



CAYM Education Trusts

Siddhant College of Pharmacy

A/P Sudumbare, Talegaon –Chakan Road, Tal:Maval, Dist: Pune -412109

Phone: 02114-661947, Email: siddhantcollegeofpharmacy@yahoo.in, Website: www.siddhantcop.in

5.1.4

**THE INSTITUTION ADOPTS THE FOLLOWING
FOR REDRESSAL OF STUDENT GRIEVANCES
INCLUDING SEXUAL HARASSMENT AND
RAGGING CASES**

**B. Proof W.R.T Organization Wide Awareness And Undertakings
On Policies With Zero Tolerance**



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**5.4.1.B THE INSTITUTION ADOPTS THE FOLLOWING FOR
REDRESSAL OF STUDENT GRIEVANCES INCLUDING SEXUAL
HARASSMENT AND RAGGING CASES**

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CAYM Education Trust's SIDDHANT COLLEGE OF PHARMACY

Linguistic Minority Institute (Hindi)

Chakan-Talegaon Road, Sudumbare, Tal. Maval, Dist. Pune - 412 109

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E-mail : siddhantcollegeofpharmacy@yahoo.in Website : www.siddhantcop.in

Ref. No. : SCOP/Admin/2019-20/08

Date : 01/08/2019

The mechanism for timely redressal of student grievances including sexual harassment and ragging cases

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases. Institute has constituted Grievance Redressal Cell, Internal Complaint Committee, Anti-ragging Committee and Anti-discrimination cell. These cells are implementing the guidelines required as per statutory bodies and meetings are conducted regularly under the different cells. Institute timely addresses the grievances of the students.

Grievances Mechanism:

The college has established a process to quickly resolve student complaints related to both academic and non-academic matters. These complaints can be submitted through both online and offline methods. The institution has put in place a system to address student grievances in a timely manner, whether they pertain to academic or non-academic concerns, and can be raised through either online or offline channels.

Online Redressal Mechanism:

- College has adopted an online grievance redressal system to receive and act on grievances reported by different stakeholders viz, student, faculty and non-teaching staff, enabling timely actions on any issue raised by them.
- The college website provides a Grievance Redressal portal where both students and staff members can submit their complaints online.
- Upon receipt of a complaint, the respective committee will review and verify its authenticity before taking necessary actions.

- The respective committee convenes meetings to discuss the complaints and make decisions based on the nature of each complaint. Once a complaint has been effectively addressed through appropriate actions, the Grievance Cell member sends a response to the complainant along with any relevant supporting documents if any.

Offline Redressal Mechanism:

- The college has placed a Grievance box on ground floor near Principal cabin the library to allow students to submit their complaints. Students can also send an alert message to the concerned authorities
- The grievance box is opened in the presence of committee members, which includes representatives from the student. Any complaints received are then sent to the appropriate committee for further action.
- The complaints are reviewed during meetings of the relevant committee, and decisions are made based on each individual complaint.
- Once the Grievance cell member has addressed the complaint appropriately by taking the necessary actions they will send a response to the complainant along with any pertinent supporting documents, if any

Anti-Discrimination committee: Procedure to file a complaint:

Accomplaint can be registered online /offline mode by Students and employees of the institute can file a complaint within a month of the incident, either through online or offline means.

Redressal of Complaint:

- The complaints are reviewed during committee meetings, the complaints are evaluated, and decisions are rendered on a case-by-case basis.
- After the anti-ragging member has taken appropriate actions to address the complaint, they will send a response to the complainant, including any relevant supporting documents if applicable.

Grievance Redressal committee:

Procedure to file a complaint: Students and employees of the institute can file a complaint within a 30 days period after the incident using either online or offline channels



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Ref. No. :

Date :

Redressal of complaint:

- The committee evaluates the complaints in their meetings and decides on a case-by-case basis.
- After taking necessary measures to handle the complaint, the member responsible for addressing the grievance will send a response to the complainant along with any pertinent supporting documents, if applicable.

PRINCIPAL
SIDDHANT COLLEGE OF PHARMACY,
SUDUMBARE, PUNE-412 109





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Ref. No. : Scop/Admin/2522/2022-23

Date : 01/08/2022


Anti-Ragging Squad

A.Y.2022-23

The Anti-ragging squad of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No.	Name of the Committee Member	Designation	Mobile Number
1	Dr. Rahul K. Dumbre.	Chairman	9689100460
2	Mr.Navanath K Gade	Secretary	7774069898
3	Dr. Swati Deshmukh	Member	8888797543
4	Miss. Swati Kale	Member	9579253423
5	Mrs. Deepali Gaikwad	Member	9309195470
6	Mr. Vikas Kandekar	Member	9422084007
7	Mr. Varsh Narayan Gade	Member	9075303320
8	Mr. Govind Chavhan(PSI)	Member	9307007137
9	Mr. Kunal Dhamdhare	Member	9067787401




Principal
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Dist.-Pune 412109.



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R. S. Yadav
President

Dr. R. K. Dumbre
Principal

Ref. No. : SCOP / Admin / 2021-22

Date : 18 / 6 / 2021

Anti-Ragging Committee
Academic Year 2021-22
(As Per AICTE Norms)

The anti-ragging committee of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No.	Name of Member	Designation	Contact No.
1	Dr. Rahul Dumbre	Head of Anti ragging Committee	9689100460
2	Mrs. Rekha Yadav	Management Representative	7719907255
3	Mr. Govind Chavhan (PSI)	Police station, Talegaon MIDC	9307007137
4	Mr. Vikas Kadam	Local Media Representative	9664188046
5	Miss. Swati Kale	Faculty Representative	9579253423
6	Mr. Vikas Kandekar	Faculty Representative	9422084007
7	Mr. Navanath Gade	Non-Teaching Staff Representative	7774069898
8	Mr. Shankar Adling	Parent Representative	7410188552
9	Mr. Balasaheb Gade	Civil Representative	9850970628
10	Mr. Suraj Botre	Student Representative	9372623030
11	Mr. Saurab Hore	Student Representative	8999600080
12	Miss. Neha Wajage	Student Representative	8956819578
13	Ms. Shital Pawar	Student Representative	7249498490



Dr. R. K. Dumbre
Principal
Siddhant College of Pharmacy,
Sudumbare, Tal.-Maval,
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R. S. Yadav
President

Dr. R. K. Dumbre
Principal

Ref. No. :


Date : 02/07/2020

Anti-Ragging Committee Academic Year 2020-21 (As Per AICTE Norms)

The anti-ragging committee of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No.	Name of Member	Designation	Contact No.
1	Dr. Rahul Dumbre	Head of Anti ragging Committee	9689100460
2	Mr. G.M. Deshmukh	Management Representative	7083185904
3	(PSI)	Police station, Talegaon MIDC	
4	Mr. Vikas Kadam	Local Media Representative	9664188046
5	Mr. Sagar Kore	Faculty Representative	9960101335
6	Mr. Vikas Kandekar	Faculty Representative	9422084007
7	Mr. Navanath Gade	Non-Teaching Staff Representative	7774069898
8	Mr. Shankar Adling	Parent Representative	7410188552
9	Mr. Balasaheb Gade	Civil Representative	9850970628
10	Ms. Shital Pawar	Student Representative	7249498490
11	Ms. Saurabh Hore	Student Representative	8999600080
12	Ms. Vighnesh Jadav	Student Representative	9769149484
13	Ms. Neha Pawar	Student Representative	9511697150




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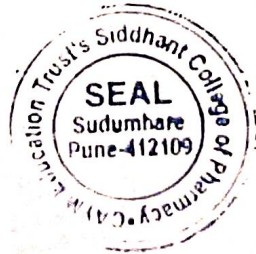
Ref. No. :

Date : 11/7/2019

Anti-Ragging Committee Academic Year 2019-20

(As Per AICTE Norms)

Sr. No.	Name of Member	Designation	Contact No.
1	Dr. Rahul Dumbre	Head of Anti ragging Committee	9689100460
2	Mr. G.M. Deshmukh	Management Representative	7083185904
3	Rangnath Unde (PSI)	Police station, Talegaon MIDC	9923353452
4	Mr. Vikas Kadam	Local Media Representative	9664188046
5	Mr. Sagar Kore	Faculty Representative	9960101335
6	Mr. Vikas Kandekar	Faculty Representative	9422084007
7	Mr. Navanath Gade	Non-Teaching Staff Representative	7774069898
8	Mr. Shankar Adling	Parent Representative	7410188552
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13	Ms. Neha Pawar	Student Representative	9511697150



