

7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

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2	Self-defense session
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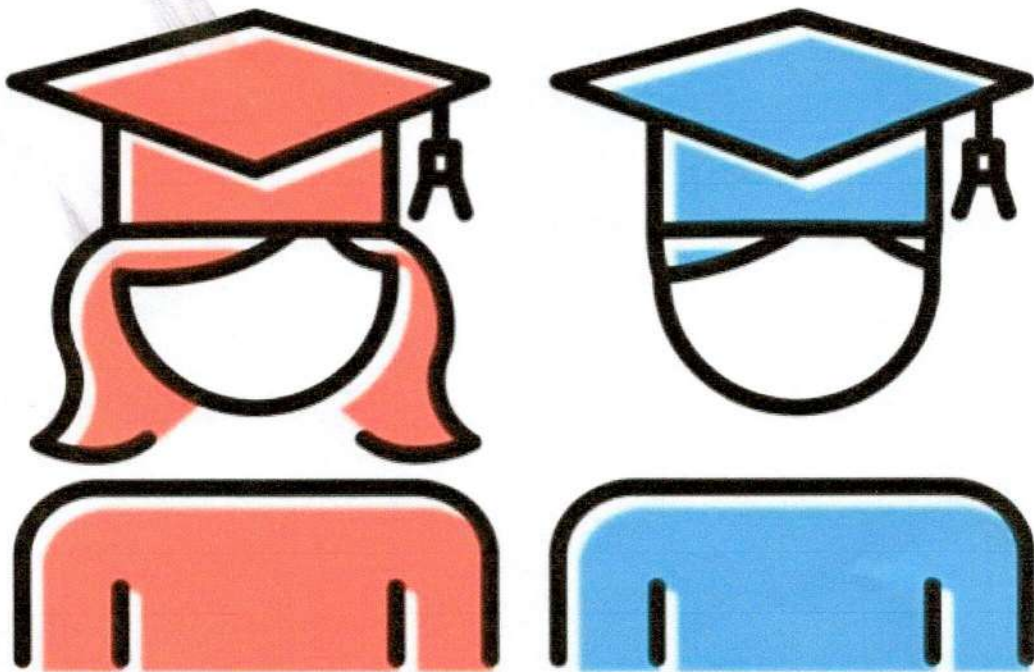
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Gender Audit Report



We Are Same!




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Gender Audit: An Introduction

A. Introduction of the Institution:

Situated at a spacious campus in Balewadi, Dnyansagar Institute of Management and Research (DIMR) has risen fast to set several benchmarks in the fields of Management. Over the years, DIMR has developed its own unique culture. The culture accelerates our passion for achieving excellence in everything we do. The hallmark of this identity is not to follow the beaten path but discover newer ones, we believe in setting new benchmarks, be second to none but to be the first to respond to the needs of the people and the nation in the field of education by taking up the necessary tasks. This enterprising and pioneering spirit can be witnessed throughout the history of the Institute.

The intention behind imparting education is to pass the values, rules and concepts to generations to come. We, at DIMR, implement an exploratory learning process for MBA and MCA, wherein teachers and students are co-travelers in the search of 'Understanding of Knowledge'.

DIMR institute comes under a Charitable Educational Trust, **Shri Khanderai Pratishthan.**

About The Trust

Shri Khanderai Pratishthan is ISO 9001:2008 Certified Organization. Shri Khanderai Pratishthan is a Charitable Educational Trust established by Honourable Shri Ganpatrao Balwadkar, a Social Entrepreneur, in June 1988.

The genesis of the Pratishthan lies in the noble thoughts of the founder for providing educational opportunities, especially to girls of the erstwhile Balewadi village, who remained deprived of even elementary education in the preceding years. Also, the Trust aims to produce highly efficient, competitive and potentially resourceful student community to meet the challenges and exploit opportunities in the new millennium. About The Trust unquenchable thirst to explore new horizons in education has led to diversify educational programmes and hence offering the widely demanded courses in Teaching – D.Ed, B.Ed, M.Ed and also Arts, Science and Commerce institute to name a few, making all institutions under its umbrella as centers of excellence.

Institutions under Shri Khanderai Pratishthan:

- **Dnyansagar Institute of Management & Research (MBA, MCA)**
- Dnyansagar Arts & Commerce College (B.com, BBA, BCA)
- SKP College of Education(D.Ed, B.Ed, M.Ed)
- SMTB School & Jr. College
- CM International School (CBSE Curriculum)



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B. What is gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether institute follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

1. An internal audit:

This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

2. An external audit:

This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated.

Similarly, a gender audit goes on to analyze how gender is mainstreamed into the implementation phase of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.




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Constitution of Gender Audit Committee:

Sr	Name	Designation
1	Dr. Sajid Alvi	Director
2	Dr. Manisha Jagtap	HOD, MBA
3	Mr. Akbar Sayyad	Committee Member
4	Ms. Nilam Naidu	Committee Member
5	Ms. Monali Deshmukh	Student
6	Mr. Aniket Suryawanshi	Student

C. Objectives of the Gender Audit Exercise:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the institute.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- A certified consultant to be invited to take care of personal development and confidence building among students.

Organizing programs to build confidence and instill leadership qualities in the girl students.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the institute.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.




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D. Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration

Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

The Political Will:

Means the initiatives in which the leadership within the institute at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the institute.

Technical Capacity:

Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability:

Mechanisms by which a institute determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture:

Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

1. Gender Wise Distribution of Staff

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views.



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An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided on the 2nd Floor.
- There are CCTV monitoring devices installed at different locations within the campus.
- There is a Women's Forum that conducts Gender Sensitization programmes regularly for the students.

Gender Balance within the Institution:

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the operating environment of DIMR. From the analysis, the team understood that the institute is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences.

Anti-ragging Committee and Internal Complaints Committee have been formed in the institute. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the Institute.



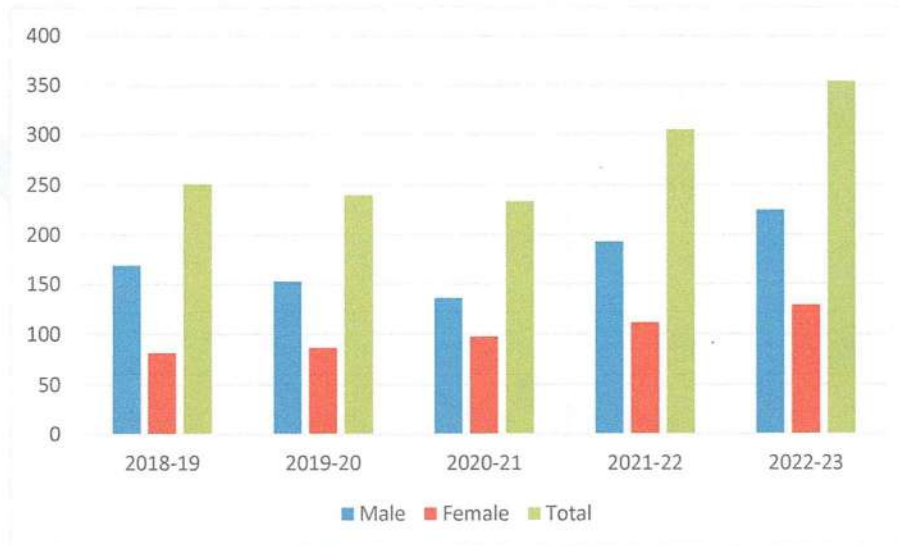
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Table 1.1: Gender wise Details of Students in the institute

Sr	Year	Male	Female	Total	%M	%F
1	2018-19	169	82	251	67.33	32.67
2	2019-20	153	87	240	63.75	36.25
3	2020-21	136	98	234	58.12	41.88
4	2021-22	193	112	305	63.28	36.72
5	2022-23	225	129	354	63.56	36.44

Graphical Representation:



There is a clear upward trend in total student enrollment over the years. The total number of students increased from 251 in 2018-19 to 354 in 2022-23. Male enrollment has fluctuated but overall increased from 169 in 2018-19 to 225 in 2022-23. **Female enrollment has steadily increased from 82 in 2018-19 to 129 in 2022-23.** There is a positive trend towards gender balance, with the proportion of female students increasing each year.




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Table 1.2: Gender wise Details of Teaching Faculties in the institute

Sr	Year	Male	Female	Total	%M	%F
1	2018-19	10	14	24	40.00	60.00
2	2019-20	9	12	21	42.86	57.14
3	2020-21	10	10	20	52.63	47.37
4	2021-22	12	9	21	57.14	42.86
5	2022-23	10	13	23	43.48	56.52

Graphical Representation:



The table on gender wise details of total teaching faculty in the Institute provides the information and growth of teaching faculty in the last five years. In 2018-19, 2019-20 and 2022-23 there were more female faculties compared to males.



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Gender Sensitization Initiatives:

By forming various committees like Anti-ragging Committee, Internal Complaint Committee, and Internal Grievance Cell; at the same time providing adequate facilities to girls, gender equality is kept upright in the institute.

The following initiatives have been undertaken by the Institute for the convenience of girl students:

- **Ladies Common Room:**

There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.

- **Girls Washroom:**

Girls' washrooms are situated at two different places in the institute with ample water supply and proper maintenance.

- **Sanitary Napkin Bin & Disposal Facility:**

Sanitary Napkin Bin & Disposal Facility provided in each girls washrooms.

- **Drinking Water:**

Water coolers and water purifiers have been provided for boys and girls in the Institute campus.

- **CCTV cameras:**

CCTV cameras deployed at various places.

- **Women Helpline Number:**

24*7 Women Helpline Number: 7722027999



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The institute has established a number of committees to aid girl students and ladies staff. These committees include:

Anti-Ragging Committee:

As the institute forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the institute has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. No event of ragging reported.

Sr. No.	Name of the Committee Member	Representation
1	Dr. Sajid Alvi	Director
2	Dr. Manisha Jagtap	HOD
3	Mr. Ananda Kamble	Police Administration Representative
4	Ms Vaishali Patkar	NGO Representative
5	Mr. Babasaheb Tare	Media Representative
6	Mr. G D Inamdar	Civil Administration Representative
7	Prof. Sameer Patil	Teacher Representative
8	Prof. Ujjval More	Teacher Representative
9	Mr. Sundar Pachkudave	Non-Teaching Representative
10	Mr. Govind Survase	Student Representative
11	Ms. Shraddha Naik	Student Representative
12	Mrs. Meghna Pawar	Parent Representative
13	Mrs. Surekha Dubey	Parent Representative




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Internal Complaint Committee:

The Institute has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-**Prohibition, Prevention and Redress**. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings. No complaints received since establishment.

Sr. No.	Designation	Name of the Committee Member	Representation
1	Presiding Officer	Dr. Manisha Jagtap	HOD
2	Member	Prof. Sameer Patil	Teacher Representative
3	Member	Prof. Priyanka Shinde	Teacher Representative
4	Member	Mr. Akbar Sayyad	Non-Teaching Representative
5	Member	Mr. Sundar Pachkudave	Non-Teaching Representative
6	Member	Mr. Abhishek Dhawale	Student Representative
7	Member	Ms. Ashwini Damodar	Student Representative
8	Member	Ms. Sayali Kiwale	Student Representative





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Grievance Redressal Committee:

The students are the main stakeholders of the institute. Student growth and development is the top priority of the institute. If the student has any grievance, it is taken up seriously by the concerned authorities. The institute has evolved a system of grievance redressal of the students. The Grievance Redressal Committee is constituted at the institute level to deal with the grievances of the students.

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Adv Saidappa Mashelkar	Local Society	Member
4	Prof. Sameer Patil	Teacher Representative	Member
5	Prof. Ujval More	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Deepak Vishwakarma	Student Representative	Member
8	Ms. Shruti Dubey	Student Representative	Member




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Institute has organised various programs for the promotion of gender equity; such as:

1. **Street Play on equality on 4th January 2022**
2. **Self Defense Program on 22nd March 2019**
3. **Mensuration hygiene management on 2^{ns} March 2022**
4. **Women's Day Celebrations**
5. **Embrace Equity on 11th March 2023**
6. **Street Play on Social Issues on 27th January 2019**
7. **Free Health Check-up camp on 24th August 2018**
8. **International Yoga Day on 19 June 2019**
9. **International Yoga Day on 19 June 2021**
10. **International Yoga Day on 19 June 2022**
11. **Social Awareness Program**



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Conclusion:

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC). The institute constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The institute not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect.



