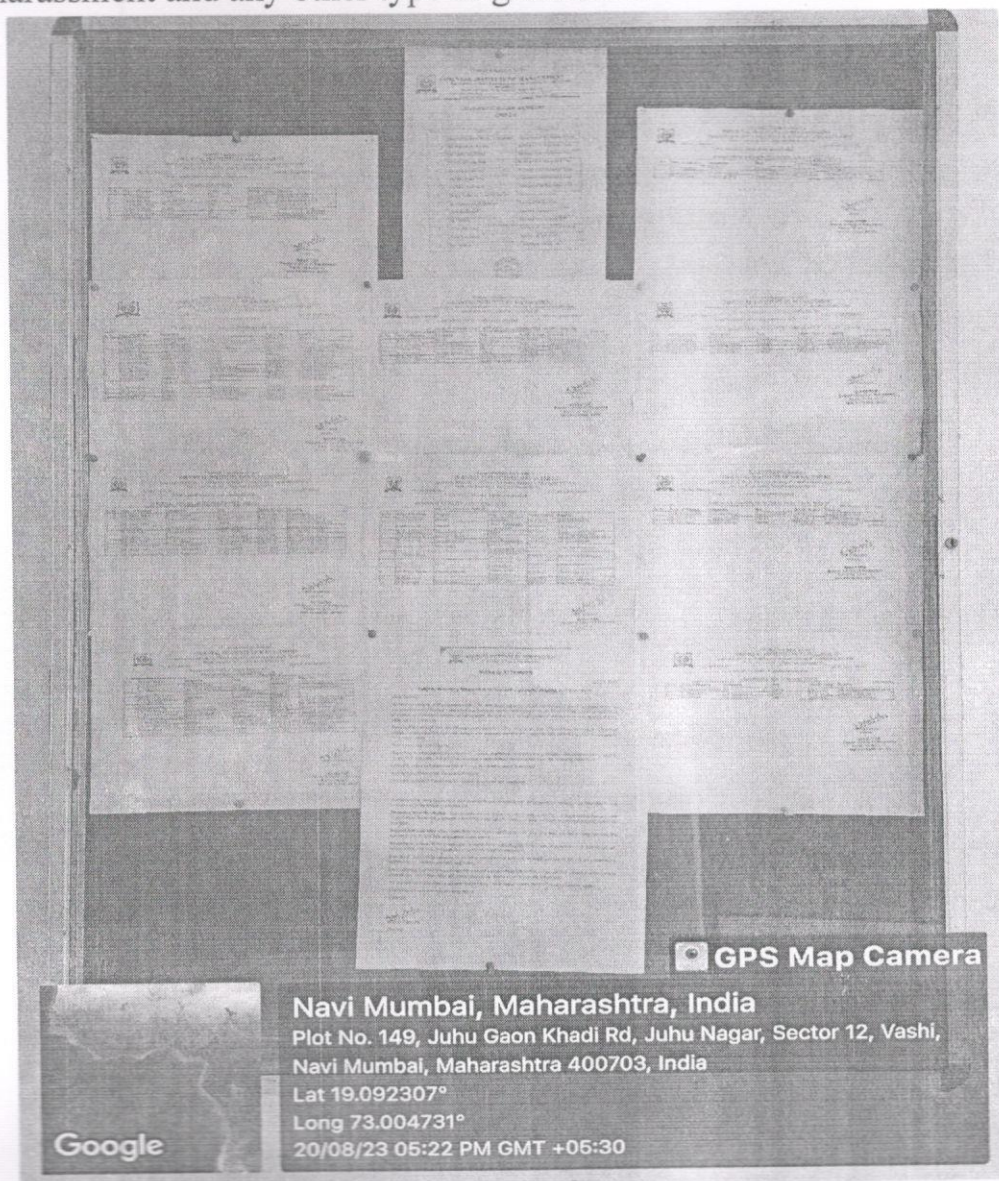




5.1.4. 2: Proof for spreading awareness and Implementation of guidelines of statutory/regulatory bodies

Following pictures show the display of mechanism and guidelines to deal with all types of students' grievances including ragging, sexual harassment and any other type of grievances.




DIRECTOR
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Annual Report
of
Internal Complaints Committee (ICC)

Academic Year 2022-23

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DIRECTOR
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Executive Summary

The Internal Complaints Committee (ICC) of the Oriental Institute of Management presents its Annual Report for the academic year 2022-23. In this period, we are pleased to report that no complaints of sexual harassment were received by the ICC. This outcome is a testament to the collaborative efforts of the entire institution in fostering a safe and respectful work and learning environment.

