



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

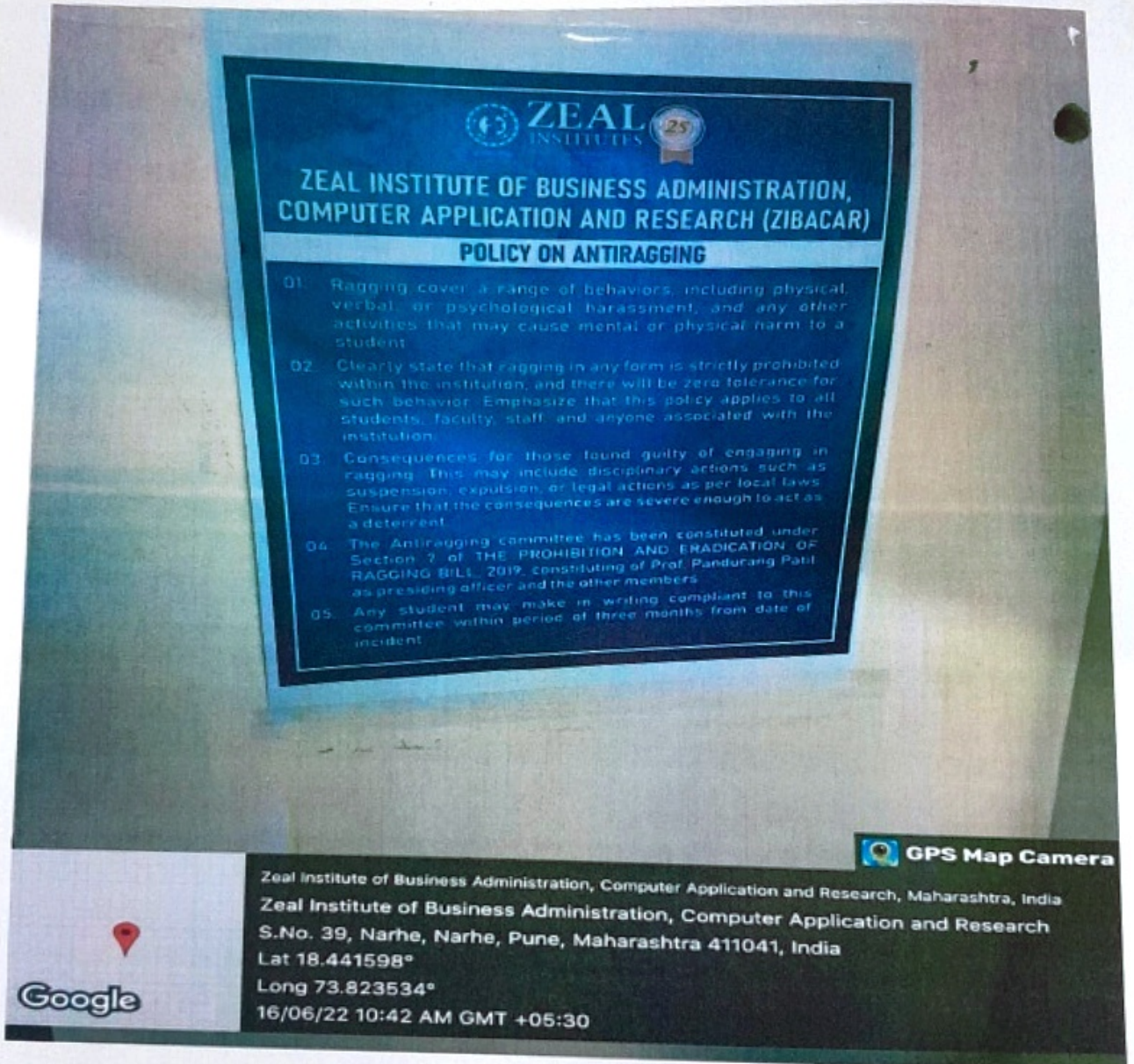
- 1. Implementation of guidelines of statutory/regulatory bodies**
 - 2. Organization wide awareness and undertakings on policies with zero tolerance**
 - 3. Mechanisms for submission of online/offline students' grievances**
 - 4. Timely redressal of the grievances through appropriate committees**
-

Proof w.r.t Organization wide awareness and undertakings on policies with zero tolerance





Board Displayed at Institute Campus:

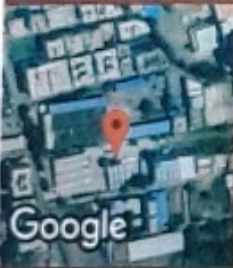




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**ZEAL INSTITUTE OF BUSINESS ADMINISTRATION,
 COMPUTER APPLICATION AND RESEARCH (ZIBACAR)**
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GPS Map Camera



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ANTI-RAGGING CELL

VISION
 Create a harmonious environment for mutually respected living.

MISSION
 Create Ragging free zone by creating awareness about its of ragging among the students within the campus.

OBJECTIVES

- To create awareness regarding Anti-ragging Act and severity of the punishment.
- To absolutely prohibit ragging within the campus through frequent raids.
- To make students accountable towards Anti-ragging through an explicit undertaking.
- To provide a mechanism to encourage students to report, redress and punish (if found guilty) any ragging activities.
- To resolve the issues pertaining to abuse, ragging, annoyance, menace etc.

