

GRIEVANCE COMMITTEE

Sr No	Name of the Member	Designation	Nominee Status	Contact
1	Mrs. G. O. Phadke	Chairman	Principal, SCOP	9075470679
2	Mrs. M. Y. Patil	Member	Lecturer	9145559435
3	Mrs. P. V. Khot	Member	Librarian	9021352121
4	Mrs. D. M. Biradar	Member	NGO Representative	8805338282
5	Mr. K. D. Upadhye	Member	Advocate	9975464651
6	Ms. Alka Dale	Member	Student Representative	9854125879
7	Ms. Mijba Mulla	Member	Student Representative	7698542153
8	Ms. M. M. Magdum	Member secretary	Lecturer	7397972654

Roles and Responsibilities of Women Grievance Committee (WGC):

Complaint Handling:

- 1. Receiving and acknowledging grievances from women, ensuring confidentiality, and addressing the complaints promptly and effectively.**

Investigation:

- 2. Conducting thorough, unbiased investigations into the complaints, gathering evidence, interviewing involved parties, and documenting the findings.**

- 3. Recommendation of Actions:**

Based on the investigation, the committee may recommend actions or disciplinary measures against the accused party, such as warnings, suspensions, or other corrective actions.

- 4. Resolution of Disputes:**

Mediating between parties to arrive at a peaceful and just resolution, where appropriate, ensuring fairness and respect for all involved.

- 5. Support and Guidance:**

Offering support to the complainant, such as counseling, legal advice, or assistance in navigating the grievance process.

- 6. Monitoring:**

Monitoring the implementation of actions or resolutions, ensuring that corrective measures are followed through and that the complainant is not subjected to retaliation.

- 7. Training and Awareness:**

Organizing workshops or training sessions to educate employees or members about sexual harassment laws, workplace rights, and grievance redress mechanisms.

Objectives of Women Grievance Committee (WGC):

Addressing Complaints: The primary objective is to provide a platform for women to report grievances related to gender-based discrimination, sexual harassment, or any other form of harassment or mistreatment.

Ensuring a Safe Environment: The committee aims to create a safe and supportive environment for women, free from any form of harassment or discrimination.

Promoting Gender Equality: It works towards promoting gender equality in the organization or institution by addressing systemic issues that lead to unequal treatment.

Raising Awareness: Educating employees or members about their rights, the laws protecting them, and the procedures to report grievances.

Providing Support: Offering emotional, legal, and practical support to women facing any form of harassment or discrimination.

Ensuring Accountability: Holding accountable those who engage in discriminatory or harmful behavior and ensuring that proper actions are taken.