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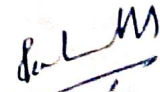
Date : 4/7/2018

ANTT-RAGGING COMMITTEE

Academic Year 2018-19

Sr. No.	Name of Member	Designation
1	Dr. Rahul Dumbre	Chairman
2	PSI, Talegaon	Member
3	Mrs. Sangita Gade	Member
4	Shri Jalindar Gade	Member
5	Mr. Vikas B. kandekar	Member
6	Mr. Sagar Kore	Member
7	Mr. Makarand Puri	Member
8	Mrs. Shweta Dighe	Member
9	Mrs. Pratima Shinde	Member
10	Mr. Deepak B. Pinjan	secretary




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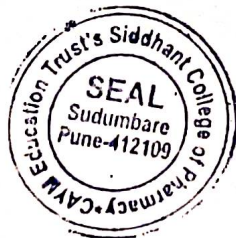
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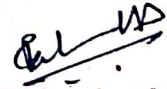
Date : 01/08/2022

Grievances Redressal Cell Academic Year 2022-23

The Grievances Redressal Cell of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No.	Name of Member	Designation	Contact
1	Dr. Rahul Dumbre	Chairman	9689100460
2	Mrs. Swati Jogdand	Member (Faculty Representative)	9975776323
3	Ms. Swati Kale	Member (Faculty Representative)	7083427756
4	Mrs. Swapnali Girme	Member (Faculty Representative)	9604304980
5	Mr. Navanath Gade	Member(Non-Teaching Representative)	7774069898
6	Ms. Nita Divekar	Student Representative	7057858715
7	Mr. Rushikesh Nagarkar	Student Representative	7385244268




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R. S. Yadav
President

Dr. R. K. Dumbre
Principal

Sf. No. : SCOP/ Admin / 2021-22

Date : 11/7/2021

Grievances Redressal Cell Academic Year 2021-22

The Grievances Redressal Cell of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No.	Name of Member	Designation	Contact
1	Dr. Rahul Dumbre	Chairman	9689100460
2	Mrs. Swati Jogdand	Member (Faculty Representative)	9975776323
3	Ms. Swati Kale	Member (Faculty Representative)	7083427756
4	Mrs. Swapnali Girme	Member (Faculty Representative)	9604304980
5	Mr. Navanath Gade	Member (Non-Teaching Representative)	7774069898
6	Miss. Akshata Shahiwale	Student Representative	9370550696
7	Mr. Suraj Botre	Student Representative	9372623030



(Signature)
Principal
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Dr. R. K. Dumbre
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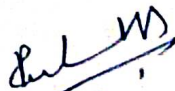
Date : 08/07/2020

Grievances Redressal Cell Academic Year 2020-21

The Grievances Redressal Cell of Siddhant college of Pharmacy, Pune
which constituted under as

Sr. No.	Name of Member	Designation	Contact
1	Dr. Rahul Dumbre	Chairman	9689100460
2	Mr. Sagar Kore	Member (Faculty Representative)	9960101335
3	Jyoti Kadam	Member (Faculty Representative)	9096341639
4	Mr. Tushar Salunke	Member (Faculty Representative)	9975461061
5	Mr. Navanath Gade	Member (Non-Teaching Representative)	7774069898
6	Ms. Shubhangi Gade	Student Representative	7741060392
7	Mr. Harish Mandirkar	Student Representative	9588414154




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Ref. No. :

Date : 11/7/2019

Grievances Redressal Cell Academic Year 2019-20

Sr. No.	Name of Member	Designation	Contact
1	Dr. Rahul Dumbre	Chairman	9689100460
2	Mr. Sagar Kore	Member (Faculty Representative)	9960101335
3	Jyoti Kadam	Member (Faculty Representative)	9096341639
4	Mr. Tushar Salunke	Member (Faculty Representative)	9975461061
5	Mr. Navanath Gade	Member (Non-Teaching Representative)	7774069898
6	Ms. Shubhangi Gade	Student Representative	7741060392
7	Mr. Harish Mandirkar	Student Representative	9588414154



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Principal
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Ref. No. :

Date : 6/7/2018

GRIEVANCES REDRESSAL CELL

Academic Year 2018-19

Sr. No.	Name of Member	Designation
1	Dr. Rahul Dumbre	Chairman
2	Mr. Navnath K. Gade	Member
3	Mr. Sagar D. Kore	Member
4	Mrs. Bindurani Ram	Member
5	Mr. Vikas B. Kandekar	Member



[Signature]
Principal
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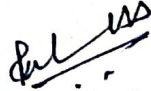
Gender Sensitization cell

Academic year 2022-23

The Gender Sensitization cell of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No	Name of Member	Designation
1	Mr. R .S. Yadav	Chairman (Chairman of CAYM)
2	Mr. Mihir Rajendrasingh Yadav	Secretary of Management
3	Dr. Pratima Shide	Member (Faculty Representative)
4	Mrs. Swati Jogdand	Member (Faculty Representative)
5	Mrs. Swapnali Girme	Member (Faculty Representative)
6	Mr. Navanath Gade	Member (Non-Teaching Representative)
7	Ms. Nita Divekar	Member (President of College Student Council)
8	Mr. Rushikesh Nagarkar	Member (Secretary of College Student Council)
9	Dr. Rahul K. Dumbre	Member, Secretary(Principal of college)




Principal
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R. S. Yadav
President

Dr. R. K. Dumbre

Principal

Ref. No. :

Date : 11/9/2021

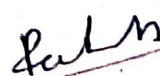
Gender Sensitization cell

Academic year 2021-22

The Gender Sensitization cell of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No	Name of Member	Designation
1	Mr. R .s. Yadav	Chairman (Chairman of CAYM)
2	Mrs. Rekha Yadav	Secretary of Management
3	Dr. Pratima Shide	Member (Faculty Representative)
4	Mrs. Swati Jogdand	Member (Faculty Representative)
5	Mrs. Swapnali Girme	Member (Faculty Representative)
6	Mr. Navanath Gade	Member (Non-Teaching Representative)
7	Mr. Suraj Botre	Member (President of College Student Council)
8	Miss. Akshata Shahivale	Member (Secretary of College Student Council)
9	Dr. Rahul K. Dumbre	Member, Secretary (Principal of college)




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R. S. Yadav
President

Dr. R. K. Dumbre

Principal

Ref. No. :

Date : 16/07/2020

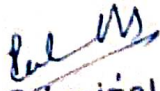
Gender Sensitization cell

Academic Year 2020-21

The Gender sensitization cell of Siddhant college of Pharmacy, Pune which constituted under as

Sr. No.	Name of Member	Designation	Contact
1	Mr. R. S. Yadav	Chairman (Chairman of CAYM)	9822035271
2	Mrs. Rekha Yadav	Member (Nominee of Trust)	7719907255
3	Dr. Pratima Shinde	Member (Faculty Representative)	9096959063
4	Mrs. Swati Pokale	Member (Faculty Representative)	9975776323
5	Ms. Shweta Mantri	Member (Faculty Representative)	8308308910
6	Mr. Navanath Gade	Member(Non-Teaching Representative)	7774069898
7	Ms. Pragati Kad	Member (President of College Student Council)	7972165581
8	Mr. Abhishekh Kulkarni	Member (Secretary of College Student Council)	7385127933
9	Dr. Rahul Dumbre	Member, Secretary (Principal of college)	9689100460




Principal
Siddhant College of Pharmacy
Sudumbare, Tal. Maval, Dist. Pune - 412 109



CAYM Education Trust's SIDDHANT COLLEGE OF PHARMACY

Linguistic Minority Institute (Hindi)
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Tel. No. : (02114) 661947, Fax : (02114) 661981
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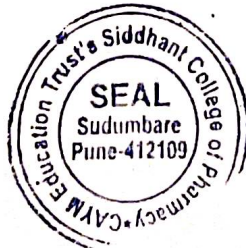
Ref. No. : SCOP/Admin/2522/2022-23


Date : 01/08/2022

INTERNAL COMPLAINTS COMMITTEE/ WOMEN CELL Academic Year 2022-23

The Internal Complaints Committee/ Women Cell of Siddhant college of Pharmacy, Pune
which constituted under as

Sr. No.	Name of Member	Designation	Contact No.
1	Dr. R K. Dumbre	Principal	9689100460
2	Mr. Navanath Gade	Employee Member	7774069898
3	Dr. Pratima Shinde	Employee Member	9096959063
4	Dr. Swati Deshmukh	Employee Member	8888797543
5	Mrs. Swati Jogdand	Employee Member	9975776323
6	Mrs. Swapnali Girme	Employee Member	9604304980
7	Mrs. Mangal Gaikwad	Employee Member	9922547209
8	Ms. Nita Divekar	Student Representative	7057858715
9	Miss. Janhavi Pagar	Student Representative	8669322849
10	Mr. Kunal Dhamdhare	Student Representative	9067787401




Principal
Siddhant College of Pharmacy
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Dist.-Pune 412109.