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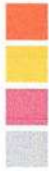
**Facilities for the women on the
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7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Supporting Documents

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Common room for girls



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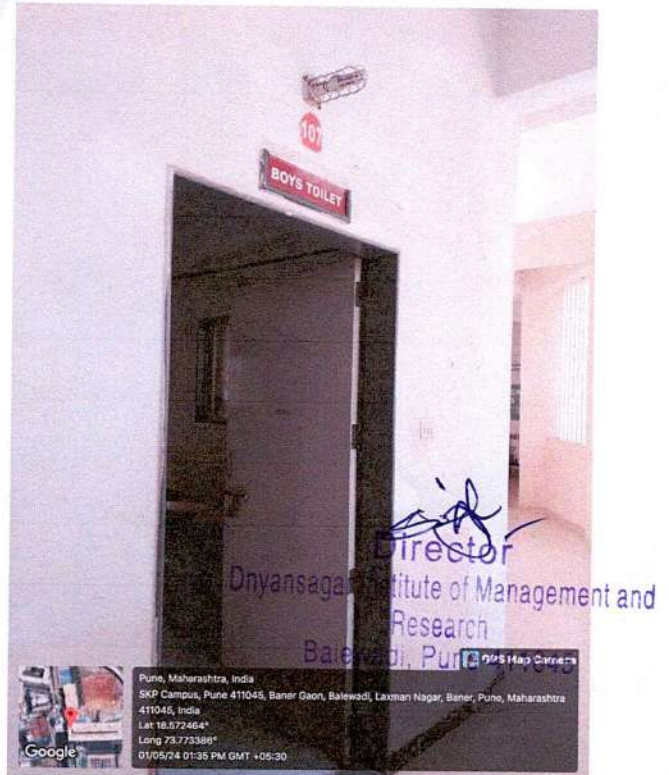
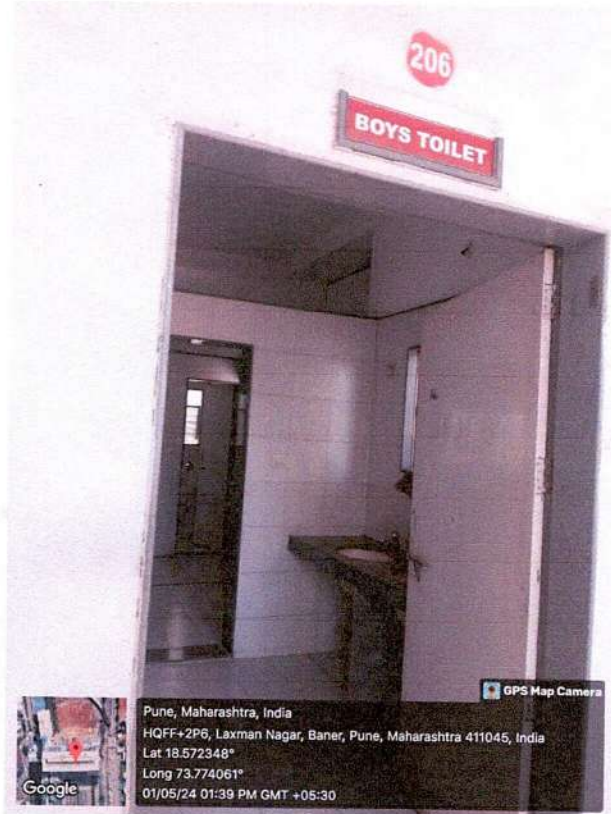


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Separate washrooms for girls and boys



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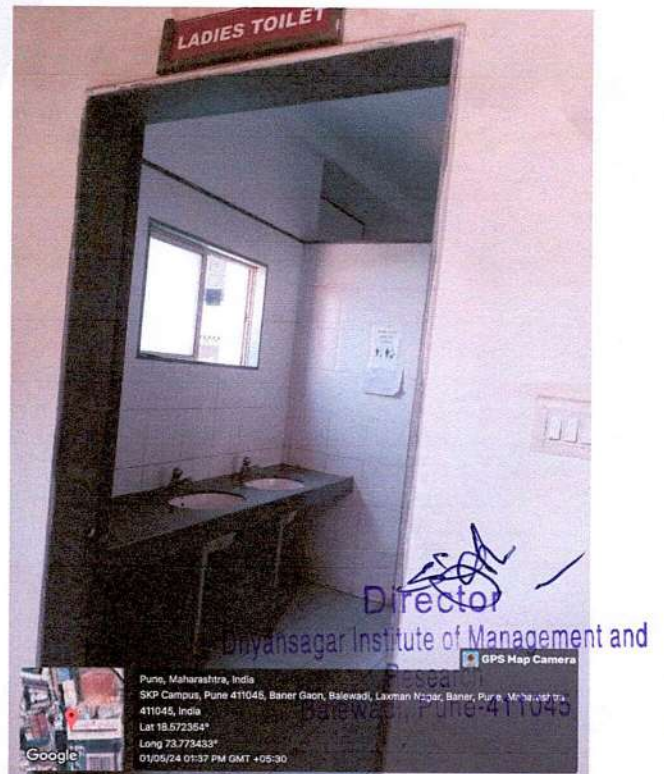


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Sanitary Napkin Bin & Disposal Facility:



Padcare Bin



Disposal



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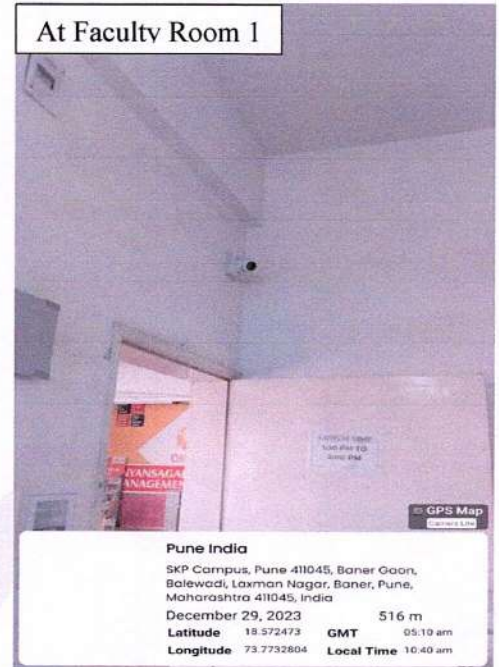


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CCTV Cameras at various prominent places:



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(Approved by AICTE, New Delhi, Recognized By Govt. of Maharashtra, Affiliated to S. P. Pune University)
(AISHE Code : C - 41293, PUN Code - IMMP014030)



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045

SKP Campus, Baner, Balewadi, Pune - 411 045 INDIA
7767800401 - 10 director@dimr.edu.in www.dimr.edu.in





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Director
Dnyansagar Institute of Management and
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Balewadi, Pune-411045





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24*7 Women Helpline Number displayed on website:

Address

DIMR College of MBA,
SKP Campus, Baner-Balewadi,
Pune - 411045
+91-7767800401-10
info@dimr.edu.in
Working Days/Hours: Mon - Sat / 9:30 AM - 7:30 PM

24*7 Women Helpline Number

+91-7722027999

General Enquiry or Apply

How to Reach DIMR.



Director
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Security staff includes both male and female members



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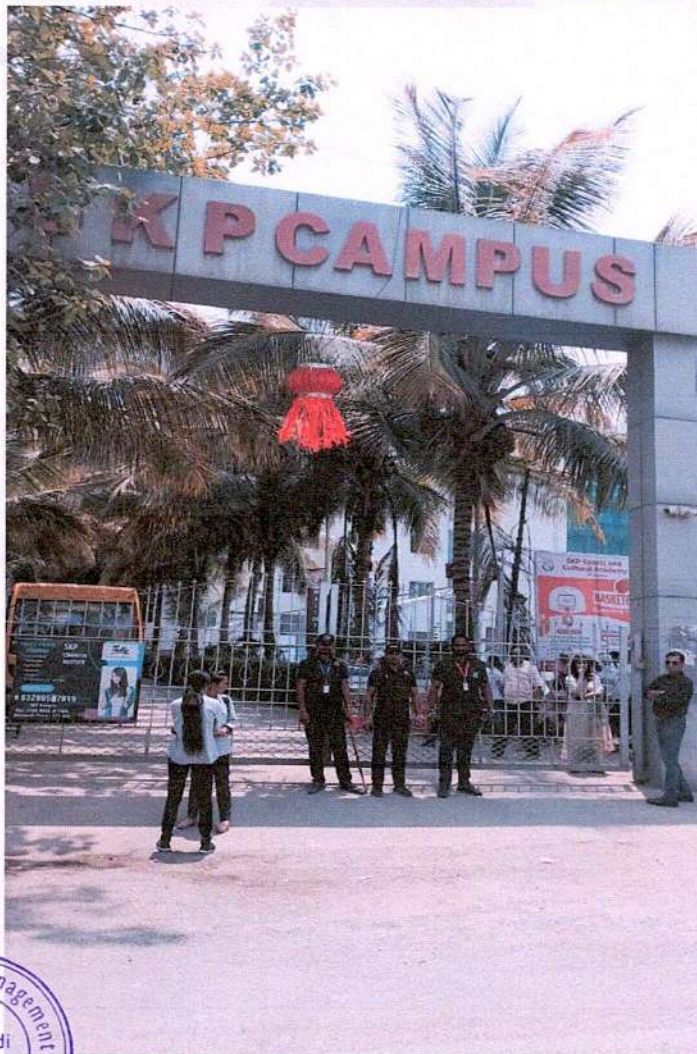


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Security at Main Gate



[Signature]
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Dnyansagar Institute of Management and
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INTERNAL COMMITTEE (IC) DETAILS

As per section 4 AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June, 2016

Sr. No.	Designation	Name of the Committee Member	Mobile Number
1	Presiding Officer	Dr. Manisha Jagtap	7767800402
2	Representative of Faculty Member	Dr. Sajid Alvi	7767800411
3		Ms. Nilam Naidu	7767800406
4	Representative of Non-Teaching Staff	Mr. Akbar Sayyad	7767800415
5		Mr. Sunil Kamble	9112609837
6	Representative of Students	Mr. Tushar Nagnath Adhore	9834952736
7		Mr. Shyam Santosh Thosar	7410121349
8		Ms. Nisha Diliprao Shinde	8317273712
9	External Member	Ms. Vaishali Patkar	9823235331



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Dnyansagar Institute of Management and
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Establishment of Anti Ragging Committee (As per All India Council for Technical Education notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions Vide No.37-3/Legal/AICTE/2009 dated 01.07.2009)

Sr. No.	Name of the Committee Member	Associated with	Appointment Order Reference Number	Date of Appointment	Mobile Number	e-mail address
1	Dr. Sajid Alvi	DIMR	DIMR/2012-13/288-A	24/8/2012	9823355284	sajidalvi1@gmail.com
2	MR. S K Sakhare	Police Administration	DIMR/2012-13/288-A	24/8/2012	8888259911	skskhare@gmail.com
3	Mr. G D Inamdar	Civil Administration	DIMR/2012-13/288-A	24/8/2012	9823624558	gdinamdar20@gmail.com
4	Mr Nadeem Inamdar	Local Media	DIMR/2012-13/288-A	24/8/2012	9881098036	nadeeminamdar1@gmail.com
5	Ms. Vaishali Patkar	NGO	DIMR/2017-18/274-B	23/1/2018	9823235331	vpshali25@gmail.com
6	Dr. Manisha Jagtap	DIMR	DIMR/2012-13/288-A	24/8/2012	9823030880	jagtapmanisha6@gmail.com
7	Mr Ujjval More	DIMR	DIMR/2012-23	1/12/2022	7767800403	ujjvalmore@dimr.edu.in
8	Ms. Shrawani Parse	DIMR	DIMR/2021-22	3/1/2022	7767800404	shrawaniparse@dimr.edu.in
9	Ms Nilam Naidu	DIMR	DIMR/2022-23	1/12/2022	7767800406	nilamnaidu@dimr.edu.in
10	Mr. Sundar Pachkudave	DIMR	DIMR/2020-21	1/3/2021	9970767257	sundarpachkudave@dimr.edu.in
11	Mr. Akbar Sayyad	DIMR	DIMR/2016-17/119-E	7/9/2016	7767800415	akbarsayyad@dimr.edu.in
12	Ms. Sanmati Suresh Ghorpade	Student	DIMR/2021-22	10/1/2022	9890692867	sanmati8049@gmail.com
13	Ms. Sonali Netaji Bhise	Student	DIMR/2021-22	10/1/2022	7447680717	sonali.bhise000@gmail.com
14	Mr. Suresh Tukaram Ghorpade	Parent	DIMR/2021-22	10/1/2022	9890692867	sureshtghorpade@gmail.com
15	Mr. Netaji Digambar Bhise	Parents	DIMR/2022-23	10/1/2022	9096523891	netajibhise12@gmail.com



(Handwritten signature)

Principal
Dnyansagar Institute of Management & Research
Balewadi, Pune - 411 045

& SKP Campus, Baner, Balewadi, Pune - 411 045 INDIA
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Grievance Redressal Committee:

The students are the main stakeholders of the institute. Student growth and development is the top priority of the institute. If the student has any grievance, it is taken up seriously by the concerned authorities. The institute has evolved a system of grievance redressal of the students. The Grievance Redressal Committee is constituted at the institute level to deal with the grievances of the students.

Composition of the Grievance Redressal Committee 2022-23

Sr. No.	NAME	Institute Designation	Committee Designation
1	Dr. Sajid Alvi	Director	Chairman
2	Prof. Manisha Jagtap	Associate Professor	Member
3	Prof. Vishal Nicholas	Assistant Professor	Member
4	Prof. Shamali Joshi	Assistant Professor	Member
5	Prof. Iftekhar Khan	Assistant Professor	Member Secretary




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

**Memorandum of Understanding ("MOU")
Between
Dnyansagar Institute of Management and Research
And
Jay Bhavani Security Services**

This Memorandum of Understanding ("MOU") is entered into on **15 March 2018** between **Dnyansagar Institute of Management and Research**, located at SKP Campus, Baner-Balewadi, Pune – 411045, hereinafter referred to as "DIMR", and **Jay Bhavani Security Services**, located at Thorave Vishwa, B/502, Near Comfort Zone, Balewadi, Pune-45 hereinafter referred to as "Jay Bhavani Security Services".

Purpose

The purpose of this MOU is to establish the terms and conditions under which Jay Bhavani Security Services will provide security guard services to DIMR.

Scope of Services:

Jay Bhavani Security Services agrees to provide **24*7** security guard services to DIMR, as follows:

- ✓ Security guards shall be stationed at designated locations within DIMR Institute's premises round the clock.
- ✓ Security guards shall monitor and patrol the premises continuously to ensure the safety and security of personnel and property.
- ✓ Security guards shall enforce security protocols and procedures as specified by DIMR.
- ✓ Security guards shall respond promptly to any security incidents or emergencies that may arise, at any time of the day or night.
- ✓ Whenever needed, Jay Bhavani Security Services shall provide female security guards to fulfill the security duties, ensuring appropriate gender representation and sensitivity to specific security requirements.

Duration

This MOU shall commence on **1st April 2018** and remain in effect for a period of **5 years**. Either party may terminate this agreement with **30 days** written notice to the other party.



[Signature]
Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

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Payment

DIMR Institute agrees to pay Jay Bhavani Security Services the agreed-upon fee for the provision of security guard services, Rs. 10000/- per person.

Confidentiality

Both parties agree to maintain the confidentiality of any proprietary or sensitive information disclosed during the course of this agreement.