While the absence of complaints reflects positively on our institution, it also highlights the proactive steps taken by the Oriental Institute of Management to prevent sexual harassment, raise awareness, and promote a culture of respect and inclusivity. Throughout the year, the ICC continued its efforts to educate and sensitize members of our academic community through workshops, training sessions, and awareness programs.

We remain steadfast in our commitment to upholding the principles of fairness, transparency, and zero tolerance for sexual harassment. The ICC's role extends beyond complaint resolution; it encompasses the broader mission of creating a workplace and learning environment where all individuals feel safe, valued, and empowered.

As we look ahead, we will continue to proactively address and prevent sexual harassment through ongoing education, policy compliance, and awareness-building initiatives. We encourage all members of the Oriental Institute of Management community to actively engage in this mission and to report any concerns promptly.

The ICC expresses its gratitude to the entire academic community, including students, faculty, staff, and stakeholders, for their commitment to our shared values of respect, dignity, and equality. We remain resolute in our pursuit of a harmonious and inclusive educational environment for all.



Dr. Maumita Roy

Chairperson, Internal Complaints Committee (ICC)

Oriental Institute of Management

30-06-2023



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Introduction

At the Oriental Institute of Management, we firmly believe that every individual has the right to work and learn in an environment free from discrimination and harassment. In our steadfast commitment to fostering a safe, inclusive, and respectful workplace and learning environment, the Oriental Institute of Management is proud to introduce the establishment and operation of its Internal Complaints Committee (ICC). Committed to upholding the dignity and well-being of every member of our academic community, the ICC has been entrusted with a vital mission: addressing and preventing issues related to the sexual harassment of women within our institution. The ICC has been constituted to ensure that this fundamental principle remains at the core of our institution's values. With a primary focus on addressing concerns related to the sexual harassment of women, the ICC plays a pivotal role in nurturing a culture of respect, fairness, and equality for all.

The Internal Complaints Committee (ICC) at the Oriental Institute of Management is dedicated to fulfilling the following key objectives:

1. **Awareness and Education:** To organize training sessions, workshops, and awareness programs for all members of the academic community, fostering a culture of respect and understanding.

2. **Prevention:** To proactively prevent instances of sexual harassment by promoting awareness, education, and the adoption of preventive measures throughout the institution.

2. **Complaint Redressal:** To provide a secure and confidential platform for individuals to report incidents of sexual harassment, ensuring that complaints are addressed impartially and effectively.

3. **Support and Guidance:** To offer support, guidance, and assistance to complainants, ensuring that their voices are heard and their rights are protected throughout the resolution process.

4. **Policy Compliance:** To ensure strict adherence to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, [2013], and all relevant institutional policies.

5. **Recommendations:** To make recommendations for policy improvements and preventive measures based on data and insights gathered from complaint resolution and prevention efforts.

6. **Promotion of Inclusivity:** To actively promote an inclusive and diverse academic environment where all individuals can thrive without fear of harassment or discrimination.



DIRECTOR
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List of committee members and their roles.

Sn o	Name	Designation	Role	Mobile Number	Email ID
1	Mr.Waseem Khan	General Secretary	Trustee	9820069286	md@oes.ac.in
2	Dr.,Maumita Roy	Associate Professor	Presiding Officer	9833778224	maumita.roy@oim.edu.in
3	Ms.Komal Yadav	NGO rep.	Member	9773831113	dir1.vetransindia@gmail.com
4	Mrs. Nirmala	Assistant Professor	Faculty Member	9869846223	nirmala.falke@oim.edu.in
5	Dr.Amee Nagar	Assistant Professor	Faculty Member	9969960145	amee.nagar@oim.edu.in
6	Mrs.Urmila Patil	Librarian	Non- Teaching Staff	9930768383	oim.library@oim.edu.in
7	Mr.Shakir Mohd	I.T lab Assistant	Non- Teaching Staff	9167094283	shakir.shaikh@oim.edu.in
8	Ms.Maru Diksha Jagdish	Student Representative	Student Member	72197 93931	diksha.jagdish@oim.edu.in
9	Ms.Gharge Varsha Laxman	Student Representative	Student Member	97699 78108	varsha.laxman@oim.edu.in
10	Mr.Sharma Praful Santosh	Student Representative	Student Member	90048 87053	praful.santosh@oim.edu.in



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Oriental Institute of Management

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Complaints received and handled

S.No.	Complaints received			Complaints successfully resolved	Complaints in process	Remarks
	Verbal	Written	Anonymous			
1	0	0	0	NA	NA	Nil

Recommendations

1. Awareness should be spread among the newly joined and senior students about sexual harassment of women at workplace (prevention, prohibition, and redressal) Act, 2013 during induction of new batch of students
2. Seminars should be conducted about the topic time to time
3. The students should be encouraged to view the notice boards time to time to be aware about existence of internal complaints committee in the institute, and the process to lodge complaints if any about the sexual harassment.

