



ST. XAVIER'S COLLEGE
(AUTONOMOUS)
5, Mahapalika Marg, Mumbai - 400 001,
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5.1.5. REDRESSAL OF STUDENT GRIEVANCES INCLUDING SEXUAL HARASSMENT AND RAGGING CASES

❖ Reports

- **CGRC – 2019-20**
- **IC – 2019-20**
- **WDC – 2019-20, 2018-19, 2017-18, 2016-17**
- **Anti-ragging Cell – 2019-20, 2018-19, 2017-18**



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REPORTS

NAAC SSR Cycle 4 (2015-2020):
5_1_5_DVV_GrievanceRedressalReportsMinutes



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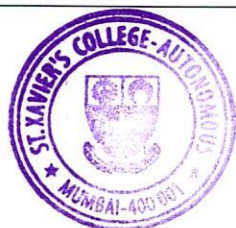
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ANNUAL REPORT OF CGRC FOR THE YEAR 2019-2020

Sr. No	CATEGORY FOR ENTRY	DETAILS
1	Full name of the Affiliated College/Recognized institution	St. Xavier's College–Autonomous, Mumbai
2	Abbreviated Name of the Affiliated College/Recognized Institution	St. Xavier's College, Mumbai
3	Address of the College/Institution	5, Mahapalika Marg, Mumbai 400001
4	District	Mumbai City
5	Landline No. of the College/Institution	022-22620662, 022-22620665
6	Email of the College/Institution	webadmin@xaviers.edu
7	Name of the Principal/Head/Director	Dr Rajendra D. Shinde
8	Mobile No. of the Principal/Head/Director	+91-9819100131
9	Landline No. of the Principal/Head/Director	
10	Email of the Principal/Head/Director	principal@xaviers.edu
11	Name of the Member Secretary	Dr Prashant S. Ratnaparkhi
12	Designation of the Member Secretary	Associate Professor
13	Mobile No. of the Member Secretary	+91-9969414268
14	Landline No. of the Member Secretary (If any)	NA
15	Email of the Member Secretary	prashant.ratnaparkhi@xaviers.edu
16	No. of Applications Received on Portal	Nil
17	No. of Scrutinized Applications	Nil
18	No. of Applications Presented before the CGRC	Nil
19	No. of Resolved Applications	Nil
20	No. of Un-resolved Applications	0 (Zero)
21	No. of Applications Referred to the Experts for an Opinion	0 (Zero)



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22	No. of Applications Sent to University Grievance Redressal Cell (UGRC)	0 (Zero)
23	No. of Frivolous Applications	0 (Zero)
24	No. of Pending Applications	0 (Zero)
25	No. of the Meetings of CGRC Held	2
26	No. of the Meetings Adjourned for Want of Quorum	0 (Zero)
27	Average No. of Members of CGRC Present for the Meetings	3 (Three)
28	Total Annual Expenses of the Meetings, If Any, Incurred by the CGRC	Nil
29	Any other Information	Nil

Date: - March 25th 2020

Place: - Mumbai

Dr Prashant S. Ratnaparkhi
Name and Signature of the
Member Secretary

Dr. Annapurna S.
Name and Signature
of the Member

Dr Rajendra Shinde
Name and Signature of the
Chairperson with Seal

Seal of College/Institution



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Annual report of the Internal committee in respect of complaints received during the year under the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and rules framed there under as per Section 21 of the Act

To the District Officer,
Deputy Collector and Deputy District Election Officer,
Mumbai City Collectorate,
Old Custom House, Fort, Mumbai- 400001.

Dear Sir/Madam,

Sub: Annual report for the year ending 31st Dec 2019 under Section 2 of Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013.

- | | |
|--|------------|
| 1. No. of complaints received during the year : | 03 (three) |
| 2. No. of complaints disposed off during the year : | 03 (three) |
| 3. No. Of cases pending for more than 90 days : | Nil |
| 4. No. of workshops or awareness programmes against sexual harassment carried out: | 02 (two) |
| 5. Nature of action taken by employer: | Annexure I |

St. Xavier's College (autonomous) Mumbai.


Signature: P. P. Pangalore
Presiding Officer- Internal Committee

30 JUL 2020





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ANNEXURE 1

Case 1(2019-2020):

Original Complaint Dated 23rd Aug 2019 By 1 female student
ATR

Original written complaint received by IC on 28th Aug was in Marathi. Translated copy provided to IC on 14th Sept. While IC was conducting the investigation, the respondent filed a Police case! The IC committee ceased any further investigation as the respondent did not agree to meet the committee. Police investigated the case and a charge sheet was filed in Juvenile court Mazgaon! Case has not come up for hearing yet!