Indemnification

Each party agrees to indemnify and hold harmless the other party, its officers, agents, and employees, from any claims, damages, or liabilities arising out of or related to the performance of this agreement.

Amendments

Any amendments or modifications to this MOU must be made in writing and signed by both parties.


Dnyansagar Institute of Management and Research


Signature:

Name: Dr. Sajid Alvi
Title: Director, DIMR
Date: 15th March 2018

Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Jay Bhavani Security Services

Signature: 

Name: Ram Niranjn Pande
Title: Director
Date: 15th March 2018





Director
Dnyansagar Institute of Management and
Research
SKP Campus, Baner, Balewadi, Pune-411 045 INDIA
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Balewadi, Pune-411045

Memorandum of Understanding ("MOU")
Between
Dnyansagar Institute of Management and Research
And
PS Group

This Memorandum of Understanding ("MOU") is entered into on **15 January 2023** between **Dnyansagar Institute of Management and Research**, located at SKP Campus, Baner-Balewadi, Pune – 411045, hereinafter referred to as "DIMR", and **PS Group**, located at Sr. No. 184/2/2/2, Sutarwadi, Sus Road, Pashan, Pune. 411021. hereinafter referred to as " PS Group".

Purpose

The purpose of this MOU is to establish the terms and conditions under which PS Group will provide security guard services to DIMR.

Scope of Services:

PS Group agrees to provide **24*7** security guard services to DIMR, as follows:

- ✓ Security guards shall be stationed at designated locations within DIMR Institute's premises round the clock.
- ✓ Security guards shall monitor and patrol the premises continuously to ensure the safety and security of personnel and property.
- ✓ Security guards shall enforce security protocols and procedures as specified by DIMR.
- ✓ Security guards shall respond promptly to any security incidents or emergencies that may arise, at any time of the day or night.
- ✓ Whenever needed, PS Group shall provide female security guards to fulfill the security duties, ensuring appropriate gender representation and sensitivity to specific security requirements.

Duration

This MOU shall commence on **1st February 2023** and remain in effect for a period of **1 year**. Either party may terminate this agreement with **30 days** written notice to the other party.



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(AISHE Code : C - 41293, PUN Code - IMMP014030)



Payment

DIMR Institute agrees to pay PS Group the agreed-upon fee for the provision of security guard services, Rs. 13000/- per person.

Confidentiality

Both parties agree to maintain the confidentiality of any proprietary or sensitive information disclosed during the course of this agreement.

Indemnification

Each party agrees to indemnify and hold harmless the other party, its officers, agents, and employees, from any claims, damages, or liabilities arising out of or related to the performance of this agreement.

Amendments

Any amendments or modifications to this MOU must be made in writing and signed by both parties.

Dnyansagar Institute of Management and Research

Signature:

Name: Dr. Sajid Alvi
Title: Director, DIMR
Date: 15th January 2023

PS Group

Signature:

Name: Pawan Kumar Singh
Title: Director
Date: 15th January 2023

Director
Dnyansagar Institute of Management and
Research
Banerwadi, Pune-411045



**Memorandum of Understanding ("MOU")
Between
Dnyansagar Institute of Management and Research
And
Jay Bhavani Security Services**

This Memorandum of Understanding ("MOU") is entered into on **20th January 2024** between **Dnyansagar Institute of Management and Research**, located at SKP Campus, Baner-Balewadi, Pune – 411045, hereinafter referred to as "DIMR", and **Jay Bhavani Security Services**, located at Thorave Vishwa, B/502, Near Comfort Zone, Balewadi, Pune-45 hereinafter referred to as "Jay Bhavani Security Services".

Purpose

The purpose of this MOU is to establish the terms and conditions under which Jay Bhavani Security Services will provide security guard services to DIMR.

Scope of Services:

Jay Bhavani Security Services agrees to provide **24*7** security guard services to DIMR, as follows:

- ✓ Security guards shall be stationed at designated locations within DIMR Institute's premises round the clock.
- ✓ Security guards shall monitor and patrol the premises continuously to ensure the safety and security of personnel and property.
- ✓ Security guards shall enforce security protocols and procedures as specified by DIMR.
- ✓ Security guards shall respond promptly to any security incidents or emergencies that may arise, at any time of the day or night.
- ✓ Whenever needed, Jay Bhavani Security Services shall provide female security guards to fulfill the security duties, ensuring appropriate gender representation and sensitivity to specific security requirements.

Duration

This MOU shall commence on **16st February 2024** and remain in effect for a period of **5 years**. Either party may terminate this agreement with **30 days** written notice to the other party.



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

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Payment

DIMR Institute agrees to pay Jay Bhavani Security Services the agreed-upon fee for the provision of security guard services, Rs. 14000/- per person and further increments as per mutual understanding.

Confidentiality

Both parties agree to maintain the confidentiality of any proprietary or sensitive information disclosed during the course of this agreement.

Indemnification

Each party agrees to indemnify and hold harmless the other party, its officers, agents, and employees, from any claims, damages, or liabilities arising out of or related to the performance of this agreement.

Amendments

Any amendments or modifications to this MOU must be made in writing and signed by both parties.

Dnyansagar Institute of Management and Research


Signature: 

Name: Dr. Sajid Alvi
Title: Director, DIMR
Date: 20th January 2024

Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



Jay Bhavani Security Services

Signature: 

Name: Ram Niranjana Pande
Title: Director
Date: 20th January 2024



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



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Committees




Director
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7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Supporting Documents [Committees]

Index

Sr.No	Particulars
1	Internal Complaint Committee
2	Anti-Ragging Committee
3	Grievance Redressal Committee




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**Internal Complaint
Committee**



**Committee &
Minutes of Meeting**



2022-23



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Balewadi, Pune-411045

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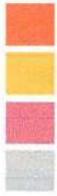
Internal Complaint Committee 2022-2023

As per section 4 AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June, 2016

Sr. No.	Designation	Name of the Committee Member	Representation	Mobile Number
1	Presiding Officer	Dr. Manisha Jagtap	HOD	7767800402
2	Member	Prof. Sameer Patil	Teacher Representative	9561062764
3	Member	Prof. Priyanka Shinde	Teacher Representative	8275030285
4	Member	Mr. Akbar Sayyad	Non-Teaching Representative	9730840584
5	Member	Mr. Sundar Pachkudave	Non-Teaching Representative	9970767257
6	Member	Mr. Abhishek Dhawale	Student Representative	9028872404
7	Member	Ms. Ashwini Damodar	Student Representative	9511690993
8	Member	Ms. Sayali Kiwale	Student Representative	9607311033




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Internal Complaint Committee 2022-2023

MINUTES OF MEETING

Date 19th Nov. 2022
Venue Board Room
Time 15.00 HRS
Subject of Meeting Internal Complaint Committee
Presiding Officer Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

Sr. No.	Agenda	Points raised/suggested
1	Review of previous meeting agenda and action taken Discuss incident if any.	Prof. Priyanka Shinde, welcomed all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC.
2	Discuss incident if any.	Prof. Priyanka Shinde discussed about aging incident if any happen in institute premises.
3	Measures to be taken.	There was no grievance noted by any of the member of ICC in the institute. It was decided to conduct programs and activities about gender equity and gender sensitization.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Priyanka Shinde

Dr. Manisha Jagtap
Presiding Officer



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Director

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Internal Complaint Committee 2022-2023

MINUTES OF MEETING

Date 15th Apr. 2023
Venue Board Room
Time 15.00 HRS
Subject of Meeting Internal Complaint Committee
Presiding Officer Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

Sr. No.	Agenda	Points raised/suggested
1	Review of previous meeting agenda and action taken Discuss incident if any.	Prof. Sameer Patil greeted each member and expressed gratitude for their assistance and insightful recommendations that helped the ICC run smoothly over the previous academic year.
2	Discuss incident if any.	Prof. Sameer Patil talked about the possibility of an aging incident occurring on the institute's grounds.
3	Measures to be taken	There was no grievance noted by any of the member of ICC in the institute. It was decided to conduct programs and activities about gender equity and gender sensitization.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Sameer Patil

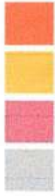
Dr. Manisha Jagtap
Presiding Officer



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**Annual Report for
Internal Complaint Committee 2022-2023**

Sr. No.	Designation	Name of the Committee Member	Representation
1	Presiding Officer	Dr. Manisha Jagtap	HOD
2	Member	Prof. Sameer Patil	Teacher Representative
3	Member	Prof. Priyanka Shinde	Teacher Representative
4	Member	Mr. Akbar Sayyad	Non-Teaching Representative
5	Member	Mr. Sundar Pachkudave	Non-Teaching Representative
6	Member	Mr. Abhishek Dhawale	Student Representative
7	Member	Ms. Ashwini Damodar	Student Representative
8	Member	Ms. Sayali Kiwale	Student Representative

Report:

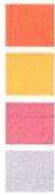
- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 19th November 2022 and second on 15th April 2023.
- 2) No complaints were reported to the committee.



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**Internal Complaint
Committee**



**Committee &
Minutes of Meeting**



2021-2022




Director
Dnyansagar Institute of Management and
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Balewadi, Pune-411045

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Internal Complaint Committee 2021-2022

As per section 4 AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June, 2016

Sr. No.	Designation	Name of the Committee Member	Representation	Mobile Number
1	Presiding Officer	Dr. Manisha Jagtap	HOD	7767800402
2	Member	Prof. Sameer Patil	Teacher Representative	9561062764
3	Member	Prof. Priyanka Shinde	Teacher Representative	8275030285
4	Member	Mr. Akbar Sayyad	Non-Teaching Representative	9730840584
5	Member	Mr. Sundar Pachkudave	Non-Teaching Representative	9970767257
6	Member	Ms. Sonali Pendor	Student Representative	8208087779
7	Member	Ms. Sayali Kiwale	Student Representative	9607311033
8	Member	Mr. Ganesh Reddy	Student Representative	9096909658



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Internal Complaint Committee 2021-2022

MINUTES OF MEETING

Date	16 th September 2021
Venue	Board Room
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Presiding Officer	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

1. Prof. Priyanka Shinde welcomed to all the committee members. Prof. Priyanka Shinde, gave brief introduction about ICC committee Process.
2. Prof. Sameer Patil, explained the consequences of ragging suggested to keep awareness program for all the students and institutes.
3. Members discussed about the provisions about Sexual Harassment of women at workplace.
4. The members express that there were no cases of complaints against sexual harassment in the institute and there was healthy relationship among boys and girls of institute without any gender disparity.
5. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Priyanka Shinde

Dr. Manisha Jagtap
Presiding Officer



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Internal Complaint Committee 2021-2022

MINUTES OF MEETING

Date	05 th March. 2022
Venue	Board Room
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Presiding Officer	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

1. Greetings to all members of the committee from Prof. Sameer Patil. Prof. Sameer Patil provided an overview of the ICC committee procedure.
2. Prof. Priyanka Shinde outlined the negative effects of sexual harassment and recommended that all students and institutions continue the awareness campaign.
3. Participants talked on the laws pertaining to sexual harassment of women in the workplace.
4. The members state that there have been no complaints of sexual harassment at the institute.
5. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Sameer Patil

**Dr. Manisha Jagtap
Presiding Officer**



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Manisha Jagtap
Director

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**Annual Report for
Internal Complaint Committee 2021-2022**

Sr. No.	Designation	Name of the Committee Member	Representation
1	Presiding Officer	Dr. Manisha Jagtap	HOD
2	Member	Prof. Sameer Patil	Teacher Representative
3	Member	Prof. Priyanka Shinde	Teacher Representative
4	Member	Mr. Akbar Sayyad	Non-Teaching Representative
5	Member	Mr. Sundar Pachkudave	Non-Teaching Representative
6	Member	Ms. Sonali Pendor	Student Representative
7	Member	Ms. Sayali Kiwale	Student Representative
8	Member	Mr. Ganesh Reddy	Student Representative

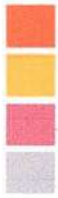
Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 16th September 2021 and second on 05th March 2022.
- 2) No complaints were reported to the committee.



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**Internal Complaint
Committee**



**Committee &
Minutes of Meeting**



2020-2021




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Internal Complaint Committee 2020-2021

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Sr. No.	Designation	Name of the Committee Member	Representation	Mobile Number
1	Presiding Officer	Dr. Manisha Jagtap	HOD	7767800402
2	Member	Prof. Sameer Patil	Teacher Representative	9561062764
3	Member	Prof. Kavita Pareek	Teacher Representative	9560160676
4	Member	Mr. Atul Jadhav	Non-Teaching Representative	8624080013
5	Member	Mr. Sunil Kamble	Non-Teaching Representative	8263852687
6	Member	Ms. Shweta Dung Dung	Student Representative	9861375103
7	Member	Ms. Tayyaba Shaikh	Student Representative	7057346275
8	Member	Mr. Ravindra Jade	Student Representative	9561732922





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Internal Complaint Committee 2020-2021

MINUTES OF MEETING

Date	12th September 2020
Source	Google Meet (Online)
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Chair person	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap.

1. To Introduce the Internal Complaint Committee process Prof. Sameer Patil welcomed med to all the committee members. Prof. Sameer Patil, gave brief introduction about ICC committee and its rules and regulations.
2. As per the government rule online anti-ragging affidavit to be filled in by students with undertaking.
3. Members expressed that there were no cases of complaints against sexual harassment in the institute.
4. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Sameer Patil

**Dr. Manisha Jagtap
Presiding Officer**



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Internal Complaint Committee 2020-2021

MINUTES OF MEETING

Date	06th March 2021
Source	Google Meet (Online)
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Chair person	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap.