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R. S. Yadav
President

Dr. R. K. Dumbre
Principal

Ref. No. : SCOP / Admin / 2021-22

Date : 1 / 7 / 2021

INTERNAL COMPLAINTS COMMITTEE/ WOMEN CELL

Academic Year 2021-22

The Internal Complaints Committee/ WomenCell of Siddhant college of Pharmacy, Pune
which constituted under as

Sr. No.	Name of Member	Designation	Contact No.
1	Dr. R K. Dumbre	Principal	9689100460
2	Mr. Navanath Gade	Employee Member	7774069898
3	Dr. Pratima Shinde	Employee Member	9096959063
4	Dr. Swati Deshmukh	Employee Member	8888797543
5	Mrs. Swati Jogdand	Employee Member	9975776323
6	Mrs. Swapnali Girme	Employee Member	9604304980
7	Mrs. Mangal Gaikwad	Employee Member	9922547209
8	Miss. Neha Wajage	Student Representative	8956819578
9	Miss. Janhavi Pagar	Student Representative	8669322849
10	Mr. Suraj Botre	Student Representative	9372623030



Dr. R. K. Dumbre
Principal
Siddhant College of Pharmacy,
Sudumbare, Tal.-Maval,
Dist.-Pune 412109.



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R. S. Yadav
President

Dr. R. K. Dumbre

Principal

Ref. No. :

Date : 03/06/2020

INTERNAL COMPLAINTS COMMITTEE/ WOMEN CELL

Academic Year 2020-21

The Internal Complaints Committee/ WomenCell of Siddhant college of Pharmacy, Pune
which constituted under as

Sr. No.	Name of Member	Designation	Contact No.
1	Dr. R K. Dumbre	Principal	9689100460
	Mr. Navanath Gade	Employee Member	7774069898
2	Dr. Pratima Shinde	Employee Member	9096959063
3	Dr. Swati Deshmukh	Employee Member	8888797543
4	Mrs. Swati Pokale	Employee Member	9975776323
5	Mrs. Kanchan Bhalerao	Employee Member	9960188666
6	Mrs. Mangal Gaikwad	Employee Member	9922547209
7	Ms. Bhagyashri Padwal	Student Representative	9822686400
8	Ms. Aishwarya Tapase	Student Representative	9822469405
9	Mr. Saurabh Sankapal	Student Representative	8788345596



Seel M
Principal
Siddhant College of Pharmacy,
Sudumbare, Tal.-Maval,
Dist.-Pune 412109.



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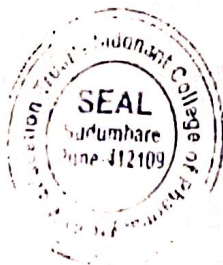
Ref. No. :

Date : 3/7/2019

INTERNAL COMPLAINTS COMMITTEE/ WOMEN CELL

Academic Year 2019-20

Sr. No.	Name of Member	Designation	Contact No.
1	Dr. R K. Dumbre	Principal	9689100460
	Mr. Navanath Gade	Employee Member	7774069898
2	Dr. Pratima Shinde	Employee Member	9096959063
3	Dr. Swati Deshmukh	Employee Member	8888797543
4	Mrs. Swati Pokale	Employee Member	9975776323
5	Mrs. Kanchan Bhalerao	Employee Member	9960188666
6	Mrs. Mangal Gaikwad	Employee Member	9922547209
7	Ms. Bhagyashri Padwal	Student Representative	9822686400
8	Ms. Aishwarya Tapase	Student Representative	9822469405
9	Mr. Saurabh Sankapal	Student Representative	8788345596



[Signature]
Principal
Siddhant College of Pharmacy,
Sudumbare, Tal.-Maval,
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R. S. Yadav
President

Dr. R. K. Dumbre
Principal

Ref. No. :

Date : 11/9/2021

Anti-Discrimination Committee

Academic year 2021-22

The Anti-discrimination committee of Siddhant college of Pharmacy, Pune which constituted under
as

Sr. No	Name of Member	Designation
1	Dr. Rahul K. Dumbre	President
2	Dr. Swati Deshmukh	Member
3	Mrs. Swati Jogdand	Member
4	Mrs. Swapnali Girme	Member
5	Mr. Navanath Gade	Member



R. K. Dumbre
Principal
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R. S. Yadav
President

Dr. R. K. Dumbre
Principal

Ref. No. :

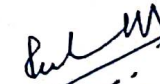
Date : 6/07/2020

Anti-Discrimination committee
Academic Year 2020-21

The Anti-discrimination committee of Siddhant college of Pharmacy, Pune
which constituted under as

Sr. No.	Name of Member	Designation	Contact
1	Dr. Rahul Dumbre	President	9689100460
2	Mr. Sagar Kore	Member	9960101335
3	Dr. Pratima Shide	Member	9096959063
4	Mrs. Jyoti Kadam	Member	9096341639
5	Mr. Navanath Gade	Member	7774069898




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R. S. Yadav
President

Dr. R. K. Dumbre
Principal

Ref. No. :

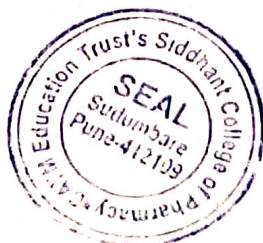
Date : 06-08-2019

Anti-Discrimination Committee

Academic Year 2019-20

The anti-discrimination committee of Siddhant College of Pharmacy, Pune which constituted under as

Sr. No.	Name of Member	Designation
1	Dr. Rahul Dumbre	President
2	Mr. Sagar Kore	Member
3	Dr. Pratima Shinde	Member
4	Mr. Navanath Gade	Member
5	Mrs. Kanchan Bhalerao	Member



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Date : 1/08/2022

Anti-Discrimination Committee

Academic year 2022-23

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3	Mrs. Swati Jogdand	Member
4	Mrs. Swapnali Girme	Member
5	Mr. Navanath Gade	Member

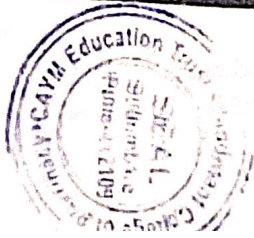
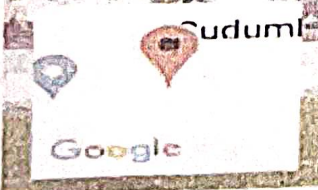
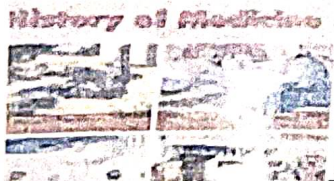
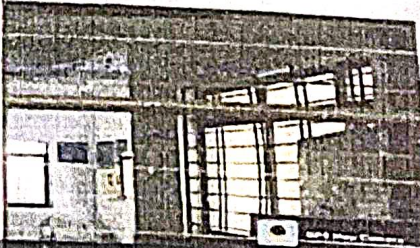
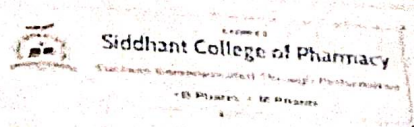
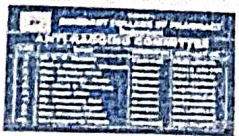


Sal ND

Principal

Siddhant College of Pharmacy
Sudumbare, Tal. Maval,
Dist. Pune 412109.

