



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. Organisation 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**

Details of statutory/regulatory Committees





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AISHE Code : C-41828 | DTE Code : MB-6152, MC-6152 | SPPU Pun Code : IMMP013170

Accredited by NAAC

Ref. No.: 285/ZIBACAR/2022-23/2538A

Date: 07-01-2023

CIRCULAR

This is to inform that the Anti-ragging Committee has been revised with the following members in the college campus ,to whom the complaints have to be lodged.

All activities whoever directly commits, participants in, abets or propagates 'RAGGING' within or outside the college premises are strictly prohibited and banned. If anybody is found involved in ragging, they will be punished.

Punishment:-

1. Cancellation of Admission
2. Suspension from attending classes and Academic privileges
3. Withholding result.
4. Suspension /expulsion from hostel
5. Imprisonment, up to two years and a fine of Rs. 10000/

Anti-Ragging Committee

Sr. No	Representatives	Names	Mobile No
1	Director	Prof. Pandurang Patil	8856930890
2	Local citizen	Mr. B. A. Kamble	9970904626
3	Police	Police Inspector, Sun City Police Station	020-243201818
4	Media	Mr. KalyanraoAvtade (Reporter Sakal)	9850735335
5	NGO	Mr. NivanguneRajendra	9850698531
6	Teaching Faculty	Prof. Dharmendra Singh	9823333382
7	Teaching Faculty	Dr. B. J. Mohite	8329302754
8	Non-Teaching Staff	Mr. Dipak Kulkarni	9309842955
9	Parents	Mr. Dipak Shantilal Parekh	7040614598
10	Students	Ms. Manshi Parekh	7709236946



Prof. Pandurang Patil

Director
Zeal Education Society's
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Administration Computer Application
& Research, Pune-411041.



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Ref. No.: ZES/ZIBACAR/2021-22/2470

Date: 01/01/2022

CIRCULAR

This is to inform that Anti-ragging Committee has been revised with the following members in the college campus, to whom the complaints have to be lodged.

All activities whoever directly commits, participant in, abets or propagates 'RAGGING' within or outside the College premises strictly prohibited and banned.

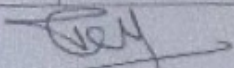
If anybody found involved in ragging they will be punished

Punishment:-

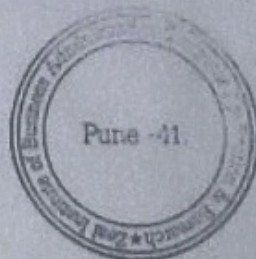
1. Cancellation of Admission
2. Suspension from attending Classes and Academic privileges
3. Withholding result.
4. Suspension /expulsion from hostel
5. Imprisonment up to two years and fine of Rs. 10000/-

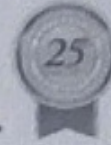
Anti-Ragging Committee

Sr. No	Representatives	Names	Mobile No
1	Director	Dr. Rajesh Kashyap	9881460948
2	Local citizen	Mr. B. A. Kamble	9970904626
3	Police	Police Inspector, Sun City Police Station	020-243201818
4	Media	Mr. Kalyanrao Aviade (Reporter Sakal)	9850735335
5	NGO	Mr. Nivangune Rajendra	9850698531
6	Teaching Faculty	Prof. Dharmendra Singh	9823333382
7	Teaching Faculty	Prof. Pandurang Patil	8856930890
8	Non-Teaching Staff	Mr. Dipak Kulkarni	9309842955
9	Parents	Mr. Narendra Sudhakar Athavale	9130622691
10	Students	Ms. Sarika Surendra Athavale	9922846309


Dr. Rajesh Kashyap

Director
Zeal Education Society's
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Ref no

Date:

CIRCULAR

This is to informed that anti-ragging committee has been revised with the following members in the institute campus to whom the complaints have to be lodged

ANTI-RAGGING COMMITTEE AND SQUAD

Sr.No	Representatives	Names	Mobile No.
1	Director	Dr. Rajesh Kashyap	9881460948
2	Local Citizen	Mr.B.A.Kamble	9970904626
3	Police	Police Inspector, Sun City police Station	020-24321818
4	Media	Mr. kalyanrao Avtale (Reporter Sakal)	9850735335
5	NGO	Mr.Rajendra Nivangune	9850698531
6	Teaching Faculty	Prof.Dharmendra singh	9823333382
7	Teaching Faculty	Prof.Pandurang Patil	8856930890
8	Non-Teaching Staff	Mr. Dipak Kulkarni	9309842955
9	Parents Representatives	Mr. Surendra Sudhakar	9130622691
10	Students Representatives	Ms. Sanika Athavade	9922846309

Director,

ZIBACAR



Director
Zeal Institute of Business
Administration Computer Applicatio
& Research, Pune-411041.