1. Defining the Internal Complaint Committee's process Prof. Kavita Pareek greeted each committee member with a medical greeting. Prof. Kavita Pareek gave a brief summary of the recommendations made by the ICC committee.
2. Introduce committees to the pupils. Speaking about the detrimental impacts of sexual harassment and the complaints regarding its impact on educational institutions and all students, Prof. Sameer Patil provided an explanation.
3. As per the government rule online anti-ragging affidavit to be filled in by students with undertaking. No incident of ragging reported.
4. No cases of complaints against sexual harassment found in the institute.
5. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Kavita Pareek

**Dr. Manisha Jagtap
Presiding Officer**



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**Annual Report For
Internal Complaint Committee 2020-2021**

Sr. No.	Designation	Name of the Committee Member	Representation
1	Presiding Officer	Dr. Manisha Jagtap	HOD
2	Member	Prof. Sameer Patil	Teacher Representative
3	Member	Prof. Kavita Pareek	Teacher Representative
4	Member	Mr. Atul Jadhav	Non-Teaching Representative
5	Member	Mr. Sunil Kamble	Non-Teaching Representative
6	Member	Ms. Shweta Dung Dung	Student Representative
7	Member	Ms. Tayyaba Shaikh	Student Representative
8	Member	Mr. Ravindra Jade	Student Representative

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 12th September 2020 and second on 06th March 2021.
- 2) No complaints were reported to the committee.



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**Internal Complaint
Committee**



**Committee &
Minutes of Meeting**



2019-2020



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Internal Complaint Committee 2019-2020

As per section 4 AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June, 2016

Sr. No.	Designation	Name of the Committee Member	Representation	Mobile Number
1	Presiding Officer	Dr. Manisha Jagtap	HOD	7767800402
2	Member	Dr. Shriram Shimpi	Teacher Representative	9850524489
3	Member	Prof. Kavita Pareek	Teacher Representative	9560160676
4	Member	Mr. Uday Bute	Non-Teaching Representative	8888126638
5	Member	Mr. Sunil Kamble	Non-Teaching Representative	8263852687
6	Member	Ms. Mohini Gadawe	Student Representative	8788629968
7	Member	Ms. Shweta Dung Dung	Student Representative	9861375103
8	Member	Mr. Kushal Patil	Student Representative	9923193437



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Internal Complaint Committee 2019-2020

MINUTES OF MEETING

Date	29th August 2019
Venue	Board Room
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Presiding Officer	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

1. To Introduce the ICC committee process Prof. Kavita Pareek welcomed to all the committee members. Prof. Kavita Pareek, gave brief introduction about ICC committee and its rules and regulations.
2. Members discussed about the provisions about Sexual Harassment of women at workplace.
3. Members expressed that there were no cases of complaints against sexual harassment in the institute.
4. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Kavita Pareek

**Dr. Manisha Jagtap
Presiding Officer**



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Internal Complaint Committee 2019-2020

MINUTES OF MEETING

Date	07th March 2020
Venue	Board Room
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Presiding Officer	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

1. To Introduce the ICC committee process Dr. Shriram Shimpi welcomed to all the committee members. Dr. Shriram Shimpi, gave brief introduction about ICC committee and its rules and regulations.
2. Members discussed about the provisions about Sexual Harassment of women at workplace.
3. Members expressed that there were no cases of complaints against sexual harassment in the institute.
4. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Shriram Shimpi

**Dr. Manisha Jagtap
Presiding Officer**



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Annual Report for
Internal Complaint Committee 2019-2020

Sr. No.	Designation	Name of the Committee Member	Representation
1	Presiding Officer	Dr. Manisha Jagtap	HOD
2	Member	Dr. Shriram Shimpi	Teacher Representative
3	Member	Prof. Kavita Pareek	Teacher Representative
4	Member	Mr. Uday Bute	Non-Teaching Representative
5	Member	Mr. Sunil Kamble	Non-Teaching Representative
6	Member	Ms. Mohini Gadawe	Student Representative
7	Member	Ms. Shweta Dung Dung	Student Representative
8	Member	Mr. Kushal Patil	Student Representative

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 29th August 2019 and second on 07th March 2020.
- 2) No complaints were reported to the committee.





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**Internal Complaint
Committee**



**Committee &
Minutes of Meeting**



2018-2019



[Signature]
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Internal Complaint Committee 2018-2019

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Sr. No.	Designation	Name of the Committee Member	Representation	Mobile Number
1	Presiding Officer	Dr. Manisha Jagtap	HOD	7767800402
2	Member	Dr. Shriram Shimpi	Teacher Representative	9850524489
3	Member	Prof. Kavita Pareek	Teacher Representative	9560160676
4	Member	Mr. Uday Bute	Non-Teaching Representative	8888126638
5	Member	Mr. Sunil Kamble	Non-Teaching Representative	8263852687
6	Member	Ms. Priyanka Gaikwad	Student Representative	8669156385
7	Member	Ms. Mohini Gadawe	Student Representative	8788629968
8	Member	Mr. Akil Shaikh	Student Representative	8380818794





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Internal Complaint Committee 2018-2019

MINUTES OF MEETING

Date	11th September 2018
Venue	Board Room
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Presiding Officer	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

1. Dr. Shriram Shimpi welcomed to all the committee members. Dr. Shriram Shimpi, gave brief introduction about ICC committee Process.
2. Members discussed about the provisions about Sexual Harassment of women at workplace.
3. The members express that there were no cases of complaints against sexual harassment in the institute and there was healthy relationship among boys and girls of institute without any gender disparity.
4. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Shriram Shimpi

**Dr. Manisha Jagtap
Presiding Officer**



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Internal Complaint Committee 2018-2019

MINUTES OF MEETING

Date	09th March 2019
Venue	Board Room
Time	15.00 HRS
Subject of Meeting	Internal Complaint Committee
Presiding Officer	Dr. Manisha Jagtap

Meeting started with the welcome and permission of the chair- Dr. Manisha Jagtap

1. Greetings to all members of the committee from Prof. Kavita Pareek provided an overview of the ICC committee procedure.
2. Participants talked on the laws pertaining to sexual harassment of women in the workplace.
3. The members state that there have been no complaints of sexual harassment at the institute.
4. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Kavita Pareek

**Dr. Manisha Jagtap
Presiding Officer**



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**Annual Report for
Internal Complaint Committee 2018-2019**

Sr. No.	Designation	Name of the Committee Member	Representation
1	Presiding Officer	Dr. Manisha Jagtap	HOD
2	Member	Dr. Shriram Shimpi	Teacher Representative
3	Member	Prof. Kavita Pareek	Teacher Representative
4	Member	Mr. Uday Bute	Non-Teaching Representative
5	Member	Mr. Sunil Kamble	Non-Teaching Representative
6	Member	Ms. Priyanka Gaikwad	Student Representative
7	Member	Ms. Mohini Gadawe	Student Representative
8	Member	Mr. Akil Shaikh	Student Representative

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 11th September 2018 and second on 09th March 2019.
- 2) No complaints were reported to the committee.



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**Anti Ragging
Committee**



**Committee &
Minutes of Meeting**



2022-2023




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Anti-Ragging Committee 2022-2023

Establishment of Anti-Ragging Committee (As per All India Council for Technical Education notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions Vide No.37-3/Legal/AICTE/2009 dated 01.07.2009)

Sr. No.	Name of the Committee Member	Representation	Mobile No
1	Dr. Sajid Alvi	Director	9823355284
2	Dr. Manisha Jagtap	HOD	7767800402
3	Mr. Ananda Kamble	Police Administration Representative	9881562972
4	Ms Vaishali Patkar	NGO Representative	9823235331
5	Mr. Babasaheb Tare	Media Representative	9762039100
6	Mr. G D Inamdar	Civil Administration Representative	9823624558
7	Prof. Sameer Patil	Teacher Representative	9561062764
8	Prof. Ujval More	Teacher Representative	9423497871
9	Mr. Sundar Pachkudave	Non-Teaching Representative	9970767257
10	Mr. Govind Survase	Student Representative	9527850619
11	Ms. Shraddha Naik	Student Representative	7499061644
12	Mrs. Meghna Pawar	Parent Representative	7588258819
13	Mrs. Surekha Dubey	Parent Representative	8888842695



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Anti-Ragging Committee 2022-2023

MINUTES OF MEETING

Date 12th Nov 2022
Venue Board Room
Time 14.00 HRS
Subject of Meeting Anti Ragging Committee
Chair person Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair-
Dr. Sajid Alvi

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Dr. Manisha Jagtap welcomed all the committee members. Prof. Ujval More, gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Sameer Patil, explained the consequences of ragging and its complaints how it is harmful to all the students and institutes.

- No ragging complaint received. However awareness campaign about ragging is the regular practice in the campus.
- Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Manisha Jagtap
Associate Professor, DIMR


Dr. Sajid Alvi
Director, DIMR



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Anti-Ragging Committee 2022-2023

MINUTES OF MEETING

Date 08th Apr 2023
Venue Board Room
Time 14.00 HRS
Subject of Meeting Anti-Ragging Committee
Chair person Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair-
Dr. Sajid Alvi

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Dr. Manisha Jagtap welcomed all the committee members. Prof. Sameer Patil, gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Ujjval More, explained the consequences of ragging and its complaints how it is harmful to all the students and institutes.

- No ragging complaint received.
- Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Manisha Jagtap

Associate Professor, DIMR

Dr. Sajid Alvi

Director, DIMR



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Dnyansagar Institute of Management and
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Balewadi, Pune-411045



**Annual Report for
Anti-Ragging Committee 2022-2023**

Sr. No.	Name of the Committee Member	Representation
1	Dr. Sajid Alvi	Director
2	Dr. Manisha Jagtap	HOD
3	Mr. Ananda Kamble	Police Administration Representative
4	Ms Vaishali Patkar	NGO Representative
5	Mr. Babasaheb Tare	Media Representative
6	Mr. G D Inamdar	Civil Administration Representative
7	Prof. Sameer Patil	Teacher Representative
8	Prof. Ujjval More	Teacher Representative
9	Mr. Sundar Pachkudave	Non-Teaching Representative
10	Mr. Govind Survase	Student Representative
11	Ms. Shraddha Naik	Student Representative
12	Mrs. Meghna Pawar	Parent Representative
13	Mrs. Surekha Dubey	Parent Representative

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 12th November 2022 and second on 08th April 2023.
- 2) No event of ragging was reported to the committee.
- 3) The students filled an online anti-ragging declaration form.



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(AISHE Code : C - 41293, PUN Code - IMMP014030)



**Anti Ragging
Committee**



**Committee &
Minutes of Meeting**



2021-22



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Anti-Ragging Committee 2021-2022

Establishment of Anti Ragging Committee (As per All India Council for Technical Education notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions Vide No.37-3/Legal/AICTE/2009 dated 01.07.2009)

Sr. No.	Name of the Committee Member	Representation	Mobile No
1	Dr. Sajid Alvi	Director	9823355284
2	Dr. Manisha Jagtap	HOD	7767800402
3	Mr. Ananda Kamble	Police Administration Representative	9881562972
4	Ms Vaishali Patkar	NGO Representative	9823235331
5	Mr. Nadeem Inamdar	Media Representative	9881098036
6	Mr. G D Inamdar	Civil Administration Representative	9823624558
7	Prof. Sameer Patil	Teacher Representative	9561062764
8	Prof. Nilambari Moholkar	Teacher Representative	8830623409
9	Mr. Sundar Pachkudave	Non-Teaching Representative	9970767257
10	Ms. Abhilasha Ulkhe	Student Representative	7378914198
11	Mr. Rutwik Umbarkar	Student Representative	7757972947
12	Mrs. Bharti Ghorpade	Parent Representative	9975569733
13	Mr. Dattaji Gaikwad	Parent Representative	8669156385





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Anti-Ragging Committee 2021-2022

MINUTES OF MEETING

Date 18th September 2021
Venue Board Room
Time 14.00 HRS
Subject of Meeting Anti Ragging Committee
Chair person Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Dr. Manisha Jagtap welcomed all the committee members. Prof. Nilambari Moholkar, gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Sameer Patil, explained the consequences of ragging and its complaints how it is harmful to all the students and institutes.

- No incident of ragging was reported.
- Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Manisha Jagtap
HOD, DIMR


Dr. Sajid Alvi
Director, DIMR



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Anti-Ragging Committee 2021-2022

MINUTES OF MEETING

Date 12th March 2022
Venue Board Room
Time 14.00 HRS
Subject of Meeting Anti-Ragging Committee
Chair person Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Dr. Manisha Jagtap welcomed med to all the committee members. Prof. Nilambari Moholkar introduced the Rules and Regulations of the ARC Committee in a short speech.
2	Guide the students about ARC	Prof. Sameer Patil, who spoke about the consequences of ragging and its complaints to all students and institutions explains how it is detrimental for everyone involved.

- No incident of ragging was reported in the institute.
- Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Manisha Jagtap
HOD, DIMR


Dr. Sajid Alvi
Director, DIMR



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**Annual Report for
Anti-Ragging Committee 2021-2022**

Sr. No.	Name of the Committee Member	Representation
1	Dr. Sajid Alvi	Director
2	Dr. Manisha Jagtap	HOD
3	Mr. Ananda Kamble	Police Administration Representative
4	Ms Vaishali Patkar	NGO Representative
5	Mr. Nadeem Inamdar	Media Representative
6	Mr. G D Inamdar	Civil Administration Representative
7	Prof. Sameer Patil	Teacher Representative
8	Prof. Nilambari Moholkar	Teacher Representative
9	Mr. Sundar Pachkudave	Non-Teaching Representative
10	Ms. Abhilasha Ulkhe	Student Representative
11	Mr. Rutwik Umbarkar	Student Representative
12	Mrs. Bharti Ghorpade	Parent Representative
13	Mr. Dattaji Gaikwad	Parent Representative

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 18th September, 2022 and second on 12th March 2022.
- 2) No event of ragging was reported to the committee.
- 3) The students filled an online anti ragging declaration form.