Organization wide awareness:





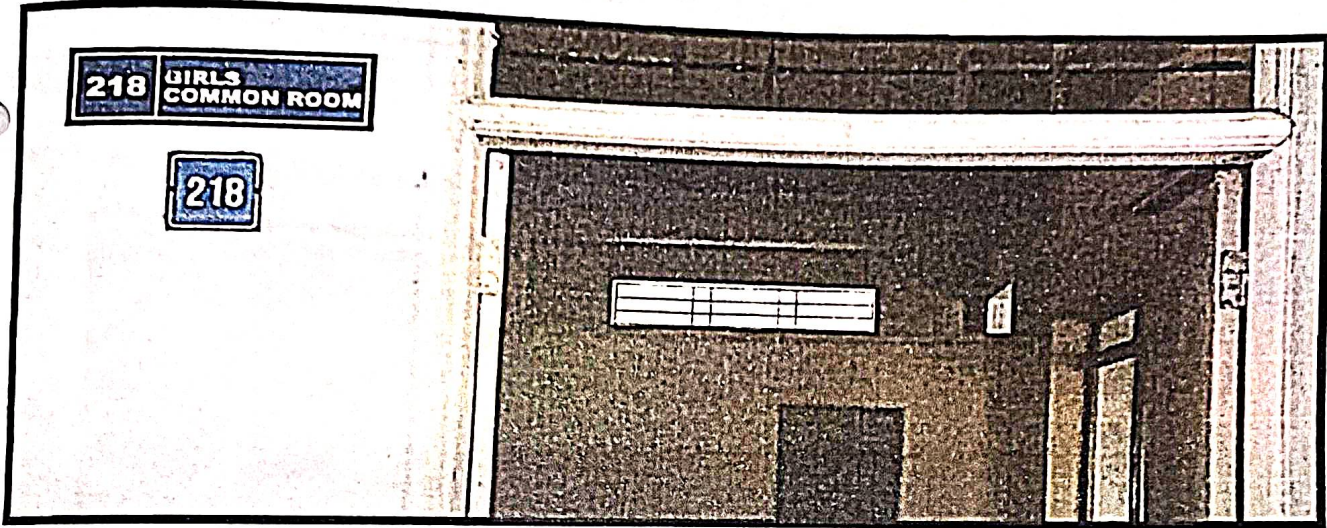
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Siddhant College of Pharmacy

A/P Sudumbare, Talegaon - Chakan Road, Tal: Maval, Dist: Pune - 412109

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Girls and Boys common room



Girls Common room



Boys common Room



P.S.O.
Principal
Siddhant College of Pharmacy
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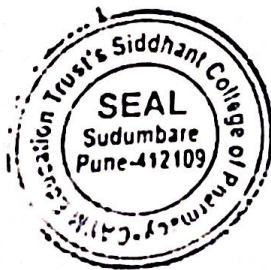
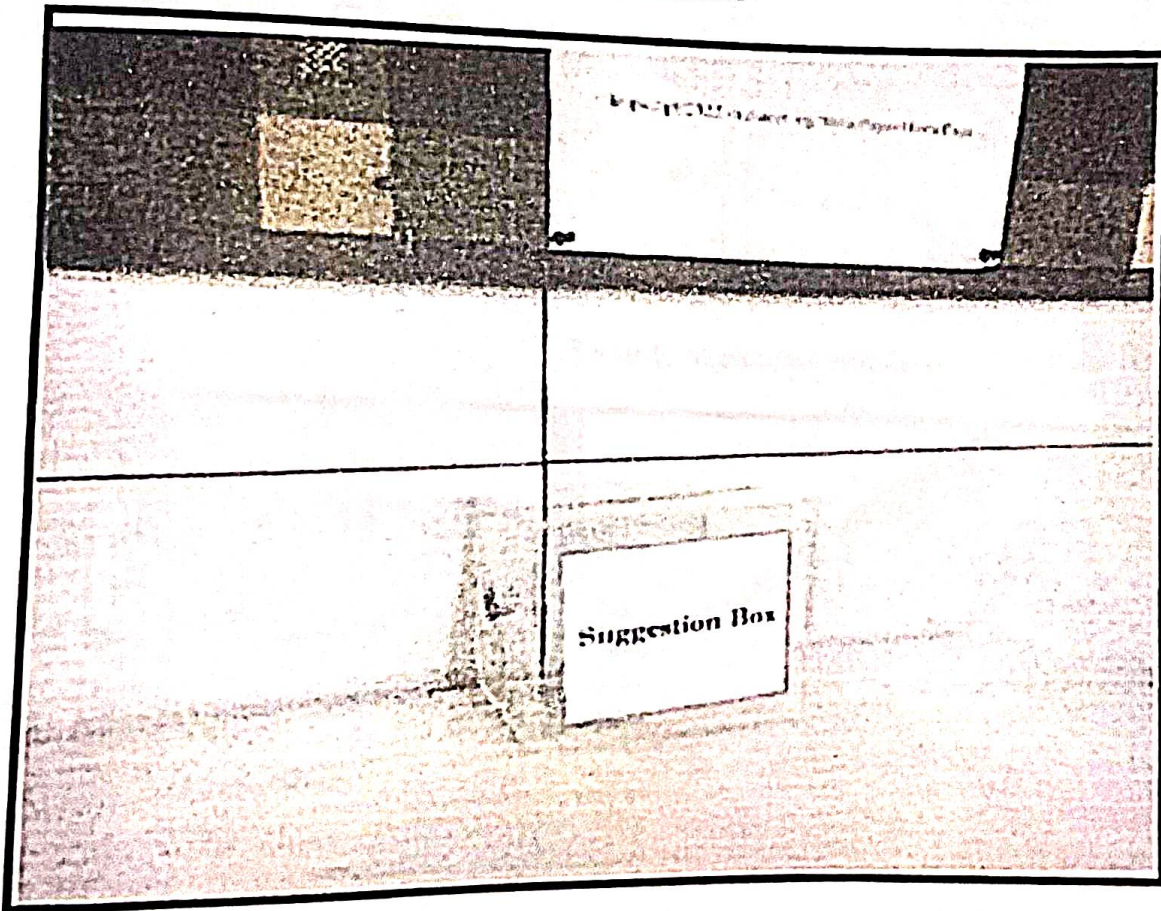
Siddhant College of Pharmacy

A/P Sudumbare, Talegaon -Chakan Road, Tal:Maval, Dist: Pune -412109

Phone : 02114-661947, Email: siddhantcollegepharmacy@yahoo.in, Website: www.siddhantcop.in

Suggestion box

Suggestion box is placed in admin office at the entrance



RS

Principal
Siddhant College of Pharmacy
Sudumbare. Tal.-Maval,
Dist.-Pune 412109.



@ 1

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Siddhant College of Pharmacy

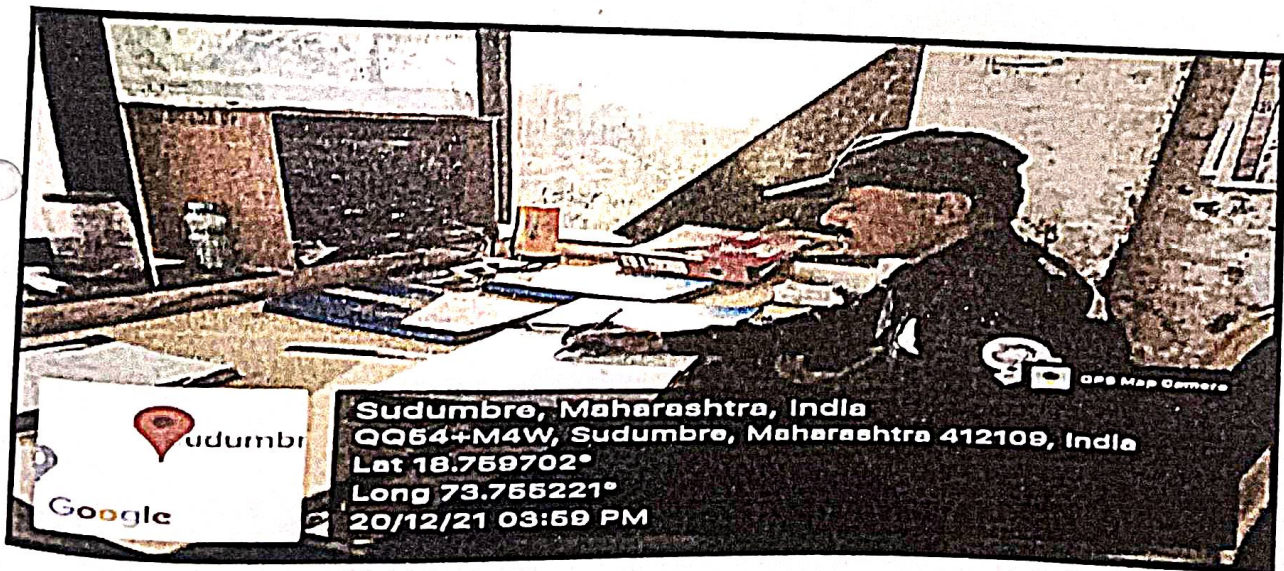
A/P Sudumbare, Talegaon - Chakan Road, Tal: Maval, Dist: Pune - 412109

Phone : 02114-661947, Email: siddhantcollegeofpharmacy@yahoo.in, Website: www.siddhantcop.in