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(Approved by A.I.C.T.E., New Delhi, Recognized by DTE, Govt. Maharashtra & Affiliated to Savitribai Phule Pune University)

Ref no

Date: 18/08/2018

CIRCULAR

This is to informed that anti-ragging committee has been revised with the following members in the institute campus to whom the complaints have to be lodged

ANTI-RAGGING COMMITTEE

Sr.No	Representatives	Names
1	Director	Dr. Amodh Markale
2	Local Citizen	Mr.Naryan Inagle
3	Police	Police Inspector, Sun City police Station
6	Teaching Faculty	Prof.Kirti Samrit
7	Teaching Faculty	Prof.Pandurang Patil
8	Non-Teaching Staff	Mr. Sachin Kalbhor
9	Parents	Mr. Satish Burse
10	Students Representatives	Ms. Shradhha Burse
11	Students Representatives	Mr. Yogesh Chavan
12	Students Representatives	Mr. Sachin Birajdar
13	Students Representatives	Mr. Datta Bondar
14	Member, Anti-ragging Squad	Prof. Dharmendra Singh
15	Member, Anti-ragging Squad	Prof. Poonam Kawade



Amodh Markale
Director.

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Director
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Accredited by NAAC

Date : 21-01-2022

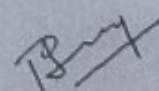
Ref. No.: ZES/ZIBACAR/2022-23/2546A

INTERNAL COMPLAINTS COMMITTEE (ICC)

In pursuance of guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Internal Complaints Committee) is reconstituted to provide for the effective enforcement of the basic human rights of gender equality and guarantee against sexual harassment and abuse, and to provide conducive atmosphere in the campus, to all the staff members, employees and students of ZIBACAR.

The following members have been appointed as an Internal Complaints Committee for the academic year 2022-23:

Sr. No.	Name of the Member	ICC Designation	Mobile Number
1.	Prof. Kirti Samrit	Presiding Officer	9359809742
2.	Dr. Babasaheb Mohite	Faculty Member	9850098225
3.	Mr. Dipak Kulkarni	Non-Teaching Member	8856008989
4.	Mrs. Ashwini Marne	Non-Teaching Member	9527584925
5.	Ms. Rutuja Pawar	Student (MCAI)	9822217705
6.	Ms. Mantasha Hazil	Student (MCAI)	7667216690
7.	Ms. Prajakta Gosavi	Student (MBAI)	9850048582
8.	Ms. Swarali Dikshit	Student (MBAI)	9665328270
9.	Adv. Saili Karandikar	Social Activist	9881007704


Prof. Pandurang Patil

Director

Director

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Accredited by NAAC

Ref. No.: ZES/ZIBACAR/2021-22/2318

Date : 11-10-2021

INTERNAL COMPLAINTS COMMITTEE (ICC)

In pursuance of guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Internal Complaints Committee) is reconstituted to provide for the effective enforcement of the basic human rights of gender equality and guarantee against sexual harassment and abuse, and to provide conducive atmosphere in the campus, to all the staff members, employees and students of ZIBACAR.

Following members have been appointed as an Internal Complaints Committee for the academic year 2021-22:

Sr. No.	Name of the Member	ICC Designation	Mobile Number
1.	Prof.Kirti Sanrit	Presiding Officer	9359809742
2.	Dr.Babasaheb Mohite	Faculty Member	9850098225
3.	Mr. Dipak Kulkarni	Non-Teaching Member	8856008989
4.	Mrs. Ashwini Mame	Non-Teaching Member	9527584925
5.	Ms. Mantasha Hazil	Student (MCAI)	7667216690
6.	Ms. Neha Jadhav	Student (MCAII)	9309100076
7.	Ms. Chetna More	Student (MCAIII)	7219497992
8.	Ms. Swarali Dikshit	Student (MBAI)	9665328270
9.	Ms. Shital Pakhare	Student (MBAII)	7498501881
10.	Adv. Saili Karandikar	Social Activist	9881007704



Dr. Rajesh Kashyap

Director

Director

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Zeal Institute of Business Administration, Computer Application & Research (ZIBACAR)

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(Approved by A.I.C.T.E., Recognized by DTE (Govt. of Maharashtra), Permanently Affiliated to Savitribai Phule Pune University and Accredited by NAAC)

PUN Code: IMM013170

DTE Code: 6152

AISHE Code: C-

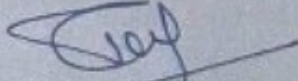
Reference No: ZIBACAR/20-21/2237/1

Date 17/6/2020

**Appointment Order
Internal Complaints committee**

This is to inform that following faculty members are appointed as Committee member for designated role for Internal Complaints committee for the year 2020-21. All are informed to go through the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and do the needful.