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**Anti Ragging
Committee**



**Committee &
Minutes of Meeting**



2020-2021




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Anti-Ragging Committee 2020-2021

Establishment of Anti Ragging Committee (As per All India Council for Technical Education notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions Vide No.37-3/Legal/AICTE/2009 dated 01.07.2009)

Sr. No.	Name of the Committee Member	Representation	Mobile No
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2	Dr. Manisha Jagtap	HOD	7767800402
3	Mr. Ananda Kamble	Police Administration Representative	9881562972
4	Ms Vaishali Patkar	NGO Representative	9823235331
5	Mr. Nadeem Inamdar	Media Representative	9881098036
6	Mr. G D Inamdar	Civil Administration Representative	9823624558
7	Prof. Sameer Patil	Teacher Representative	9561062764
8	Prof. Kavita Pareek	Teacher Representative	9560160676
9	Mr. Sunil Kamble	Non-Teaching Representative	8263852687
10	Mr. Sumit Patil	Student Representative	8888440006
11	Ms. Tayyaba Shaikh	Student Representative	7057346275
12	Mrs. Vaishali Kale	Parent Representative	7820963262
13	Mr. Madhukar Sabane	Parent Representative	8999889085



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Anti-Ragging Committee 2020-2021

MINUTES OF MEETING


Date	19th September 2020
Source	Google Meet (Online)
Time	14.00 HRS
Subject of Meeting	Anti Ragging Committee
Chair person	Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

1. To Introduce the Anti-Ragging committee process Dr. Manisha Jagtap welcomed all the committee members. Prof. Sameer Patil gave brief introduction about ARC committee and its rules and regulations.
2. Guide the students about Committee Prof. Kavita Pareek, explained the consequences of ragging and its complaints how it is harmful to all the students and institutes.
3. As per the government rule online anti ragging affidavit to be filled in by students with undertaking.
4. Student counselling cell is functioning in the institute. Mentoring of the students also followed in the institute.
5. Since all the classes were on online mode no complaints were raised during academic year 2020-2021.
6. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Manisha Jagtap
Associate Professor, DIMR


Dr. Sajid Alvi
Director, DIMR



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Anti-Ragging Committee 2020-2021

MINUTES OF MEETING


Date	13th March 2021
Source	Google Meet (Online)
Time	14.00 HRS
Subject of Meeting	Anti-Ragging Committee
Chair person	Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

1. To Present the Against Ragging committee prepare Dr. Manisha Jagtap invited med to all the committee individuals. Dr. Meena Sharma gave brief presentation almost ARC committee and its rules and directions.
2. Direct the understudies around Committee Dr. Meena Sharma, clarified the results of ragging and its complaints approximately how it is destructive to all the understudies and establishing.
3. As per the government rule online anti-ragging affidavit to be filled in by students with undertaking.
4. Student counselling cell is functioning in the institute. Mentoring of the students also followed in the institute.
5. Since all the classes were on online mode no complaints were raised during academic year 2020-2021.
6. Meeting was concluded with Vote of thanks to the chair.

Prepared by

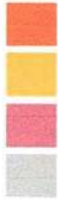
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Associate Professor, DIMR


Dr. Sajid Alvi
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**Annual Report for
Anti-Ragging Committee 2020-2021**

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1	Dr. Sajid Alvi	Director
2	Dr. Manisha Jagtap	HOD
3	Mr. Ananda Kamble	Police Administration Representative
4	Ms Vaishali Patkar	NGO Representative
5	Mr. Nadeem Inamdar	Media Representative
6	Mr. G D Inamdar	Civil Administration Representative
7	Prof. Sameer Patil	Teacher Representative
8	Prof. Kavita Pareek	Teacher Representative
9	Mr. Sunil Kamble	Non-Teaching Representative
10	Mr. Sumit Patil	Student Representative
11	Ms. Tayyaba Shaikh	Student Representative
12	Mrs. Vaishali Kale	Parent Representative
13	Mr. Madhukar Sabane	Parent Representative

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 19th September, 2020 and second on 13th March 2021.
- 2) No event of ragging was reported to the committee.
- 3) The students filled an online antiaging declaration form.



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**Anti Ragging
Committee**



**Committee &
Minutes of Meeting**



2019-2020



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Anti-Ragging Committee 2019-2020

Establishment of Anti Ragging Committee (As per All India Council for Technical Education notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions Vide No.37-3/Legal/AICTE/2009 dated 01.07.2009)

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3	Mr. Ananda Kamble	Police Administration Representative	9881562972
4	Ms Vaishali Patkar	NGO Representative	9823235331
5	Mr. Nadeem Inamdar	Media Representative	9881098036
6	Mr. G D Inamdar	Civil Administration Representative	9823624558
7	Prof. Sameer Patil	Teacher Representative	9561062764
8	Prof. Kavita Pareek	Teacher Representative	9560160676
9	Mr. Sunil Kamble	Non-Teaching Representative	8263852687
10	Ms. Bhagyashi Bhalerao	Student Representative	9637178994
11	Mr. Hitesh Zambre	Student Representative	9011752889
12	Mrs. Sunita Mantri	Parent Representative	9011441365
13	Mr. Pandarinath Unawane	Parent Representative	7038092800



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Anti-Ragging Committee 2019-2020

MINUTES OF MEETING


Date	31th August 2019
Source	Google Meet (Online)
Time	14.00 HRS
Subject of Meeting	Anti Ragging Committee
Chair person	Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

1. To Introduce the ARC committee process Dr. Manisha Jagtap welcomed all the committee members. Prof. Sameer Patil, gave brief introduction about ARC committee and its rules and regulations.
2. Prof. Kavita Pareek, explained the consequences of ragging and its complaints how it is harmful to all the students and institutes.
3. As per the government rule online anti ragging affidavit to be filled in by students with undertaking.
4. Student counselling cell is functioning in the institute. Mentoring of the students also followed in the institute.
5. Due to all these measures, no case of ragging was reported.
6. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Manisha Jagtap
Associate Professor, DIMR


Dr. Sajid Alvi
Director, DIMR



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Anti-Ragging Committee 2019-2020

MINUTES OF MEETING


Date	14th March 2020
Source	Google Meet (Online)
Time	14.00 HRS
Subject of Meeting	Anti-Ragging Committee
Chair person	Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

1. Introduction to the ARC Committee Process Manisha Jagtap welcomed all committee members. Prof. Kavita Pareek briefly introduced the ARC Committee and its rules and regulations.
2. Prof. Sameer Patil explained the implications of the ragging and about how it is harmful to all students and institutes.
3. As per the government rule online anti ragging affidavit to be filled in by students with undertaking.
4. Student counselling cell is functioning in the institute. Mentoring of the students also followed in the institute.
5. Due to all these measures, no case of ragging was reported.
6. Meeting was concluded with Vote of thanks to the chair.

Prepared by

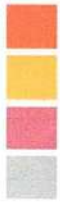
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**Annual Report for
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3	Mr. Ananda Kamble	Police Administration Representative
4	Ms Vaishali Patkar	NGO Representative
5	Mr. Nadeem Inamdar	Media Representative
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12	Mrs. Sunita Mantri	Parent Representative
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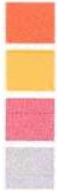
Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 31st August, 2019 and second on 14th March 2020.
- 2) No event of ragging reported to the committee.
- 3) Students filled online anti-raging declaration form.



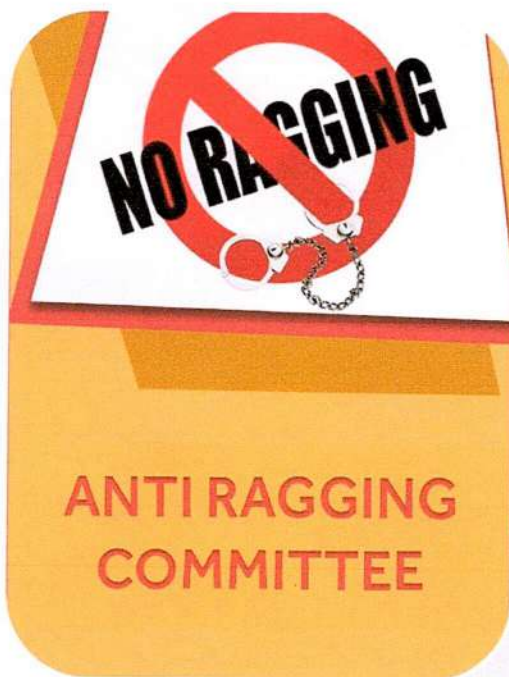
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**Anti Ragging
Committee**



**Committee &
Minutes of Meeting**



2018-2019




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Anti-Ragging Committee 2018-2019

Establishment of Anti Ragging Committee (As per All India Council for Technical Education notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions Vide No.37-3/Legal/AICTE/2009 dated 01.07.2009)

Sr. No.	Name of the Committee Member	Representation	Mobile No
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7	Prof. Sameer Patil	Teacher Representative	9561062764
8	Prof. Kavita Pareek	Teacher Representative	9560160676
9	Mr. Sunil Kamble	Non-Teaching Representative	8263852687
10	Mr. Diwakar Mishra	Student Representative	8793768130
11	Ms. Sharayu Raut	Student Representative	8554929505
12	Mrs. Unnati Bhalerao	Parent Representative	8830380156
13	Mr. Nemaram Patel	Parent Representative	9762379387



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Anti-Ragging Committee 2018-2019

MINUTES OF MEETING

Date	18th September 2018
Source	Board Room
Time	14.00 HRS
Subject of Meeting	Anti-Ragging Committee
Chair person	Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

1. To Introduce the ARC committee process Dr. Manisha Jagtap welcomed all the committee members. Prof. Kavita Pareek gave brief introduction about Anti-Ragging committee and its rules and regulations.
2. Further Prof. Sameer Patil explained the consequences the way keep Zero Raging in the campus.
3. As per the government rule online anti ragging affidavit to be filled in by students with undertaking.
4. Student counselling cell is functioning in the institute. Mentoring of the students also followed in the institute. Members decided to meet students quarterly.
5. No anti-ragging case has been found.
6. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Dr. Manisha Jagtap
Associate Professor, DIMR


Dr. Sajid Alvi
Director, DIMR



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Anti-Ragging Committee 2018-2019

MINUTES OF MEETING

Date	2nd March 2019
Source	Board Room
Time	14.00 HRS
Subject of Meeting	Anti-Ragging Committee
Chair person	Dr. Sajid Alvi

Meeting started with the welcome and permission of the chair- Dr. Sajid Alvi

1. Introduction to the ARC Committee Process Manisha Jagtap welcomed all committee members. Prof. Sameer Patil gave a brief presentation on the Anti-Ragging Committee and its rules and regulations.
2. Prof. Kavita Pareek explained the implications of using Zero Raging on campus.
3. As per the government rule online anti ragging affidavit to be filled in by students with undertaking.
4. A student counselling cell is functioning in the teaching hall. A student supervision at the institute also followed.
5. No anti-ragging case has been found.
6. Meeting was concluded with Vote of thanks to the chair.

Prepared by,

Dr. Manisha Jagtap
Associate Professor, DIMR


Dr. Sajid Alvi
Director, DIMR



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**Annual Report for
Anti-Ragging Committee 2018-2019**

Sr. No.	Name of the Committee Member	Representation
1	Dr. Sajid Alvi	Director
2	Dr. Manisha Jagtap	HOD
3	Mr. Ananda Kamble	Police Administration Representative
4	Ms Vaishali Patkar	NGO Representative
5	Mr. Nadeem Inamdar	Media Representative
6	Mr. G D Inamdar	Civil Administration Representative
7	Prof. Sameer Patil	Teacher Representative
8	Prof. Kavita Pareek	Teacher Representative
9	Mr. Sunil Kamble	Non-Teaching Representative
10	Mr. Diwakar Mishra	Student Representative
11	Ms. Sharayu Raut	Student Representative
12	Mrs. Unnati Bhalerao	Parent Representative
13	Mr. Nemaram Patel	Parent Representative

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on **18th September 2018** and second on **02nd March 2019**.
- 2) **No event of ragging reported.**
- 3) Students have filled online anti raging declaration form.



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**Grievance Redressal
Committee**



**Committee &
Minutes of Meeting**



2022-2023



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2022-2023

**Establishment of Students Grievance Redressal Committee (As per All India Council for
Technical Education (Redressal of Grievance of Students) Regulation, 2019 vide
F. No.1-101/PGRC/AICTE/Regulation/2019 dated 07.11.2019)**

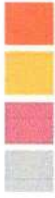
Sr. No.	NAME	Representation	Role	Mobile Number
1	Dr. Sajid Alvi	Director	Chairman	9823355284
2	Dr. Manisha Jagtap	HOD	Secretary	7767800402
3	Adv Saidappa Mashelkar	Local Society	Member	9422067393
4	Prof. Sameer Patil	Teacher Representative	Member	9561062764
5	Prof. Ujval More	Teacher Representative	Member	9423497871
6	Mr. Sunil Kamble	Non-Teaching Representative	Member	8263852687
7	Mr. Deepak Vishwakarma	Student Representative	Member	7264963740
8	Ms. Shruti Dubey	Student Representative	Member	7820949852



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2022-2023

Minutes of Meetings 2022-2023

A Students Grievance Redressal Meeting has been conducted to resolve the inconvenience faced by the students about the light in the classrooms.

Date: 08/10/2022

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Adv Saidappa Mashelkar	Local Society	Member
4	Prof. Ujval More	Teacher Representative	Member
5	Mr. Sunil Kamble	Non-Teaching Representative	Member
6	Mr. Deepak Vishwakarma	Student Representative	Member
7	Ms. Shruti Dubey	Student Representative	Member

- Prof. Ujval More read the grievances faced by the student Mr. Appa Udhan of MBA II year.
- It was decided that problems faced by the students regarding light in classroom should be resolved within 2 days. Maintenance supervisor has been also informed about the same.
- The meeting ended with vote of thanks of the chair.

**Director
Dr. Sajid Alvi**



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2022-2023

Minutes of Meetings 2022-2023

A Students Grievance Redressal Meeting has been conducted to resolve the inconvenience faced by the students about the fans in the classrooms.