ANTI-RAGGING CELL MEMBERS LIST

Sr. No.	Name of the Member	Designation
1	Dr. Amod D. Markale	Chairman
		Member
		Member
		Member
		Member

VISION
 Promote and m
 ensure fair, playi
 Resolving genui

MISSION

- To create a
 and non ac
- To ensure
 approach.
- To draw a

GOALS

- To co-or
- To guide

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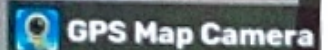
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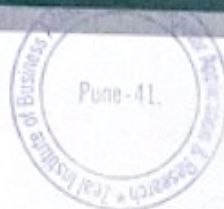
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POLICY ON SEXUAL HARASSMENT


01. This workplace provide safe secure and appropriate environment for all the women , whether employed or not at this workplace in respect of age , position, leisure , health and hygiene and is free from Sexual Harassment from persons coming into contact at this workplace
02. Any women in this workplace has access to redressal mechanism as sexual harassment is misconduct under the service rules applicable to this workplace
03. The internal complaint committee has been constituted under Sexual Harassment of women at workplace (Prevention, Prohibition, Redressal)Act 2013, constituting of Prof. Kirti Samrit as presiding officer and the other members
04. Any grieved women may make in writing complaint to this committee within a period of three months from the date of incident



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INTERNAL COMPLAINTS COMMITTEE WOMEN'S GRIEVANCE CELL POLICY

VISION
 Ensure the dignity of women at ZIBACAR

MISSION

- To prevent sexual and mental harassment of lady employees/girl student of the institute women according to the Law
- To create awareness about the rights through various initiatives that encourages and fosters a respectful and safe campus environment.

OBJECTIVES

- To create a gender sensitive environment.
- To create awareness about the fundamental/legal rights.
- To provide a platform for women to register and resolve the issues pertaining to their grievances within stipulated time.
- To conduct various activities pertaining towards women empowerment.

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Sl. No.	Name of the Member	Designation
1.	Mr. Associate Professor	Chairperson
2.	Mr. (Faculty Representative)	Member
3.	Mrs. Shikha K...	Member





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GRIEVANCE REDRESSAL & COUNSELING CELLS POLICY

VISION
 Promote and maintain a conducive and unprejudiced educational environment that will ensure fair playing ground for all
 Resolving genuine problems and complaints of students.

MISSION

- To create a platform where students can point out their problems, regarding academic and non academic matters.
- To ensure effective solution to the student's grievances with an impartial and fair approach.
- To draw a roadmap for reformative action for those erring.

GOALS

- To co-ordinate between students and Departments / Sections to redress the grievances.
- To guide ways and means to the students to redress their problems.

COMMITTEE MEMBERS LIST

Sr. No.	Name of the Member	Designation
1	Dr. Anand D. Markale	Chairman
2	Prof. Dharmendra Singh	Member
3	Prof. Pooja Kulkarni	Member (Lady Representative)
4	Prof. Sachin Kulkarni	Member (Non-Teaching Representative)
5	Prof. Anand Deshpande	Member (Management Representative)
6	Prof. Ashish Vaze	Coordinator

VISION
 Ensure the dignity of work

MISSION

- To prevent sexual harassment according to the Law
- To create awareness, respectful and safe

OBJECTIVES

- To create awareness
- To create awareness
- To provide a platform within stipulated
- To conduct various
- To promote the

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Display at institutes to create awareness among students:



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[Signature]
 Director, ZIBACAR

ADMISSION ELIGIBILITY

MBA

Maharashtra State, All India Candidature Candidates and Jammu and Kashmir Migrant Candidature Candidates

- The Candidate should be an Indian National;
- Passed minimum three year duration Bachelor's Degree awarded by any of the Universities recognized by University Grants Commission or Association of Indian Universities in any discipline
- Obtained non zero score in CET conducted by the Competent Authority MAH-MBA/MMS-CET 2022). Common Admission Test conducted by Indian Institute of Management (CAT-2021) and Common Management Aptitude Test Conducted by All India Council for Technical Education (CMAT-2022)




Admissions Procedure

These seats are allotted by the Competent Authority as per inter-se merit. For this purpose, the Competent Authority shall invite applications, prepare a separate merit list for this category by following the same criteria as for Maharashtra State Candidature Candidates. In the event of non-availability of students in this category the same shall not be given to any other category of applicants.




THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. As per this act and as per the guidelines provided by Directorate of Technical Education Maharashtra state, Internal Complaints Committee (ICC) has been formed. The Contact details of Presiding Officer are given below. For more details visit college website.

ZEAL COLLEGE OF ENGINEERING AND RESEARCH, PUNE

 Presiding Officer : Prof. Shraddha Adewar
 9834852757
 shraddha.adewar@zealeducation.com




ZEAL INSTITUTE OF BUSINESS ADMINISTRATION, COMPUTER APPLICATION AND RESEARCH, PUNE

 Presiding Officer : Prof. Kirti Samrit
 9359809742
 kirti.samrit@zealeducation.com

MCA

- The eligibility criteria for admission for the MCA course is decided by the All Indian Council of Technical Education (AICTE), New Delhi and Directorate of Technical Education (DTE), Government of Maharashtra.
- The eligibility criteria for MCA course is 10 + 2 level or any graduate with Mathematics/Statistics.
- Obtained non zero score in CET conducted by the Competent Authority MCA-CET 2022).
- In Maharashtra, any graduate who satisfies the above eligibility criteria, defined by the Directorate of Technical Education, Maharashtra (DTE), can take admission in the MCA course. The aspiring candidates should participate in the Centralised Admission Process (CAP) under the control of the State Government of Maharashtra with a valid score in state level entrance test of MCA.

ZEAL INSTITUTE OF MANAGEMENT AND COMPUTER APPLICATION, PUNE

 Presiding Officer : Prof. Varsha Kedar
 9403309265
 varsha.kedar@zealeducation.com