Security Guard at college entrance and security (warden) at girls hostel



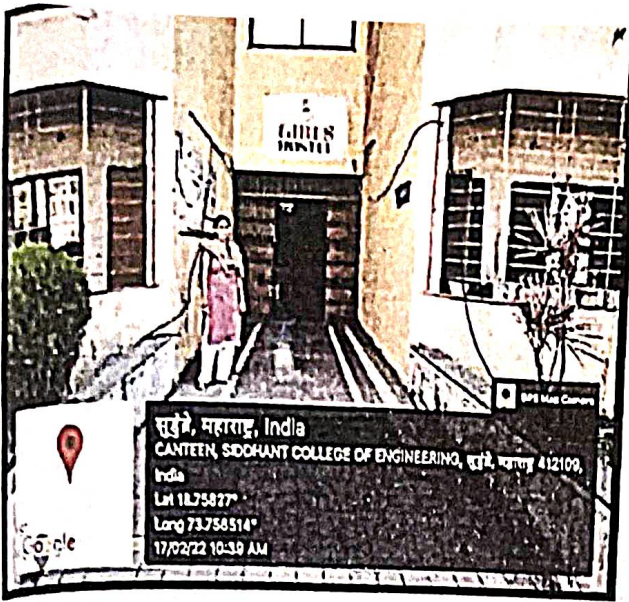
Security at campus entrance



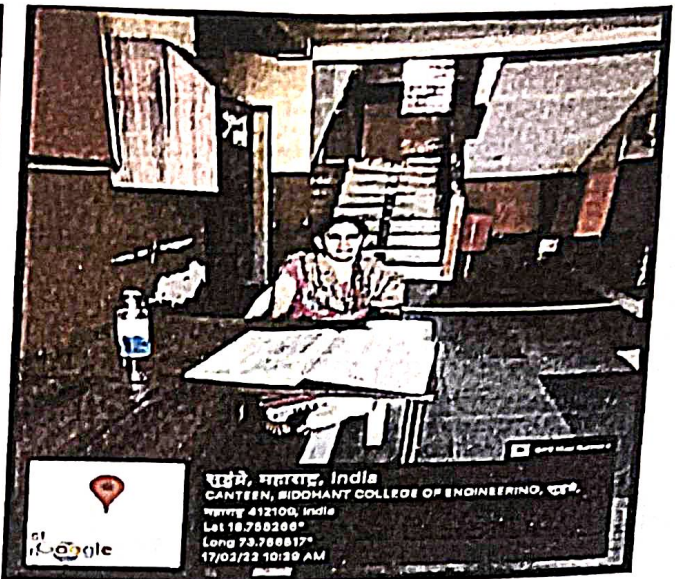
Security guard maintain entry and exist register



R.D.
Principal
Siddhant College of Pharm
Sudumbare. Tal.-Maval,
Dist.-Pune-412109.



Girls hostel warden



Girls hostel warden maintain entry and exist register



RD
Principal
Siddhant College of Pharmacy
Sudumbare. Tal.-Maval,
Dist.-Pune 412109.



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Siddhant College of Pharmacy

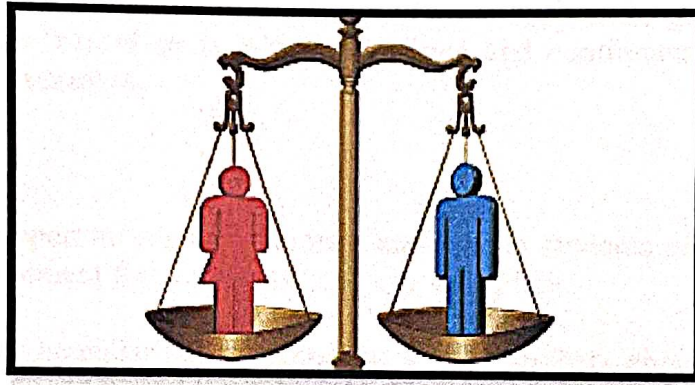
A/P Sudumbare, Talegaon –Chakan Road, Tal:Maval, Dist: Pune -412109

Phone : 02114-661947,Email: siddhantcollegeofpharmacy@yahoo.in,Website:

www.siddhantcop.in

POLICY DOCUMENT

GENDER POLICY



SIDDHANT COLLEGE OF PHARMACY SUDUMBARE
PUNE

INTRODUCTION

The Gender policy is integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination particularly based on sex. The Gender policy provides guidelines and frameworks for promoting gender equality. The institute raises awareness regarding gender sensitization by organizing various events. The college has formed the Women Empowerment cell, Grievance Redressal cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the college campus are disadvantaged on the basis of gender.

The Indian constitution provides equality before law for women under Article 14. The Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards our Indian Constitution. The overall effort is to promote gender equality within the institution and to strengthen the gender sensitivity among students and staff. The institution is taking conscious and continuous efforts to maintain a balanced and equal environment.

OBJECTIVES

- 1) To provide equal opportunities to both male and female students and staff members & to create conducive environment for women and men at work place.
- 2) To create awareness amongst the students and staffs members about their social, cultural, Economic, political and institutional rights.
- 3) To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- 4) To promote Gender equality among students and staff members of the college by providing equal access and services of the institute
- 5) To organize gender awareness programmes such as guest lectures, seminars, workshops on regular basis.
- 6) To abolish discrimination on the basis of gender.
- 7) To create awareness among girls about their health, nutrition and hygiene. To conduct health check up camps frequently for girl students.
- 8) To develop a sense self confidence and overall personality development.
- 9) To eliminate gender discrimination and harassment at the workplace

THE GENDER EQUITY VISION

The vision of this Gender Equity Policy document is "To offer equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and access to educational services". The college will adhere to a vision that focuses on gender equality and women empowerment

MISSION

The mission is to achieve gender quality in the society, to promote the social, educational, economical development of women, eliminating discrimination against women, developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women & men in the institution.

STRATEGIES

- Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels as far as possible.
- Ensuring equal opportunities for male and female staff for personal growth, in promotion benefits, training and working conditions.
- Ensuring equitable representation & participation of men & women in various functional committees of the institution.
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Gender complaint committee or Grievance Redressal Cell to look into specific concerns.
- Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Reviewing the institutional structure, functioning, problems in relation to gender imbalances among staff and the work environment time to time and taking definite steps to address the same
- Sensitizing the male students and staff and mobilizing their support towards gender balance in the campus.
- Making all career advancement systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.
- Ensuring that the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity building efforts of staff.
- Following all statutory requirements related to maternity and paternity leaves.
- Ensuring that staff access to and use of information technology is gender equitable



CAYM Education Trusts

Siddhant College of Pharmacy

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Ref: Scop /Cultural/2020/ 03

Date: 10 /10/2020


OFFICE ORDER

Following students are appointed as Student Council Committee Secretaries for the academic Year 2020-2021.

Sr. No.	Name of the Student	Post
1.	Pragati Kad	President
2.	Vignesh jadhav	General Secretary
3.	Saurabha Sapkal	Sport Secretary
4.	Abhishek Kulkarni	Cultural Secretary


Dr. R.K. Dumbre
Principal




Principal
Siddhant College of Pharmacy
Sudumbare, Tal.-Maval,
Dist.-Pune 412109.



CAYM Education Trusts

Siddhant College of Pharmacy

A-7 Sudumbare, Telephone - Chalis Road, Tal. Maval, Dist. Pune - 412100
Phone - 02114-464617 Email - siddhantcollegeofpharmacy@siddhant.in Website - www.siddhantcollege.in

Ref. No. SC/ Cultural/2021/ 69

Date: 10/10/2021


OFFICE ORDER

Following students are appointed as Student Council Committee Secretaries for the academic Year 2021-2022.

Sr. No.	Name of the Student	Post
1.	Mr. Suraj Botre	President
2.	Mr. Akshada Sharwale	General Secretary
3.	Ms. Neha Wasage	Sport Secretary
4.	Mr. Rohan Wakchaure	Scientific Secretary
5.	Mr. Omkar Gade	Cultural Secretary

Dr. R.K. Dumbre
Principal




Principal
Siddhant College of Pharmacy
Sudumbare, Tal. Maval,
Dist. Pune - 412100



CAYM Education Trusts

Siddhant College of Pharmacy

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Phone : 02114-661947, Email: siddhantcollegeofpharmacy@yahoo.in, Website: www.siddhantcop.in


Ref: Scop /Cultural/2022-23/

Date: 30 /01/2023


OFFICE ORDER

Following students are appointed as Student Council Committee Secretaries for the academic Year 2022-2023.