Date: 22/04/2023

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Adv Saidappa Mashelkar	Local Society	Member
4	Prof. Sameer Patil	Teacher Representative	Member
5	Prof. Ujval More	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Deepak Vishwakarma	Student Representative	Member
8	Ms. Shruti Dubey	Student Representative	Member

- Prof. Ujval More read the grievances faced by the student Ms. Monali Deshmukh of MBA I year.
- It was decided that problems faced by the students regarding fans should be resolved within 2 days. Maintenance supervisor has been also informed about the same.
- The meeting ended with vote of thanks of the chair.




Director
Dr. Sajid Alvi



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Annual Report For

STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2022-2023

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Adv Saidappa Mashelkar	Local Society	Member
4	Prof. Sameer Patil	Teacher Representative	Member
5	Prof. Ujjval More	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Deepak Vishwakarma	Student Representative	Member
8	Ms. Shruti Dubey	Student Representative	Member

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 8th October 2022 and second on 22nd April 2023.
- 2) Two complaints were reported to the committee and resolved within time.



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**Grievance Redressal
Committee**



**Committee &
Minutes of Meeting**



2021-2022




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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2021-2022

**Establishment of Students Grievance Redressal Committee (As per All India Council for
Technical Education (Redressal of Grievance of Students) Regulation, 2019 vide
F. No.1-101/PGRC/AICTE/Regulation/2019 dated 07.11.2019)**

Sr. No.	NAME	Representation	Role	Mobile Number
1	Dr. Sajid Alvi	Director	Chairman	9823355284
2	Dr. Manisha Jagtap	HOD	Secretary	7767800402
3	Dr. Sunita Bhore	Local Society	Member	9921184775
4	Prof. Sameer Patil	Teacher Representative	Member	9561062764
5	Prof. Yogesh Deshmukh	Teacher Representative	Member	9637405540
6	Mr. Sunil Kamble	Non-Teaching Representative	Member	8263852687
7	Ms. Janabai Narewad	Student Representative	Member	7057210167
8	Mr. Deepak Vishwakarma	Student Representative	Member	7264963740



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2021-2022

Minutes of Meetings 2021-2022

A Formal Grievance Redressal Meeting has been conducted to resolve the inconvenience faced by the students about cooling arrangement in the classrooms.

Date: 10/10/2021

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Sameer Patil	Teacher Representative	Member
4	Prof. Yogesh Deshmukh	Teacher Representative	Member
5	Mr. Sunil Kamble	Non-Teaching Representative	Member
6	Ms. Janabai Narewad	Student Representative	Member
7	Mr. Deepak Vishwakarma	Student Representative	Member

- Prof. Sameer Patil read the grievances faced by the student Mr. Rutik Umbarkar of MBA II year regarding not working of drinking water RO.
- It was decided to repair drinking water RO within 1 day.
- The meeting ended with vote of thanks of the chair.



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2021-2022

Minutes of Meetings 2021-2022

A Formal Grievance Redressal Meeting has been conducted to resolve the inconvenience faced by the students about cooling arrangement in the classrooms.

Date: 19/03/2022

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Dr. Sunita Bhore	Local Society	Member
4	Prof. Sameer Patil	Teacher Representative	Member
5	Prof. Yogesh Deshmukh	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Deepak Vishwakarma	Student Representative	Member

- Prof. Yogesh Deshmukh read the grievances faced by the student Ms. Namrata Bagade of MBA I year regarding mike issue in seminar hall.
- It was decided to repair/ replace mike within 1 day.
- The meeting ended with vote of thanks of the chair.


Director

Dr. Sajid Alvi




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Annual Report for

STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2021-2022

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Dr. Sunita Bhore	Local Society	Member
4	Prof. Sameer Patil	Teacher Representative	Member
5	Prof. Yogesh Deshmukh	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Ms. Janabai Narewad	Student Representative	Member
8	Mr. Deepak Vishwakarma	Student Representative	Member

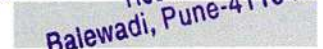
Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 10th October 2021 and second on 19th March 2022.
- 2) Two complaints were reported to the committee and resolved within time.



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**Grievance Redressal
Committee**



**Committee &
Minutes of Meeting**



2020-2021




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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2020-2021

**Establishment of Students Grievance Redressal Committee (As per All India Council for
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F. No.1-101/PGRC/AICTE/Regulation/2019 dated 07.11.2019)**

Sr. No.	NAME	Representation	Role	Mobile Number
1	Dr. Sajid Alvi	Director	Chairman	9823355284
2	Dr. Manisha Jagtap	HOD	Secretary	7767800402
3	Dr. Sunita Bhore	Local Society	Member	9921184775
4	Prof. Sameer Patil	Teacher Representative	Member	9561062764
5	Prof. Yogesh Deshmukh	Teacher Representative	Member	9637405540
6	Mr. Sunil Kamble	Non-Teaching Representative	Member	8263852687
7	Mr. Akash Swami	Student Representative	Member	7738003652
8	Ms. Janabai Narewad	Student Representative	Member	7057210167



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**STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2020-2021
Minutes of Meetings 2020-21**

A Formal Grievance Redressal Meeting has been conducted to resolve the inconvenience faced by the faculty member's grievances.

Date: 06/10/2020

Time: 11:00- 12:00 pm

Mode: Online

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Sameer Patil	Teacher Representative	Member
4	Prof. Yogesh Deshmukh	Teacher Representative	Member
5	Mr. Sunil Kamble	Non-Teaching Representative	Member
6	Ms. Janabai Narewad	Student Representative	Member

- Prof. Yogesh Deshmukh read that no grievances faced by the students.
- No complaints were reported to the committee.
- The meeting ended with vote of thanks of the chair.


Director

Dr. Sajid Alvi





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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2020-2021

Minutes of Meetings 2020-21

A Formal Grievance Redressal Meeting has been conducted to resolve the inconvenience faced by the faculty member's grievances.

Date: 20/03/2021

Time: 11:00- 12:00 pm

Mode: Online

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Dr. Sunita Bhore	Local Society	Member
4	Prof. Sameer Patil	Teacher Representative	Member
5	Prof. Yogesh Deshmukh	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Akash Swami	Student Representative	Member


- Prof. Yogesh Deshmukh read that no grievances faced by the students.
- No complaints were reported to the committee.
- The meeting ended with vote of thanks of the chair.


Director

Dr. Sajid Alvi



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**Annual Report for
STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2020-2021**

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Dr. Sunita Bhore	Local Society	Member
4	Prof. Sameer Patil	Teacher Representative	Member
5	Prof. Yogesh Deshmukh	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Akash Swami	Student Representative	Member
8	Ms. Janabai Narewad	Student Representative	Member

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 6th October 2020 and second on 20th March 2021. (Online)
- 2) No complaints were reported to the committee.





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**Grievance Redressal
Committee**



**Committee &
Minutes of Meeting**



2019-2020




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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2019-2020

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Sr. No.	NAME	Representation	Role	Mobile Number
1	Dr. Sajid Alvi	Director	Chairman	9823355284
2	Dr. Manisha Jagtap	HOD	Secretary	7767800402
3	Prof. Imran Mirza	Local Society	Member	9284768681
4	Prof. Pappu Gaikwad	Teacher Representative	Member	9860870060
5	Prof. Abhijeet Patil	Teacher Representative	Member	9890000596
6	Mr. Sunil Kamble	Non-Teaching Representative	Member	8263852687
7	Mr. Pratiksha More	Student Representative	Member	9021892087
8	Mr. Akash Swami	Student Representative	Member	7738003652



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2019-2020

Minutes of Meetings

A Formal Grievance Redressal Meeting has been conducted to access, review and the overall programme and guidelines for women's safety and guidelines.

Date: 04/10/2019

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Committee Designation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Pappu Gaikwad	Teacher Representative	Member
4	Prof. Abhijeet Patil	Teacher Representative	Member
5	Mr. Sunil Kamble	Non-Teaching Representative	Member
6	Mr. Pratiksha More	Student Representative	Member

- Prof. Pappu Gaikwad briefed about the grievances faced by the students of MBA II year.
- It was decided that problems faced by the students regarding Speaker in Seminar Hall should be resolved within 2 days.
- The meeting ended with vote of thanks of the chair.


Director

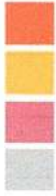
Dr. Sajid Alvi



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2019-2020

Minutes of Meetings

A Formal Grievance Redressal Meeting has been conducted to access, review and the overall programme and guidelines for women's safety and guidelines.

Date: 21/03/2020

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Committee Designation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Pappu Gaikwad	Teacher Representative	Member
4	Prof. Abhijeet Patil	Teacher Representative	Member
5	Mr. Sunil Kamble	Non-Teaching Representative	Member
6	Mr. Pratiksha More	Student Representative	Member
7	Mr. Akash Swami	Student Representative	Member

- Prof. Abhijeet Patil briefed about the grievances faced by the students regarding projector in Seminar Hall.
- It was decided that problems faced by the students regarding projector in Seminar Hall should be resolved within 2 days.
- The meeting ended with vote of thanks of the chair.



**Director
Dr. Sajid Alvi**



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(Approved by AICTE, New Delhi, Recognized By Govt. of Maharashtra, Affiliated to S. P. Pune University)
(AISHE Code : C - 41293, PUN Code - IMMP014030)



**Annual Report For
STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2019-2020**

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Imran Mirza	Local Society	Member
4	Prof. Pappu Gaikwad	Teacher Representative	Member
5	Prof. Abhijeet Patil	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Pratiksha More	Student Representative	Member
8	Mr. Akash Swami	Student Representative	Member

Report:

- 1) Two meetings conducted, one meeting per semester to discuss if any complaints have been registered under the committee. First meeting was conducted on 4th October 2019 and second on 21st March 2020.
- 2) Two complaints were reported to the committee and resolved within time.



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Director
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Research
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**Grievance Redressal
Committee**



**Committee &
Minutes of Meeting**



2018-2019




Director
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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2018-2019

**Establishment of Students Grievance Redressal Committee (As per All India Council for
Technical Education (Redressal of Grievance of Students) Regulation, 2019 vide
F. No.1-101/PGRC/AICTE/Regulation/2019 dated 07.11.2019)**

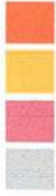
Sr. No.	NAME	Representation	Role	Mobile Number
1	Dr. Sajid Alvi	Director	Chairman	9823355284
2	Dr. Manisha Jagtap	HOD	Secretary	7767800402
3	Prof. Imran Mirza	Local Society	Member	9284768681
4	Prof. Pappu Gaikwad	Teacher Representative	Member	9860870060
5	Prof. Reshma Tamboli	Teacher Representative	Member	9623457297
6	Mr. Sunil Kamble	Non-Teaching Representative	Member	8263852687
7	Mr. Vishal Verma	Student Representative	Member	9579955926
8	Mr. Pratiksha More	Student Representative	Member	9021892087



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STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2018-2019

Minutes of Meetings 2018-2019

Grievance Redressal Meeting has been conducted to access, review and the overall programme and guidelines for women's safety and guidelines.

Date: 03/10/2018

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Imran Mirza	Local Society	Member
4	Prof. Pappu Gaikwad	Teacher Representative	Member
5	Prof. Reshma Tamboli	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Pratiksha More	Student Representative	Member

Agenda 1: Form the committee as per guidelines.

Agenda 2: Prof. Pappu Gaikwad read the grievances faced by the students. Concern was regarding Keyboard and mouse in computer lab.

Agenda 3: It was decided that problems faced by the students regarding Keyboard and mouse in computer lab should be resolved within 2 days. IT supervisor has been also informed about the same.

The meeting ended with vote of thanks of the chair.




Dr. Sajid Alvi
Director



**STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2018-2019
Minutes of Meetings 2018-2019**

A Formal Grievance Redressal Meeting has been conducted to access, review and the overall programme and guidelines for women's safety and guidelines.

Date: 16/03/2019

Time: 11:00- 12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Imran Mirza	Local Society	Member
4	Prof. Pappu Gaikwad	Teacher Representative	Member
5	Prof. Reshma Tamboli	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Vishal Verma	Student Representative	Member
8	Mr. Pratiksha More	Student Representative	Member

Agenda 1: Form the committee as per guidelines.

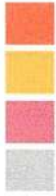
Agenda 2: Prof. Reshma Tamboli read the grievances faced by the students of MBA I working of lights in classroom.

Agenda 3: It was decided that problems faced by the students regarding working of lights in classroom should be resolved within 2 days. Maintenance supervisor has been also informed about the same.

The meeting ended with vote of thanks of the chair.




Dr. Sajid Alvi
Director



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**Annual Report For
STUDENTS GRIEVANCE REDRESSAL COMMITTEE 2018-2019**

Sr. No.	NAME	Representation	Role
1	Dr. Sajid Alvi	Director	Chairman
2	Dr. Manisha Jagtap	HOD	Secretary
3	Prof. Imran Mirza	Local Society	Member
4	Prof. Pappu Gaikwad	Teacher Representative	Member
5	Prof. Reshma Tamboli	Teacher Representative	Member
6	Mr. Sunil Kamble	Non-Teaching Representative	Member
7	Mr. Vishal Verma	Student Representative	Member
8	Mr. Pratiksha More	Student Representative	Member

Report:

- 1) Two meetings conducted, one meeting per semester, to discuss if any complaints have been registered under the committee. First meeting was conducted on 3rd October 2018 and second on 16th March 2019.
- 2) Two complaints were reported to the committee and resolved within time.



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[Signature]
Director
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Activities




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7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Supporting Documents [Activities]

Index

Sr.No	Particulars
1	Street Play on Gender Equity
2	Self-defense session
3	Mensuration Hygiene Management
4	Women's Day Celebration
5	Men's Day Celebration
6	Embrace Equity Digit All 2023
7	Street Play on Social Issues
8	Free Health Check-Up Camp
9	Celebration of International Yoga Day 2019
10	Celebration of International Yoga Day 2021
11	Celebration of International Yoga Day 2022
12	Social Awareness Program



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Notice on Street Play on Equality

Date: 14/12/2021

In our continued effort to promote awareness and understanding of important social issues, we are excited to announce a Street Play on Gender Equity.