Challenges Faced

The committee did not face any significant challenges since there was no case of sexual harassment reported during the year

Future Plans

4. To spread awareness about sexual harassment of women at workplace (prevention, prohibition, and redressal) Act, 2013 during induction of new batch of students
5. Conducting at least one seminar on the topic



DIRECTOR

Oriental Institute of Management

Plot No. 149, Sector - 12,

Vashi, Navi Mumbai - 400 703.

Acknowledgments

We extend our heartfelt gratitude and appreciation to the following individuals for their exceptional contributions and unwavering commitment to the Internal Complaints Committee (ICC) of OIM during the academic year 2022-2023:

Mr. Waseem Khan, General Secretary, Oriental Educational Society (OES)

Dr. Maumita Roy, Faculty member and presiding officer / chairperson of ICC

Ms. Komal Yadav, NGO Representative

Ms. Nirmal Phalke, Faculty Member

Ms. Urmila Patil, Librarian

Mr. Anil Yadav, Registrar

Mr. Imran Kadri, Student Representative

Mr. Panhalkar Dipesh, Student Representative

Mr. Sable Omkar S., Student Representative

Your collective dedication, valuable insights, and tireless efforts have significantly contributed to the effective functioning of the ICC and its mission to ensure a safe and respectful workplace environment for all members of the Oriental Institute of Management community.

Your roles, whether as administrative leaders, faculty members, or student representatives, have been pivotal in addressing and preventing workplace sexual harassment. Your commitment to fostering awareness, conducting training sessions, and aiding in the resolution of complaints has been instrumental in upholding the principles of fairness, justice, and inclusivity within our institution.

We acknowledge your exemplary support and active involvement, which have strengthened the ICC's capacity to fulfil its mandate. Your contributions are a testament to the power of collaboration and the shared responsibility we hold in promoting a workplace free from harassment.

Once again, thank you for your outstanding contributions and dedication to the cause of preventing and addressing workplace sexual harassment. Your commitment is truly commendable and greatly valued.



DIRECTOR

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Dr. Maumita Roy

Contact Information

Dr. Maumita Roy

Oriental Institute of Management

Plot No.149, Sector-12,

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Phone No.: 022-27899155,56,57

Email: director@oim.edu.in

Appendices

Appendix Number	Description
I	The Sexual harassment of Women at workplace (Prevention, Prohibition, and redressal), Act 2013



DIRECTOR

Oriental Institute of Management

Plot No. 149, Sector - 12,


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Annual Report
of
Anti Ragging committee (ARC)

Academic Year 2022-23

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DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
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Executive Summary

In the academic year 2022-23, the Anti-Ragging Committee at the Oriental Institute of Management is pleased to report an environment characterized by respect, inclusivity, and a commitment to maintaining a ragging-free campus. We are delighted to announce that during this period, no incidents or complaints of ragging were reported within our institution.

Our dedicated committee, in collaboration with the vigilant efforts of the academic community, has worked diligently to ensure that every student, faculty member, and staff enjoys a safe and nurturing environment conducive to their personal and academic growth. Through continuous awareness programs, preventive measures, and strict enforcement of anti-ragging policies, we have collectively upheld our commitment to a campus free from harassment, intimidation, or any form of misconduct.

While celebrating this accomplishment, we recognize that our commitment to eradicating ragging is an ongoing effort. The Anti-Ragging Committee remains resolute in its mission to prevent ragging and to promptly address any concerns that may arise in the future. We encourage all members of the academic community to remain vigilant and report any suspicious behaviour promptly, ensuring that our campus continues to be a place of mutual respect, support, and academic excellence.

As we move forward, we reaffirm our commitment to fostering an environment where every individual is treated with dignity and accorded the utmost respect. The Oriental Institute of Management remains dedicated to creating a welcoming and secure campus that promotes the holistic development of our students and the well-being of all stakeholders.

We express our sincere appreciation to the entire academic community for their collective efforts in upholding our commitment to a ragging-free campus during the academic year 2022-23.

Dr. Mukesh Goyal

Chairperson, Anti-Ragging Committee

Oriental Institute of Management

30-06-2023


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
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Introduction


At the Oriental Institute of Management, the safety, well-being, and dignity of every student are paramount. We firmly believe that every individual has the right to pursue their education in an environment free from any form of harassment or intimidation. To uphold these principles and ensure a harmonious and respectful academic atmosphere, we are proud to introduce the Anti-Ragging Committee.