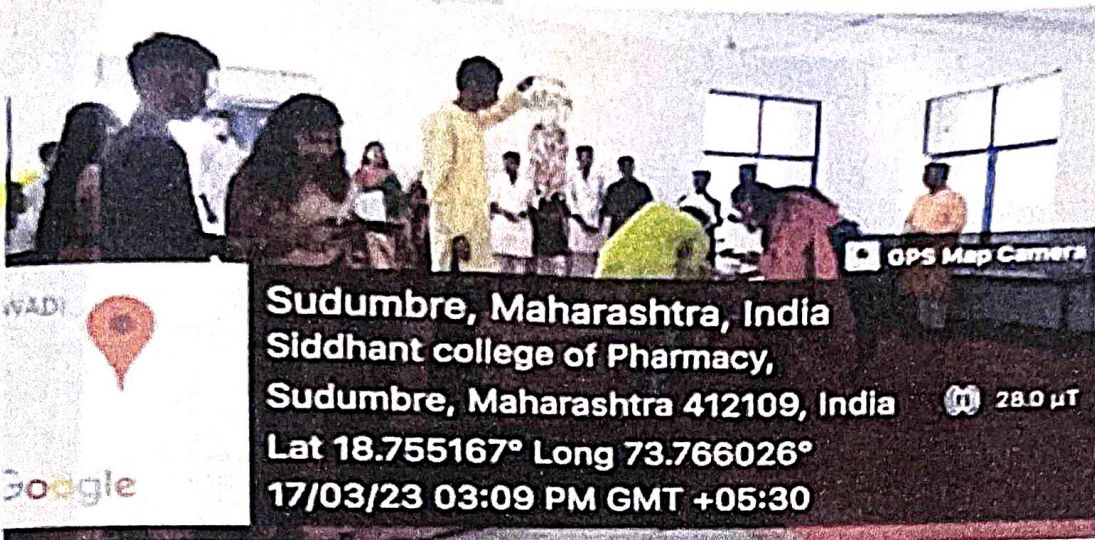
Sr. No.	Name of the Student	Post
1.	Khushwant Chauhan	President
2.	Prathamesh Pawar	General Secretary
3.	Shekhar Deshmukh	Sport Secretary
4.	Anchal Hiwarkar & Aaditya Mavale	Scientific Secretary
5.	Pranjali Langar	Cultural Secretary
6.	Narendra Mane	YIN Secretary



Dr. R.K. Dumbre
Principal





Principal
Siddhant College of Pharmacy
Sudumbare, Tal.-Maval,
Dist.-Pune-412109

Photos:




Sudumbre, Maharashtra, India
Siddhant college of Pharmacy,
Sudumbre, Maharashtra 412109, India  28.0 μ T
Lat 18.755167° Long 73.766026°
17/03/23 03:09 PM GMT +05:30



Sudumbre, Maharashtra, India
Siddhant college of Pharmacy,
Sudumbre, Maharashtra 412109, India  33.0 μ T
Lat 18.755167° Long 73.766026°
17/03/23 01:06 PM GMT +05:30




Principal
Siddhant College of Pharmacy,
Sudumbare, Tal.-Aval,
Dist.-Pune 412109.



GPS Map Camera

WADI



Sudumbre, Maharashtra, India

Siddhant college of Pharmacy,

Sudumbre, Maharashtra 412109, India

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Lat 18.755167° Long 73.766026°

17/03/23 02:48 PM GMT +05:30

Google



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Principal
Siddhant College of Pharmacy
Sudumbare, Tal.-Maval
Dist.-Pune-412109.



WADI



Google

GPS Map Camera

Sudumbre, Maharashtra, India
Siddhant college of Pharmacy,
Sudumbre, Maharashtra 412109, India
Lat 18.755167° Long 73.766026°
16/03/23 10:21 AM GMT +05:30

31.0 m



WADI



Google

GPS Map Camera

Sudumbre, Maharashtra, India
Siddhant college of Pharmacy,
Sudumbre, Maharashtra 412109, India
Lat 18.755167° Long 73.766026°
20/03/23 02:09 PM GMT +05:30

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PS
Principal
Siddhant College of Phar
Sudumbare, Tal.-Mava
Dist.-Pune 412109.



GPS Map Camera

WADI




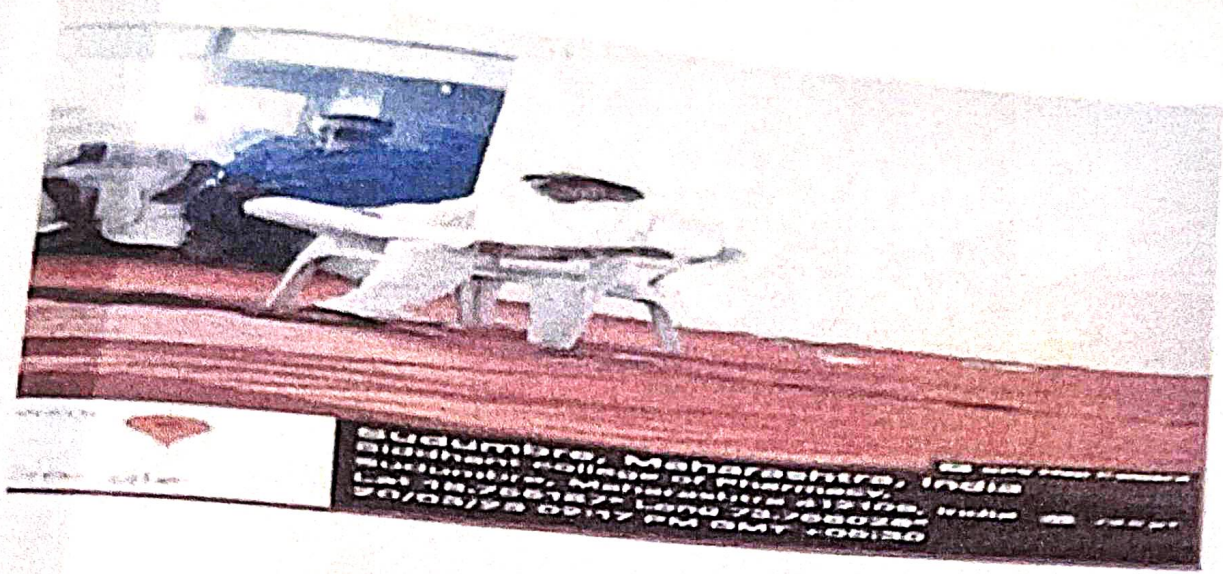
Google

Sudumbre, Maharashtra, India
Siddhant college of Pharmacy,
Sudumbre, Maharashtra 412109, India
Lat 18.755167° Long 73.766026°
21/03/23 12:08 PM GMT +05:30

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Principal
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Sudumbre, Tal.-Maval,
Dist.-Pune 412109.



Sudumbre, Maharashtra, India
Siddhant college of Pharmacy
Sudumbre, Maharashtra 42109, India
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WADI



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GPS Map Camera



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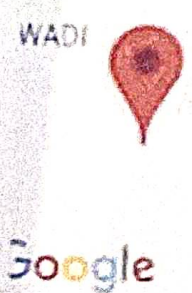
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Dist. Pune 412109



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A/P Sudumbare, Talegaon -Chakan Road, Tal:Maval, Dist: Pune -412109
Phone : 02114-661947, ,Email: siddhantcollegeofpharmacy@yahoo.in, Website: www.siddhantcop.in

Institute organize Wide Awareness Program for Girls

Sr. No.	Name of the Activity
1	Seminar on gender equity , equality and sensitization
2	Nirbhay kanya yojna (Self Defense Programe)
3	Nirbhay kanya yojna (Self Defense Programe)
4	Gender Sensitivity
5	Nirbhay kanya yojna (Workshop)
6.	Seminar on Women Saftey



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SUMMARY REPORT

SEMINAR ON WOMEN SAFETY

DATE: 03 MAY 2019

VENUE: Seminar hall of Siddhant College of Pharmacy

OBJECTIVE:

The Objective of this seminar is to make people aware of the issues related to women safety and reduced crime related women in country.

SUMMARY: Seminar on women safety programme was arranged in seminar hall of Siddhant College of Pharmacy, in this programme 95 female and 50 male were present. On the occasion of Women Safety programme our principal Dr. R.K. Dumbare sir also present. He also spoke on this occasion. He said that in spite of 70 years of Independence and social reforms, the problem of women safety is quite vulnerable in India. Molestation, female child abuse, female foeticide, low rate of enrolment of girls in schools and colleges, poor proportion of working women in private and Government run departments, rapes, physical assault, kidnapping, public harassment, against women are committed every hour. Tell a sorry state of women in India.