Gender equity is a crucial aspect of building a just and inclusive society. Through this street play, we aim to address and challenge stereotypes, biases, and misconceptions surrounding gender roles. The objective is to spark meaningful conversations and inspire positive change within our college community.

Event Name: Street Play on Equality

Day & Date: Tuesday, 04th Jan. 2022

We encourage all students to participate and support this initiative. If you are interested in being a part of the street play or assisting in its organization, please contact Patil Sumit Shrikant 8888440006.

Let's come together to raise our voices for gender equity and contribute to creating a campus culture that values equality and respect for all.




Dr. Sajid Alvi
Director


Director
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Balewadi, Pune-411045

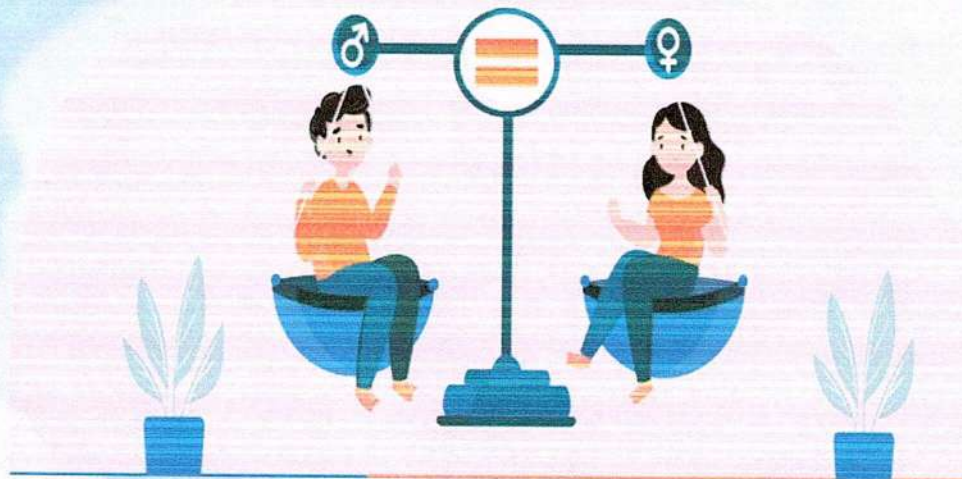
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Dnyansagar Institute of Management and Research

Street Play on Gender Equity



Challenging norms, scripting a future of equality.
Street play on gender equity - coming soon!



Date : 4 Jan 2022

Director
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Street Play on Equality (Female – Male)

Event Type: Extension & Outreach Activity

Event Name: Street Play on Equality

Day & Date: Tuesday, 04th Jan. 2022



Certificate of Appreciation for their performance in the Street Play Competition




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Objectives of the Event:

To create awareness among students about the importance of gender equality.

Event Description:

"Street plays have been an integral part of Indian tradition. The idea of a street play is to propagate social and political messages in a humorous and sarcastic way and create awareness among the masses. A street play or "Nukkad Natak", is characterized by highly enthusiastic and energetic performance so as to attract maximum crowd."

Students of DIMR participated in Street Play Competition and presented a street play on theme 'Equality (Female – Male)'.

DIMR students staged street play on highlighting issue revolving around gender stereotypes shackling boys and girls. They sought to question body shaming and societal pressure.

The Street play was highly appreciated by the organizers with respect to the theme, content and performance of the participants of the play.

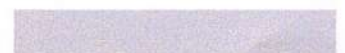
Learning Outcome:

Students were aware the importance of equality for sustainable tomorrow



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Street Play Performance of Students on the theme 'Equality'



[Signature]
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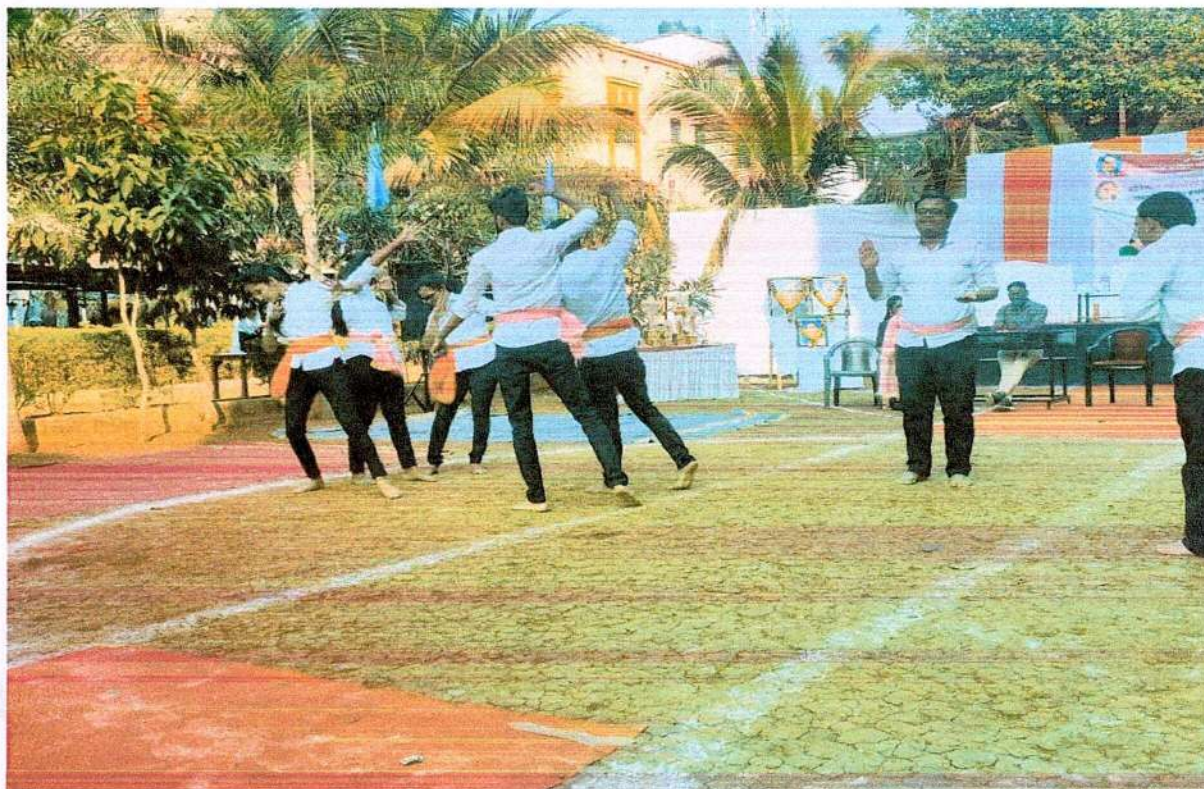




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रयत शिक्षण संस्थेचे,

अ. बाबासाहेब आंबेडकर महाविद्यालय, औंध, पुणे ६७.



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित

कर्मवीर करंडक



आंतरमहाविद्यालयीन पथनाट्य स्पर्धा



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित

कर्मवीर करंडक आंतरमहाविद्यालयीन पथनाट्य स्पर्धेत कुमार/कुमारी

Tushar Bhatnande याने / हिने उत्स्फूर्त सहभाग घेऊन क्रमांक

प्रमाणपत्र देण्याबद्दल हे प्रमाणपत्र सन्मानपूर्वक देण्यात येत आहे.

Director

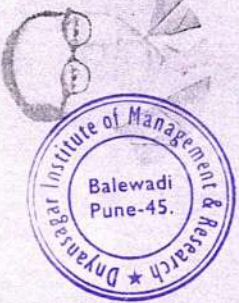
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Balewadi, Pune-411045



डा. संजय नारायणर
(कार्याध्यक्ष)

डा. अरुण औंधळे
(अध्यक्ष)

दिनांक ४ जानेवारी २०२२



रयत शिक्षण संस्थेचे,

बाबासाहेब आंबेडकर महाविद्यालय, औंध, पुणे ६७.



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित

कार्यवीर करंडक

आंतरमहाविद्यालयीन पथनाट्य स्पर्धा



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित

कार्यवीर करंडक आंतरमहाविद्यालयीन पथनाट्य स्पर्धेत कुमार/कुमारी क्रमांक
..... याने / हिने उत्स्फूर्त सहभाग घेऊन

Director
.....

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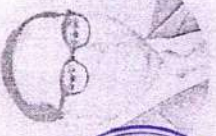


Signature
(सहसंचालक)

Signature
(कार्याध्यक्ष)

Signature
डॉ. अरुण आंधळे
(अध्यक्ष)

दिनांक ४ जानेवारी २०२२



रयत शिक्षण संस्थेचे,

डॉ. बाबासाहेब आंबेडकर महाविद्यालय, औंध, पुणे ६७.

क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित



कर्मवीर करंडक

आंतरमहाविद्यालयीन पथनाट्य स्पर्धा



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित

कर्मवीर करंडक आंतरमहाविद्यालयीन पथनाट्य स्पर्धेत कुमार/कुमारी

..... याने / हिने उत्स्फूर्त सहभाग घेऊन क्रमांक

Director

Dnyansagar Institute of Management and Research
Balewadi, Pune-411045

प्रमाणपत्र हे प्रमाणपत्र सन्मानपूर्वक देण्यात येत आहे.

(Signature)

(साक्ष्यवचक)

(Signature)

डॉ. बाबासाहेब आंबेडकर
(कार्याध्यक्ष)

(Signature)

डॉ. अरुण आंधळे
(अध्यक्ष)



रयत शिक्षण संस्थेचे,

डॉ. सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित

कर्मवीर करंडक

आंतरमहाविद्यालयीन
पथनाट्य स्पर्धा



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त, मराठी विभाग व विद्यार्थी मंच आयोजित

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Dipak Pawar याने /हिने उत्स्फूर्त सहभाग घेऊन

डॉ. कल्याबदल हे प्रमाणपत्र सन्मानपूर्वक देण्यात येत आहे.

Director

Dnyansagar Institute of Management and Research
Balewadi, Pune-411045

(Signature)
(समन्वयक)

डॉ. राजय नगरकर
(कार्याध्यक्ष)

(Signature)
डॉ. अरुण आंधळे
(अध्यक्ष)

दिनांक ४ जानेवारी २०२२



उच्च शिक्षण संस्थेचे,

डॉ. दामोदरभावे अखंडकर महाविद्यालय, ऑंध, पुणे ६७.

क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित



कर्मवीर करंडक

आंतरमहाविद्यालयीन पथनाट्य स्पर्धा



क्रांतिज्योती सावित्रीबाई फुले जयंती सप्ताहनिमित्त मराठी विभाग व विद्यार्थी मंच आयोजित

'कर्मवीर करंडक आंतरमहाविद्यालयीन पथनाट्य स्पर्धेत कुमार/कुमारी

Arnol Ugate याने /हिने उत्स्फूर्त सहभाग घेऊन क्रमांक

प्राप्त केल्याबद्दल हे प्रमाणपत्र सन्मानपूर्वक देण्यात येत आहे.

S. S. Chopra
(समन्वयक)

Dr. Sanjay N. G. Kar
डॉ. संजय नगरकर
(कार्याध्यक्ष)

Dr. Arun A. D. D.
डॉ. अरुण आंधळे
(अध्यक्ष)



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045

दिनांक ४ जानेवारी २०२२



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Notice Self Defense Program

Ensuring your safety is a top priority, and we are excited to announce a Self-Defense Program tailored specifically for you. Equip yourself with essential skills and knowledge to navigate the world confidently.

Details are as follows:

Date: 22nd March 2019

Time: 3:30 pm onwards

Location: DIMR Seminar Hall

Collaboration: Chatushrungi Police Station

Program Highlights:

1. Basic Self-Defense Techniques: Learn practical and effective self-defense moves to boost your confidence in various situations.
2. Situational Awareness Training: Understand the importance of being aware of your surroundings and how it contributes to personal safety.
3. Empowerment Workshop: Gain insights into building mental strength and resilience to enhance your overall well-being.

Your safety matters, and this program is designed to provide you with tools and knowledge to navigate the world with confidence.

Let's empower ourselves and promote a safer community together!




Dr. Sajid Alvi
Director


Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045





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(AISHE Code : C - 41293, PUN Code - IMMP014030)



**Dnyansagar Institute of
Management and Research**

Self Defence Program

Date : 22th March 2019

Location : DIMR College, Balewadi



[Signature]
Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

📍 SKP Campus, Baner, Balewadi, Pune - 411 045 INDIA
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Self-Defense Program

Event Type: Extension & Outreach Activity

Event Name: Self-Defense Program

Day & Date: Friday, 22nd March 2019

Collaboration: Chaturshrungi Police Station



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Learning Objectives:

- To enable students to defend against any type of physical assault.
- To build self confidence among the students

Event Description:

Abiding our folklore and showing responsiveness towards the extant social issues is what DIMR vanguard of. A recent appalling incidence of groping and molestation of a girl at night in Baner and the accused walking free out on bail with no resentment, triggered us to commentate in presence of the congruent guests.

On 22nd March 2019 our students got an opportunity to interact with Ms. Chhaya Gujar, Sub-Inspector, Chaturshringi Police Station, on how to react and plough through such contingent situations. Also present was Isha Agarwal, a 13 year old home-schooler & a karate black-belt holder, who taught our students some smart maneuvers for self-defense to overcome fear and panic in the circumstance and Ms. Vaishali Patkar, a social activist who is always apt & upfront in giving a befitting response to such social issues.

Outcome:

- Students are well versed in the importance of safety and self-defense.
- The participants were informed about the tools that could be used as a safety tool.




