women employees, any women aggrieved in this matter may fearlessly approach the presiding officer of Internal Complaint Committee against sexual harassment.

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1	Dr.Manjusha Kulkarni.	Chairman.
2	Mrs. Preeti Nagure.	Member.
3	Dr.Amit Rajale.	Member.
4	Prof.Dhammanand S. Gaikwad.	Member.
5	Mrs.Kavita Shelke.	Staff Member.
6	Mr.Subhash Lokhande.	Admin Member.
7	Mr.Gajre Rahul.	1 <sup>st</sup> Seme. Student Member.
8	Miss.Pooja Ambhore.	1 <sup>st</sup> Seme. Student Member.
9	Miss.Komal Pandhare.	2 <sup>nd</sup> Seme. Student Member.
11	Mr.Balu Bade.	2 <sup>nd</sup> Seme. Student Member.

  
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Notes :-

1. The Term of office of members of the ICC shall be for a period of Three Years. However, one-third of the members of the ICC may change every year.
2. The Tenure of the students representative, as mentioned above, shall be ordinarily for one year. However, the students representative from final year shall serve only till they are bonafide students of the college.
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## MINUTES OF MEETINGS

A meeting of INTERNAL COMPLAINT COMMITTEE (ICC) was held on 19/09/2019 through telephonic conference call.

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There was COVID-19 Following members were present for online telephonic meeting

Dr.Amit Rajale.

Prof.Gitanjali Pawar.

Prof.Santosh Thombare.

Dr.Manjusha Kulkarni.

Prof.Dhammanand S. Gaikwad.

Mrs.Priti Nagure.

Mr.Subhash Lokhande.

The meeting was concluded with thanks to chair at 01.30 pm.

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FDSM/ACADEMIC/CELL-ICM

DATE-25/08/2018.

**Sexual Harassment of Women at workplace**

**(Prevention, Prohibition and Redressal) Act, 2013 (No.14 of 2013)**

**INTERNAL COMPLAINT COMMITTEE (ICC)**

The College is committed to provide a safe and conducive work and academic environment to students and its employees. The college is extremely alert to matter pertaining to any kind of harassment and gender sensitivity.

Accordance with the Section 4(1)of the sexual Harassment of women at workplace (Prevention, Prohibition and Redressal Act, 2013 (No.14 of 2013), The FDSM has constitutional an Internal Complaint Committee against sexual harassment to look into the complaints of sexual harassment to look in to the complaints of sexual harassment of girl students and women employees, any women aggrieved in this matter may fearlessly approach the presiding officer of Internal Complaint Committee against sexual harassment.

In view of the above the Internal Complaint Committee (ICC) comprising the following Staff Member is constituted for maintenance of Discipline in the College..

SR.NO.	NAME OF THE MEMBERS	ROLE
1	Dr.Manjusha Kulkarni.	Chairman.
2	Prof.Gitanjali Pawar.	Member.
3	Prof.Sanjay Patil.	Member.
4	Dr.Amit Rajale.	Member.
5	Prof.Dhammanand S. Gaikwad.	Member.
6	Mrs.Priti Nagure.	Member.
8	Mr.Subhash Lokhande.	Member.
9	Miss.Komal Pandhare.	1 <sup>st</sup> Seme. Student Member.
10	Mr.Balu Bade.	1 <sup>st</sup> Seme. Student Member.
11	Mr.Vrushab Khavane.	2 <sup>nd</sup> Seme. Student Member.
12	Miss.Priyanka Bhangale.	2 <sup>nd</sup> Seme. Student Member.

  
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## MINUTES OF MEETINGS

A meeting of **INTERNAL COMPLAINT COMMITTEE (ICC)** was held on **25/08/2018 at 11.30 Am in the campus Director cabin.**

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10) Following members were present for meeting

Dr.Amit Rajale.  
Prof.Gitanjali Pawar.  
Prof.Sanjay Patil.  
Dr.Manjusha Kulkarni.  
Prof.Dhammanand S. Gaikwad.  
Mrs.Priti Nagure.  
Mr.Subhash Lokhande.

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11) Dr.Amit Rajale has taken review of previous meeting held on 27/08/2017.

12) The feedback from Librarian, Security incharge officer & Student Coordinator were taken.  
It was observed that there is no nay case happen at campus.

13) The Committee member has verified the entries of visitors at security officer's register.  
No objectionable visitors found.

14) No incidence of ragging was reported to the committee for the previous year 2017-18.

15)

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16) All the members of the Antiragging committee members have appreciated the efforts of  
Dr.Amit Rajale to take the initiative to keep the college ragging free.

17) As per the previous order and policy of government shall be carry forward for this year.

18) Security guards were asked to keep the entry of all visitors and should keep track records  
of all visitors.

The meeting was concluded with thanks to chair at 12.30 pm.

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FDSM/ACADEMIC/CELL-ARC

DATE-27/08/2017.

## ANTI RAGGING COMMITTEE 2017-18

The following members are being appointment as the members of Anti-ragging committee. Members will be responsible to handle all issues related to ragging. Anti-Ragging Committee will be the Supervisory and Advisory Committee in preserving a Culture of Ragging Free Environment in the college Campus. The Anti-Ragging Squad- office bearers will work under the Supervision of Anti Ragging Committee and to engage in the works of checking places like Hostels, Buses, Canteens, Classrooms and other places of student congregation.