In short, crimes against women are stopping the growth of our country. We must not put the blame on women and ask them to be extra careful. Instead, we must ask the men to change their



R.A.
Principal
Siddhant College of Pharmacy,
Sudumbare, Tal: Maval,
Dist: Pune - 412109.

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SUMMARY REPORT

(NIRBHAYA KANYA ABHIYAN WORKSHOP)

DATE: 05/02/2020 Time-09 :00am To 05 :00 Pm

VENUE: Shri Santa Tukaram Shikshan Prasarak Mandal Arts Commerce B.B.A. College
Vadagaon Maval

OBJECTIVE

This is a scheme introduced by the University to develop the confidence and personality of a lady student who comes from the rural areas and are deprived sections of society. The main objective of this scheme is to develop a critical mind, self-confidence and a commitment to society. The lady students are given training in health, law, and social activities. They are also given training in self-employment and all possible other activities that enhance her social confidence. To developing courage, confidence, and defensive skills among the girls. Under this scheme, a team of Défense Sports Academy conducted a workshop of self-defence training

SUMMARY:

The students of Siddhant college of pharmacy Sudumbre had participated in the NIRBHAY KANYA ABHIYAN on 05/02/2020 at Shri Santa Tukaram Shikshan Prasarak Mandal Arts Commerce B.B.A. College Vadagaon Maval Savitribai Phule Pune University on 05th Feb2020. The session started with the delegation of Advocate Mrs-Ranjana Bhosale Guided How to develop Self-confidence & information regarding Women's Act &right Assist. Prof-Vandana Kamse Gives Demo of the self-defence training for Girl. She also explained the various techniques and methods of self-defence. Further, she stated the role of society in empowering women. The workshop was meant exclusively for girls, where participants received hands-on training and learned various techniques of self-defence, prominent ones being hand blade neck strike, finger thrust on the face, front kick from the ankle, knee kick on growing and outer thigh, basic punch and wrist lock. The self-defence workshop was very helpful. The entire seminar was successfully conducted and concluded under the guidance of our Student Development officers Under this program, the session on how to defence at ourselves for girls was delivered. Our college was 01 faculty members present for the program and 05 Girls students have participated





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Photo 1 Zoom invitation for attending this programme

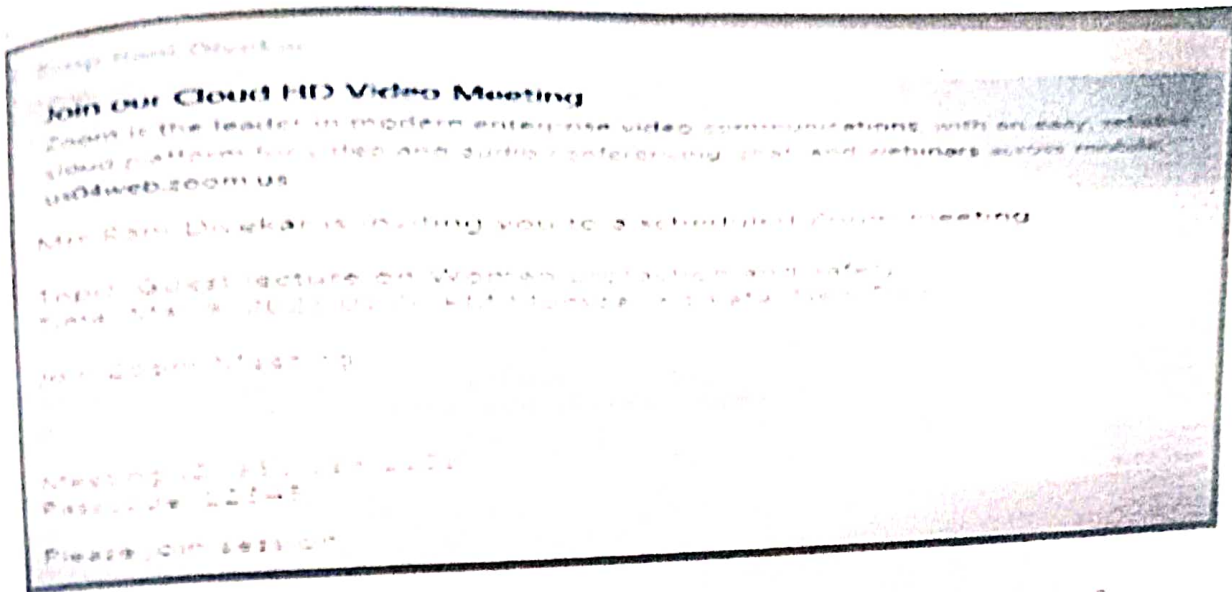
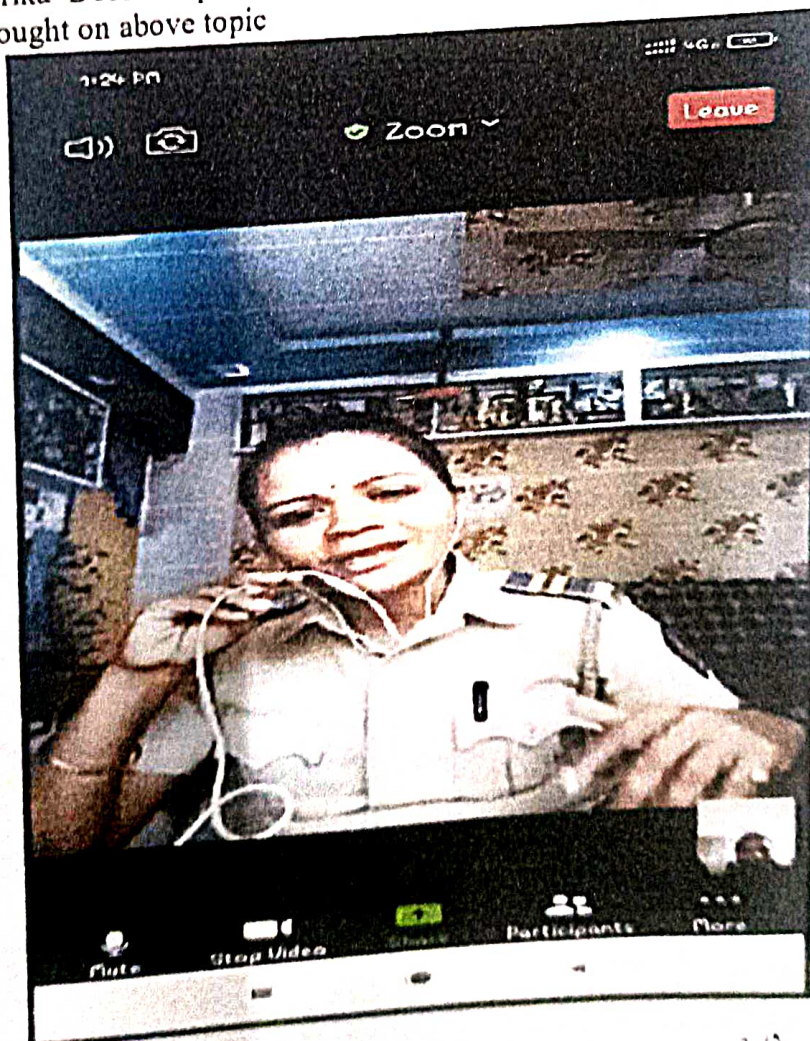


Photo 2: Mrs. Sarika Deore is speaker of our event "women protection and women safety" delivered her thought on above topic



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Sudumbare, Tal.-Maval,
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GENDER SENSITIVITY

DATE : 26/11/2021
VENUE : Environment section Pune University

NO. OF PARTICIPANT:02

OBJECTIVES : To aware people about gender sensitivity.

SUMMARY: NSS department of SPPU collaboration with maharshi karve stri shikshan sanstha bayakarvyesri study and research center, karvenagar organized camp on gender sensitivity for all students of sppu university on 26 November 2021 at 9 am to 5.30 pm.

In workshop Kulguru SPPU and officers of maharshi karve stri shikshan sanstha guided us about about what is gender, sex , and they differentiate gender sensitivity and gender equality by giving live examples. During campaign drawing , quiz competition were organized. At the end vote of thanks given by Dr. Chakane sir.

(Signature of the member)

Sunita
Mrs. Sunita Shewalkar Mrs. Swapnali Girme (Social)

Mrs. Deepali Gaikwad

Deepali Gaikwad

(Signature of Coordinator)

Swati

Ms. Swati Kale (NSS)

Swati



RD

Principal
Siddhant College of Pharmacy
Budumbare, Tal.-Maval,
Dist.-Pune 412109.