Objectives of the Anti-Ragging Committee:

The Anti-Ragging Committee at the Oriental Institute of Management is a dedicated body with the following key objectives:

- 1. Awareness and Education:** We recognize the importance of education and awareness in eradicating ragging. Our committee strives to educate students, staff, and faculty about the harmful consequences of ragging and the legal implications associated with it.
- 2. Preventing Ragging:** The primary aim of the committee is to prevent any incidents of ragging within the institution. We are committed to fostering an environment where students can thrive academically and personally without fear or distress.
- 3. Immediate Response:** In the unfortunate event that a ragging incident occurs, the committee is prepared to respond promptly and effectively. We ensure that victims receive the necessary support, and the perpetrators are held accountable.
- 4. Counseling and Support:** We offer counselling and support services to victims of ragging, focusing on their emotional and psychological well-being. Our aim is to help them cope with any trauma they may have experienced.
- 5. Promoting a Culture of Respect:** The committee works diligently to promote a culture of respect, inclusivity, and tolerance within the institute. We encourage students to embrace diversity and treat each other with dignity.
- 6. Compliance with Legal Framework:** We operate in full compliance with the regulations and guidelines set forth by the University Grants Commission (UGC) and other relevant authorities. Our actions are guided by the law, ensuring fairness and justice.

The Anti-Ragging Committee at the Oriental Institute of Management is dedicated to creating an environment where students can pursue their education without any fear of harassment or harm. We firmly believe in the importance of nurturing a culture of respect and empathy, where every individual's rights and dignity are protected. Together, as a community, we can ensure that our institution remains a safe and welcoming place for all.


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List of committee members and their roles.

Sr. No	Name of Members	Designation	Role	Mobile Number	Email Id.
1	Dr.R.G.Ratnawat	Director	Chair person	9975580320	director@oim.edu.in
1	Dr.Raghavendra .Bendigeri	Head of Dept.	Member	9820313695	raghavendra.bendigeri@oim.edu.in
2	Dr.Maumita Roy	Associate Professor	Member	9833778224	maumita.roy@oim.edu.in
3	Mrs.Nirmala	Assistant Professor	Member	9869846223	nirmala.falke@oim.edu.in

Complaints received and handled

S.No.	Complaints received			Complaints successfully resolved	Complaints in process	Remarks
	Verbal	Written	Anonymous			
1	0	0	0	NA	NA	Nil

Recommendations


1. Awareness should be spread among the newly joined and senior students about ragging inside and outside the campus and its consequences, and the relevant rules.
2. The students should be encouraged to view the notice boards time to time to be aware about existence of anti-ragging committee in the institute, and the process to lodge complaints if any about the ragging

Challenges Faced

The committee did not face any significant challenges since there was no case of ragging reported during the year

Future Plans

1. To spread awareness about ragging, its consequences, and process to lodge complaints about the same in the event of such issue being faced by the students during induction of new batch of students. The senior students shall also be reminded about the consequences of subjecting the other students especially juniors to ragging.
2. Students shall be encouraged to check the notice boards time to time so that they remain aware about existence of grievance redressal mechanism in the institute.



Acknowledgments

We extend our heartfelt appreciation and gratitude to the esteemed members of the Anti-Ragging Committee of Oriental Institute of Management for their invaluable contributions during the academic year 2022-23.

Dr. Maumita Roy, your unwavering dedication, and commitment as a faculty member of the Anti-Ragging Committee have been instrumental in creating a safe and welcoming environment for our students. Your tireless efforts in preventing and addressing ragging incidents exemplify your genuine concern for the welfare of our students.

Dr. Raghvendra Bendigeri, your valuable insights and expertise as a faculty member of the Anti-Ragging Committee have greatly contributed to the development and implementation of effective anti-ragging policies and procedures. Your dedication to upholding our institution's values is truly commendable.

Ms. Nirmala Phalke, your active involvement and guidance as a faculty member of the Anti-Ragging Committee have played a pivotal role in fostering a culture of respect and inclusivity within our institution. Your passion for ensuring a safe educational environment is deeply appreciated.

Your collective efforts have not only helped in preventing incidents of ragging but have also promoted a culture of mutual respect, understanding, and support among our students. Your commitment to maintaining a secure and harmonious campus is an inspiration to us all.

We acknowledge your contributions with the utmost gratitude and look forward to your continued support in our mission to create an environment where every student can learn and thrive without fear.

Thank you for your outstanding service to the Oriental Institute of Management.

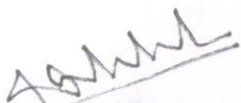
Sincerely,

Dr. Mukesh Goyal

Director, and chairperson, ARC

Oriental Institute of Management

30-06-2023



DIRECTOR

Oriental Institute of Management

Plot No. 149, Sector - 12,

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Contact Information

Dr. Mukesh Goyal

Director

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Appendices

Appendix Number	Description
I	All India Council for Technical Education (Prevention and Prohibition of Ragging in Technical Institutions, Universities including Deemed to be Universities imparting technical education) Regulations 2009.


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