SR.NO.	NAME OF THE MEMBERS	ROLE
1	Dr.Amit Rajale.	Chairman.
2	Prof.Gitanjali Pawar.	Member.
3	Prof.Sanjay Patil.	Member.
4	Dr.Manjusha Kulkarni.	Member.
5	Prof.Dhammanand S. Gaikwad.	Member.
6	Mrs.Priti Nagure.	Member.
7	Prof.Santosh Thombre.	Member.
8	Mr.Subhash Lokhande.	Member.
9	Mr.Vrushab Khavne.	1 <sup>st</sup> Seme. Student Member.
10	Miss.Priyanka Bhangale.	1 <sup>st</sup> Seme. Student Member.
11	Miss.Vishakha Malvi.	2 <sup>nd</sup> Seme. Student Member.
12	Mr.Ankush Jadhav.	2 <sup>nd</sup> Seme. Student Member.

  
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## MINUTES OF MEETINGS

A meeting of ANTI RAGGING COMMITTEE was held on 27/08/2017 at 10.30

Am in the campus Director cabin.

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19) Following members were present for meeting

Dr.Manjusha Kulkarni.

Prof.Gitanjali Pawar.

Prof.Sanjay Patil.

Dr.Amit Rajale.

Prof.Dhammanand S. Gaikwad.

Mrs.Priti Nagure.

Prof.Santosh Thombre.

Mr.Subhash Lokhande.

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20) Dr.Amit Rajale has taken review of previous meeting held on 21/08/2016.

21) The feedback from Librarian, Security incharge officer & Student Coordinator were taken.

22) The Committee member has verified the entries of visitors at security officer's register.

No objectionable visitors found.

23) No incidence of ragging was reported to the committee.

24)

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25) All the members of the Antiragging committee members have appreciated the efforts of Dr.Amit Rajale to take the initiative to keep the college ragging free.

26) As per the previous order and policy of government shall be carry forward for this year.

27) Security guards were asked to keep the entry of all visitors and should keep track records of all visitors.

The meeting was concluded with thanks to chair at 12.30 pm.

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FDSM/ACADEMIC/CELL-ARC

DATE-21/08/2016.

## ANTI RAGGING COMMITTEE. 2016-17

The following members are being appointment as the members of Anti-ragging committee. Members will be responsible to handle all issues related to ragging. Anti-Ragging Committee will be the Supervisory and Advisory Committee in preserving a Culture of Ragging Free Environment in the college Campus. The Anti-Ragging Squad- office bearers will work under the Supervision of Anti Ragging Committee and to engage in the works of checking places like Hostels, Buses, Canteens, Classrooms and other places of student congregation.

SR.NO.	NAME OF THE MEMBERS	ROLE
1	Dr.Amit Rajale.	Chairman.
2	Prof.Gitanjali Pawar.	Member.
3	Prof.Sanjay Patil.	Member.
4	Mrs. Varsha More.	Member.
5	Dr.Manjusha Kulkarni.	Member.
6	Prof.Dhammanand S. Gaikwad.	Member.
7	Mrs.Priti Nagure.	Member.
8	Prof.Anil Chavan.	Member.
9	Mr.Subhash Lokhande.	Member.
10	Mrs.Kavita Salve.	1 <sup>st</sup> Seme. Student Member.
11	Miss.Padmini Gaikwad.	1 <sup>st</sup> Seme. Student Member.
12	Mr.Neeraj Deshpande..	2 <sup>nd</sup> Seme. Student Member.
13	Mr.Vrushab Khavne.	2 <sup>nd</sup> Seme. Student Member.

  
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## MINUTES OF MEETINGS

A meeting of ANTI RAGGING COMMITTEE was held on 21/08/2016 at 2.30 pm in the campus Director cabin.

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28) Following members were present for meeting

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- 1 Prof. Gitanjali Pawar.
  - 2 Prof. Sanjay Patil.
  - 3 Mrs. Varsha More.
  - 4 Dr. Manjusha Kulkarni.
  - 5 Prof. Dhammanand S. Gaikwad.
  - 6 Mrs. Priti Nagure.
  - 7 Prof. Anil Chavan.
  - 8 Mr. Subhash Lokhande.
- 

- 29) Dr. Sanjay Patil has welcome to all the new members of Antiragging committee for Academic Year 2016-17 and briefed about role and regulation of ragging to new members.
  - 30) All the members of the Antiragging committee members have appreciated the efforts of Dr. Sanjay Patil to take the initiative to keep the college ragging free.
  - 31) Dr. Amit Rajale is the newly appointed as a chairperson for Antiragging committee.
  - 32) Security guards were asked to keep the entry of all visitors and should keep track records of all visitors.
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The meeting was concluded with thanks to chair at 03.30 pm.

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**INTERNAL COMPLAINT COMMITTEE (ICC)**

**Report of grievances for 2018-2021.**

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**ANTI RAGGING COMMITTEE**

**Report of grievances for 2016-2018.**

Year	No. of grievances appealed	No. of grievances redressed	Average time for grievance redressal in number of days
2020-21	0	0	0
2019-20	0	0	0
2018-19	0	0	0
2017-18	0	0	0
2016-17	0	0	0

Note :- There is no any other grievances redressed applied by the students. Therefore the grievance redressal has nil.

  
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