Sr. no	Name of Committee members	Role
1	Dr. Manisha Khaladkar	Chairperson, Internal Complaints committee
2	Prof. Madhavi Shamkuwar	Teaching Female representative
3	Dr. Babasaheb Mohite	Teaching Male representative
4	Prof. Kirti Samrit	Member
5	Mrs. Ashiwini Mame	Member
6	Ms. Shradha Sherekar	Student
7	Ms. Rasika Tamhane	Student
8	Ms. Anuja Kubal	Student
9	Swapna Padole	Student
10	Shivani Salwe	Student
11	Adv. Saili Karandikar	Social activist


Dr. Rajesh Kashyap

Director
Director

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Ref no

Date: 17/09/2019

CIRCULAR

This is to informed that Internal Complaints committee has been revised with the following members in the institute campus to whom the complaints have to be lodged

Internal Complaints committee

Sr.No	Names	Representatives
1	Prof. Madhavi Shamkuwar	Presiding Officer
2	Dr. Babasaheb Mohite	Teaching Male representative
3	Prof. Sushma Katkar	Member
6	Mrs. Ashwini Marne	Member
7	Mrs. Neha Jadhav	Member
8	Ms. Rasika Tamhane	Member
9	Ms. Anuja Kubal	Member
10	Mr. Swpnil Padole	Member
11	Ms. Shivani Salve	Member
12	Adv Saily Krandikar (Social Activist)	Member



Amodh Mankale
Director
Zeal Education Society's
Zeal Institute of Business
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ZIBACAR



Date: 14th Oct 2021

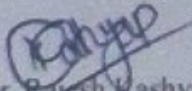
Constitution of committee for GRCC

As per the MoM date 15th Oct 2021 and w.r.t the point mentioned of constitution of committee for GRCC, a new committee is constituted for GRCC as under:

S.No	Name of the Members	Contact Details
1	Dr. Rajesh Kashyap	9881460948
2	Prof. Dhamendra Singh	9823333382
3	Prof. Pandurang Patil	8856930890
4	Prof. Madhavi Shamkuwar	7030777790
5	Prof. Kirti Samrit	9370326061

The committee has to strictly follow all the rules and regulations as mentioned in the policy. Committee can change any rules if required through regulation during the meeting.

The committee will be in action till further action.


Dr. Rajesh Kashyap

Director

Zeal Institute of Business
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Date: 24th Dec 2019

Constitution of committee for GRCC

As per the MoM date 26th Dec 2019 and w.r.t the point mentioned of constitution of committee for GRCC, a new committee is constituted for GRCC as under:

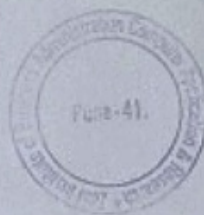
S.No	Name of the Members	Contact Details
1	Dr. Rajesh Kashyap	9881460948
2	Dr. Pravin Mahamuni	9885969321
3	Prof. Pandurang Patil	8856930890
4	Prof. Ashish Vyas	9869369875
5	Prof. Kirti Samrit	9370326061

The committee has to strictly follow all the rules and regulations as mentioned in the policy. Committee can change any rules if required through regulation during the meeting.

The committee will be in action till further action.

Dr. Rajesh Kashyap

Director Director
Zeal Institute of Business
Administration Computer Application
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Date: 11th Oct 2018

Constitution of committee for GRCC

As per the MoM date 12th Oct 2018 and w.r.t the point mentioned of constitution of committee for GRCC, a new committee is constituted for GRCC as under:

S.No	Name of the Members	Contact Details
1	Dr. Amodh Markale	9626986989
2	Prof. Dhamendra Singh	9823333382
3	Prof. Pandurang Patil	8856930890
4	Prof. Madhavi Shamkurwar	7030777790
5	Prof. Poonam Kawade	9370326061

The committee has to strictly follow all the rules and regulations as mentioned in the policy. Committee can change any rules if required through regulation during the meeting.

The committee will be in action till further action.

Dr. Amodh Markale
Dr. Amodh Markale
Director
Zeal Education Society's
Institute of Business
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ZIBACAR, Pune - 411041.