Case 2 (2019-2020):

Original Complaint Dated 9th Oct 2019 By 4 female students
ATR

The Case was investigated by the IC and recommendations were submitted to the Principal on 06/1/2019 Principal forwarded the recommendations to the management for their opinion. The Trust after going thru the recommendations given by IC, decided to accept all the recommendations except one - Suspension! They suggested that instead of suspension of 15 days, his one increment of salary be denied. The same was informed to the account office and said increment due in July 2020, will be postponed to July 2021. On the recommendation of IC and the governing body, the respondent was transferred to the Physics Dept with immediate effect. Security cameras (CCTV) were installed in the corridor of Caius and Botany Lab, Botany Dept and Blatter Herbarium! An apology letter was sought from the respondent. At the end, the complainant was called and the action taken explained. She was satisfied with the action taken.

Case 3 (2019-2020):

Original Complaint Dated 12th Feb 2020 sent to The SXC International Programs coordinator via email on behalf of 1 female student (foreign national) by her international program coordinator. Email forwarded to Principal SXC on 13/02/2020
ATR

The supervisor of the group of foreign students who was locally present, Mr. XXXXX, took the initiative to call the embassy and SXC Coordinator of International Programmes spoke to them on the phone.

The principal and SXC coordinator filed a complaint FIR with Azad maidan police station, which was subsequently shifted to the L.T. Marg police station due to the location of the incident. The principal informed the IC of the incident.

The police acted rapidly in the matter and with the help of CCTV footage of the street where the incident occurred, apprehended a potential suspect. The complainant was required to appear at the police station, which she did with 2 members of the IC - SXC.

The matter was resolved to the satisfaction of the complainant and her coordinator of international programs - foreign university.

H. Mangalore



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**Report of prevention of sexual harassment committee (WDC) for the year
2016-17**

The meeting was held first to address each of the five complaints made at various times of the year. The victim was first addressed. The sub-committee was formed to investigate the matter. Several meetings were held to conduct each of the inquiries. The person against whom the complaint was made was interrogated separately by the committee. Recommendations were made to the Principal; since the proceedings remain confidential in keeping with the PUSH guidelines the victim's identity cannot be revealed. The Principal followed through with action for each of the cases. One of the cases an FIR was filed and all these remain as record and property of the Institution.

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Report of prevention of sexual harassment committee (WDC) for the Year 2017-18

One single complaint was made by a senior professor against being harassed by a senior faculty of another institution. A committee was formed immediately. The victim was called to explain their nature of harassment. The committee took this matter up directly with the Principal of the Institution who came with their Vice Principal. They sought legal advice. An NC was filed in the Azad Maidan police station. The harassment has since stopped. The matter was resolved. All documents pertaining to the case remain confidential and the property of the college in keeping with the law.

S. Phatak



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Report of prevention of sexual harassment committee (WDC) for the Year 2018-19

There were 3 complaints, each was addressed separately. Since two of them related to harassment outside the college premises namely the sub way at Churchgate and CST, the principal intervened. A call was made to the respective police stations to step up security and vigilance ensuring safety of the students. There has been no further incident after this intervention.

The third complaint had to be investigated at a different level, there was pathology and mental illness. The parent was informed first and then the student was suspended; it was followed by psychiatric assessment intervention after consent from the student. The procedures were followed of calling the complainants for conducting an inquiry. The focus was on dealing with the mental illness. After treatment and assessment follow up action the student was allowed back to college. An apology letter was given to the complainants. Section 84 and 86 of the IPC does not allow conviction on grounds of mental illness. There had been no further complaints after the mental illness was taken care of. The records details of this case remain confidential and property of the college.

J. Phalke



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Report of Anti-Ragging Committee Academic Year 2019-2020

Convenor: Hrishikesh Samant, Vice Principal (Science)

Members:

1. Annapurna S (Vice Principal (Arts))
2. Pranoti Chirmuley

No cases of any student ragging were reported, hence no 'action-taken' report has been submitted.

H. Samant

Hrishikesh Samant
March 2020

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2. Pranoti Chirmuley

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H. Samant

Hrishikesh Samant
April 2019

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Report of the Anti-Ragging Committee
Academic Year 2017-18

Convenor: Hrishikesh Samant, Vice Principal (Science)

Members:

1. Annapurna S. (Vice Principal, Arts)
2. Pranoti Chirmuley

No cases of any student ragging were reported, hence no 'action-taken' report has been submitted.

H. Samant

Hrishikesh Samant
April 2018



M. K. Kulkarni

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