R.D.
Principal
Siddhant College of Pharmacy
Sudumbare, Tal.-Maval,
Dist.-Pune-412109.



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A/P Sudumbare, Talegaon - Chaka Road, Tal: Maval, Dist: Pune -412109

Phone: 02114-661947, Email: siddhantcollegesofpharmacy@yahoo.in, Website: www.siddhantcop.in

NIRBHAY KANYA YOJNA

DATE: 17/02/2022

VENUE: Seminar Hall

OBJECTIVE:

1. To Develop personality of girl students
2. To improve self - confidence in the girl students
3. To guide the girl students regarding the self-employment

SUMMARY:

Siddhant College of Pharmacy, Sudumbare, as per SPPU Circular, Pune organized Nirbhay Kanya Yojna on date 17 Feb 2022 at 3.00pm. The programme started by Mr. Abhijit Mane sir highlighted on biography of Great Indian ladies who contributed to society like Zasi Ki Rani Laxmibai, Savitribai Phule, Lata Mangeshkar, Smita William's etc. He also mentioned that self-dependent, self-defense, self-confidence & self-belief is most important in any situation.

The main objectives of this program is development of self-confidence how to defend oneself in any situation, training in self-defense and finally make them fearless and be ready to face any unwanted situation. 140 students participated in this event. Total 18 teaching & non-teaching staff were present. Thanks to our Hon. Management, Dr.R.K.Dumbre Principal SCOP, HOD Dr.Swati N. Deshmukh, Student & staff of SCOP attended the program.

(Signature of the member)

Mrs. Sunita Shewalkar

Mrs. Deepali Gaikwad

Sunita
Deepali

(Signature of Coordinator)

Mrs. Swapnali Girme (Social)

Ms. Swati Kale (NSS)


Swapnali
Swati



RS
Principal
Siddhant College of Pharmacy
Sudumbare, Tal. Maval,
Dist. Pune -412109.

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Principal
Siddhant College of Pharmacy
Sudumbare, Tal.-Maval,
Dist.-Pune 412109.



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NIRBHAY KANYA YOJNA (SELF DEFENSE PROGRAMME)

DATE: -08/03/2023

VENUE: Seminar hall of siddhant college of pharmacy.

OBJECTIVE: To encourage women and build confidence for self defense.

OUTCOME: To Develop A Critical Mind, Self-Confidence And A Commitment To Society.

SUMMARY: Today we, Siddhant College of Pharmacy, Sudumbare Celebrate International Women's Day (08/03/2023), on the occasion of that we conducted programme Nirbhay Kanya Yojna (Self defense programme). The programme was initiated by Mrs Swapnali Girme and followed by Saraswati Vandana by Mrs Sunita Maharaj. Lightening of lamp performance by Our college Principal Dr R.K.Dumbre, HOD Dr Swati Deshmukh madam. Mr. Rohit bhalerao conducted training for self defense. he also give training which is helpful in daily life. We are grateful to our Management for their timely support and also to our Principal Dr R. K. Dumbre Sir and HOD(UG) Dr Swati Deshmukh madam guided us to conduct this programme. The programme was concluded by Mrs Deepali Gaikwad with a vote of thanks.

(Signature of the Member)

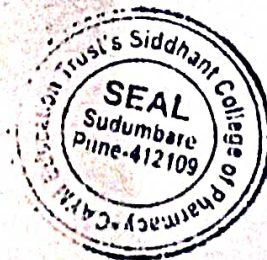
Mrs. Sunita Shewalkar

Mrs. Deepali Gaikwad

(Signature of Coordinator)

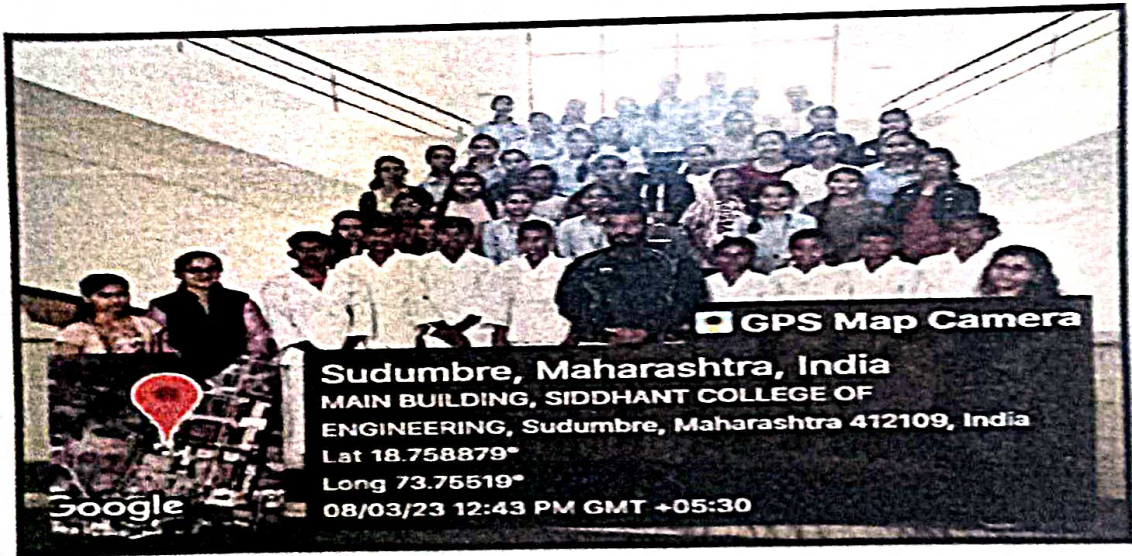
Mrs. Swapnali Girme (Social)

Ms. Swati Kale (NSS)



R.K.
Principal
Siddhant College of Pharmacy
Sudumbare, Tal.-Maval,
Dist.-Pune-412109.

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R.D.
Principal
Siddhant College of Pharmacy
Sudumbare, Tal.-Maval,
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SEMINAR ON GENDER EQUITY, EQUALITY AND SENSITIZATION

DATE: -08/03/2023

VENUE: Seminar hall of siddhant college of pharmacy.

OBJECTIVE: To celebrates women's history, highlighting key events, milestones, and achievements, and aims to further promote and raise awareness of women's rights .

OUTCOME: To Treat Equality Male And Female

SUMMARY: Today we, Siddhant College of Pharmacy, Sudumbare Celebrate International Women's Day (08/03/2023), on the occasion of that we conducted seminar on topic Seminar on Gender equity, equality and sensitization. The programme was initiated by Mrs Swapnali Girme and followed by Saraswati Vandana by Mrs Sunita Maharaj. Lightening of lamp performance by Our college Principal Dr R.K.Dumbre, HOD Dr Swati Deshmukh madam. Dr Swati Deshmukh shared her valuable views very nicely about gender equality, why the need for gender equality, steps to achieve gender equality, gender sensitization, equal relationship We are grateful to our Management for their timely support and also to our Principal Dr R. K. Dumbre Sir and HOD(UG) Dr Swati Deshmukh madam guided us to conduct this programme. The programme was concluded by Mrs Deepali Gaikwad with a vote of thanks.

(Signature of the Member)

Mrs. Sunita Shewalkar *Sunita*
Mrs. Deepali Gaikwad *Deepali*

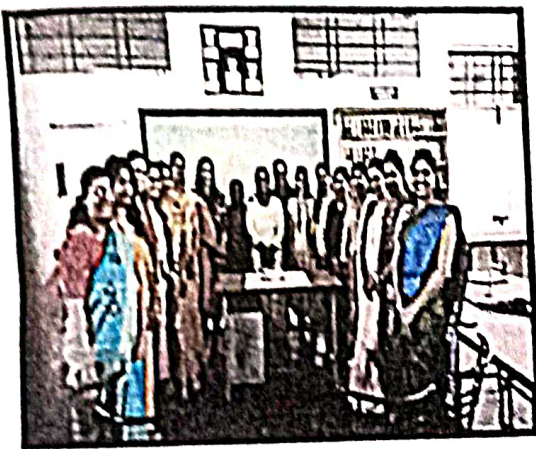
(Signature of Coordinator)

Mrs. Swapnali Girme (Social) *Swapnali*
Ms. Swati Kale (NSS) *Swati*



R.D.
Principal
Siddhant College of Pharmacy
Sudumbare, Tal: Maval,
Dist: Pune-412109

PHOTO:-



ED
Principal
Siddhant College of Pharmacy
Sudumbare, Tal. -Maval,
Dist. -Pune 412109.