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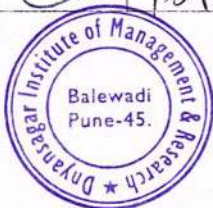


Dnyansagar Institute of Management and Research

Self Defence Program

22/03/2019

Sr. No.	Name of Student	Signature
1)	Akshay Kumar Raina	A. Raina
2)	Nitin Raina	N. Raina
3)	Nitesh Jha	N. Jha
4)	Shweta Mamane	S. Mamane
5)	Kamble Vikas Tulcanu	V. Kamble
6)	Indrjeet Singh	I. Singh
7)	Mayank Singh	M. Singh
8)	Deepali Ladhia	Ladhia
9)	Ankit Mali	A. Mali
10)	Groze om Nassiy	G. Nassiy
11)	Kunjalpadi Sine	K. Sine
12)	Kirti Dhote	K. Dhote
13)	Patil bapusaheb	B. Patil
14)	Patil Shankar	S. Patil
15)	Patil Sanjay	S. Patil
16)	Pule Dhinkarra	D. Pule



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**Notice
Mensuration Hygiene Management**

As part of our commitment to promoting health and well-being, we are pleased to announce a special 'Menstrual Hygiene' session scheduled for 2nd March 2022 in celebration of International Women's Week. The session aims to engage in awareness, advocacy, and knowledge-sharing around the importance of menstrual hygiene management.

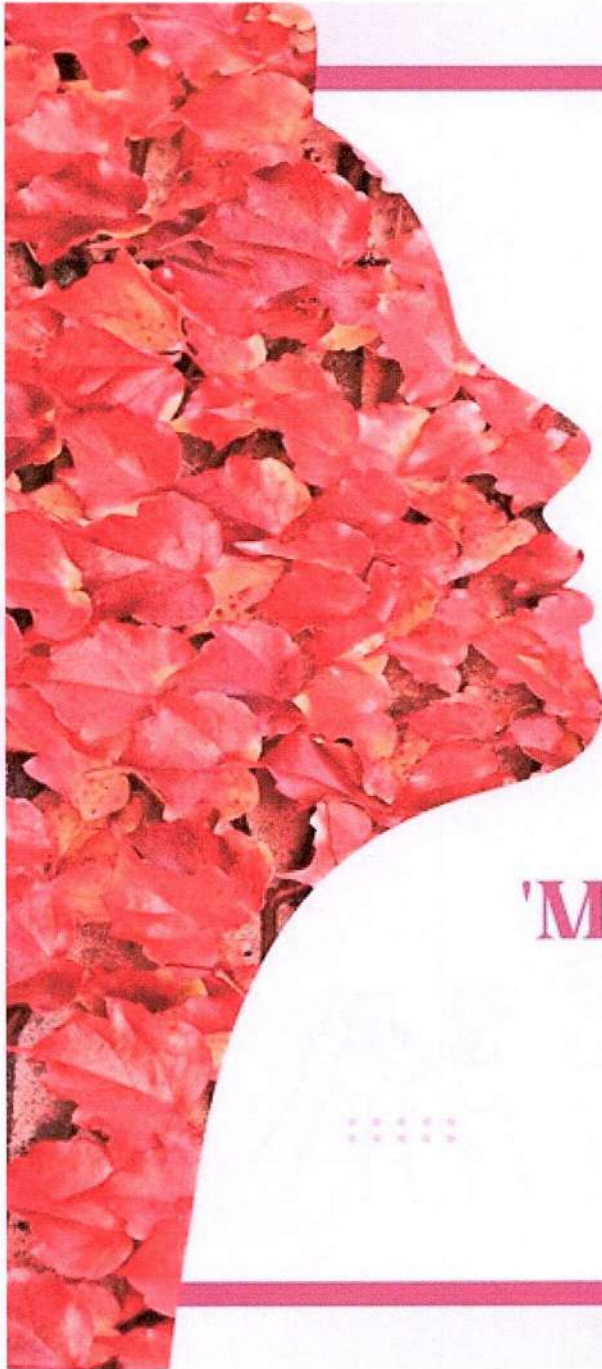
Event Name: Mensural Hygiene Management
Day & Date: Saturday, 02nd March 2022
Venue: DIMR Seminar Hall

We have invited a knowledgeable and experienced speaker who will lead the session, providing valuable insights and answering any questions you may have. The event is open to all students, and we encourage your active participation to enhance your understanding of this essential aspect of women's health. Your well-being is our priority, and we believe that fostering awareness around menstrual hygiene is crucial for creating a supportive and informed community. We look forward to your enthusiastic participation in this informative session.


Dr. Sajid Alvi
Director


Director
Dnyansagar Institute of Management and
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Balewadi, Pune-411045





To Celebrate
**International
Women's Week**



is organising session
for girls on

'Menstrual Hygiene'

Date : 2nd March 2022

Time : 1:00 pm to 2:00 pm

Venue : Seminar Hall




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Menstrual Hygiene Management

Event Type: Extension & Outreach Activity

Event Name: Menstrual Hygiene Management

Day & Date: Saturday, 02nd March 2022

Venue : DIMR Seminar Hall




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Objectives of the Event:

- To break the silence on menstruation
- To raise awareness on importance of menstrual hygiene management
- To advocate the MHM friendly environment.

Event Description:

On the occasion of International Women's Week, 'Menstrual Hygiene' session was organised for students on 2nd March 2022. The session was organized with the aim to engage in awareness, advocacy and knowledge-sharing around the importance of menstrual hygiene management.

There are many taboos/myths related to menstruation, and this particular session aims to break all taboos and raise awareness among individual, organization and everyone who menstruate and the one who don't. The session addressed that mensuration is not a curse, it is a gift and proper hygiene is important.

The session was attended by male as well as female students.

Learning Outcome:

- The students understood importance and benefits of mensural hygiene.




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Dnyansagar Institute of Management and Research

Mensuration Hygiene Management

03/03/2022

Sr. No.	Name of Student	Signature
1)	Bhise Sonali Netaji	Bhise
2)	Bhambore manali Gaban	Manali
3)	Chavan Komal Anil	Komal
4)	Chatur Nikita Suresh	Nikita
5)	Chavan Komal Rajendra	Komal
6)	Chavan Priyanka Vijay	Priyanka
7)	Chikane Sanchita Vijay	Sanchita
8)	Chormale Kajal Bapu	Kajal
9)	Lambhate Neha Ramush	Neha
10)	Maharor Asmita Rajendra	Asmita
11)	Mahapure Mayuri Bhanudas	Mayuri
12)	Maine Shweta Omprakash	Shweta
13)	More Pranali Prakash	Pranali
14)	Shruti Niran Nikun	Niran
15)	Ozalwae Mulker Arvind	Arvind

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16)	Waghmare Preeti Balu	Preeti
17)	Sonur Ravina Subhakar	Sonur
18)	Saaswati Lahu Bansode	Bansode
19)	More Sushma Chotale	More
20)	Khat Poonam Jaiprakash	Khat
21)	Shivani Mukund Khanade	Shivani
22)	Dhumal Vaasha Vikram	Vaasha
23)	Funde Arati Anil	Arati
24)	Ghule Anuradha Maruti	Anuradha Ghule
25)	Hanamante Sunita Govind	Sunita
26)	Ware Aparna Ankush	Aparna
27)	Jadhav Sneha Gulab	Sneha J.
28)	Jadhav Vaishnavi Girish	Vaishnavi
29)	Jadhane Mandini Bhagwat	Mandini
30)	Javir Dipali Manasahub	Dipali
31)	Kadam Diksha Manasahub	Diksha
32)	Kawale Sayali Anil	Sayali
33)	Throset Pallavi Vijay	Pallavi T.
34)	Kalakar Sayali Vaman	Sayali
35)	Kalgh Snehal Sahesro	Snehal
36)	Khute Apurva Sanjay	Apurva

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Notice of Women's Day 2023

Date: 7 March 2023

Dear Staff Members,

We are delighted to invite you to join us in celebrating Women's Day at DIMR on March 8, 2023. This special occasion serves as an opportunity to honor and appreciate the contributions of women in our community.

Date: March 8, 2023

Time: 2 PM

Venue: DIMR Conference Hall

Let's come together to celebrate the achievements and resilience of women and reaffirm our commitment to gender equality and women's empowerment.
We look forward to your participation.


Dr. Sajid Alvi
Director

Director
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Celebration of Women's Day 2023

Event Name: Celebration of Women's Day 2023

Date: 8th March 2023

Venue: DIMR Conference Room



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DIMR celebrated Women's Day on March 8, 2023, with great enthusiasm and participation from the entire DIMR community. The event provided a platform to celebrate the achievements of women, raise awareness about gender equality, and foster a supportive and inclusive environment.

Objectives of the Event:

- To celebrate the achievements and contributions of women in various fields.
- To raise awareness about gender equality and the importance of women's empowerment.
- To provide a platform for dialogue and reflection on challenges faced by women and strategies for overcoming them.
- To foster a sense of unity and solidarity among DIMR members in support of women's rights and equality.

Event Description:

The International Yoga Day celebration commenced at 7:15 AM in the serene setting of the DIMR Seminar Hall. The event began with an inaugural address highlighting the importance of yoga in modern life and its relevance in promoting overall well-being.

The Women's Day celebration commenced with an opening address by Dr. Sajid Alvi, Director of DIMR, who highlighted the significance of the day and reiterated DIMR's commitment to promoting gender equality and women's empowerment. Several staff members also expressed their views on the importance of recognizing and supporting women's contributions in society.

A highlight of the event was the cutting of a cake to mark the occasion, symbolizing unity and celebration. The cake-cutting ceremony was accompanied by cheers and applause, creating a festive atmosphere.

Interactive sessions were held to facilitate dialogue on gender issues, challenges faced by women, and strategies for promoting gender equality in both personal and professional spheres.

The event concluded with a vote of thanks from the organizing committee, expressing gratitude to all participants for their contributions and reaffirming DIMR's commitment to supporting women's rights and equality.



Learning Outcome:



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- Increased awareness among participants about the importance of women's contributions and achievements in society.
- Enhanced understanding of gender equality issues and the challenges faced by women in various contexts.



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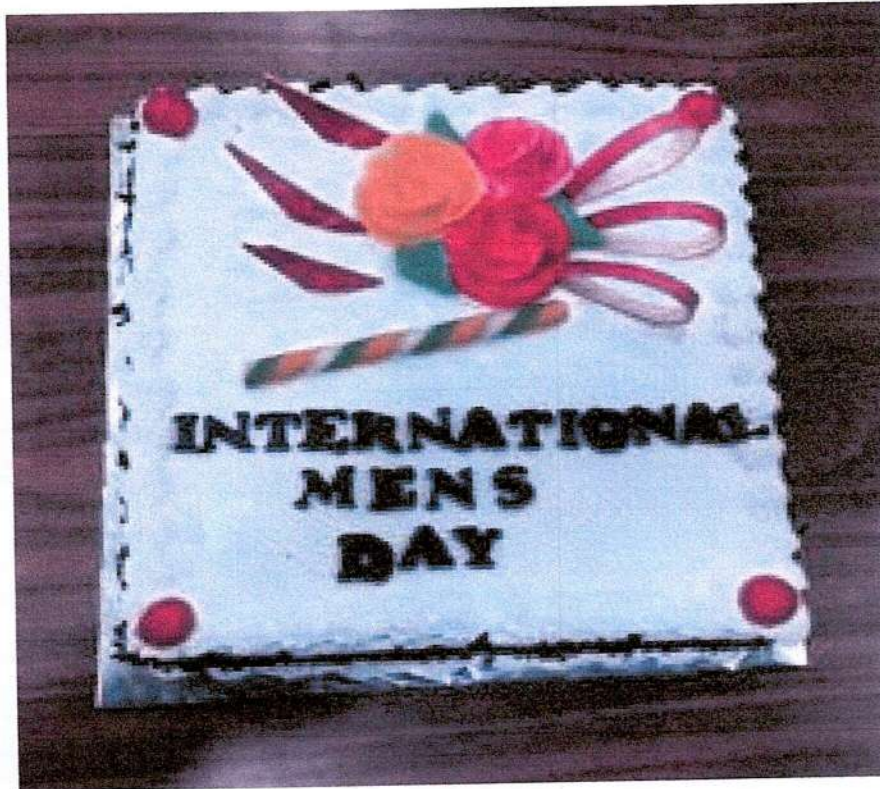
International Men's Day Celebration

Event Type: Extension & Outreach Activity

Event Name: International Men's Day

Day & Date: Saturday, 19th Nov'2022

Venue: DIMR, Seminar Hall



Celebration Cake – International Men's Day

Objective of the Event:

- To honor the manhood
- To embrace the equity


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Group Photo of all Teaching – Non teaching Male Staff & Male Students

Event Description:

International Men's Day (IMD) is celebrated annually on November 19th to honor the contributions and achievements of men while promoting gender equality and addressing men's health issues. This year, our institute celebrated International Men's Day by cake cutting ceremony and also focusing on two key objectives: honoring manhood and embracing equity.

Celebrating International Men's Day at our institution was to honor manhood in all its diversity and complexity. Through discussions, we aimed to recognize and celebrate the positive attributes and contributions of men to society. Our celebration of International Men's Day also focused on embracing equity and promoting gender equality. We recognize that gender stereotypes and societal expectations can affect men's experiences and well-being. Therefore, our events aimed to challenge these stereotypes and promote inclusivity by fostering understanding and empathy.



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The celebration of International Men's Day had a positive impact on our institution's community. Participants gained a deeper understanding of the complexities of manhood and the importance of promoting gender equality.

Learning Outcome:

- A deeper understanding of the complexities of manhood.
- The importance of promoting gender equality.




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Notice Embrace Equity Digit All 2023

We are excited to invite you to a special Women's Day celebration in collaboration with Divine HR Forum. This event aims to honor and celebrate the achievements and contributions of women in various fields. We have organized a lineup of inspiring speakers who will share their insights and experiences.

Event Name: Embrace Equity – Digit All 2023

Day & Date: Saturday, 11th March 2023

Partnership: Divine HR Forum

Venue: DIMR Seminar Hall

Our distinguished speakers, who are experts and leaders in their respective fields. They will cover a range of topics, providing valuable perspectives on empowerment, diversity, and the role of women in shaping the future.

This event is a fantastic opportunity for you to gain valuable knowledge, connect with industry professionals, and celebrate the achievements of women. We encourage all students to attend and be a part of this inspiring Women's Day celebration.

If you have any questions or need more information, please don't hesitate to reach out to Ms. Sakshi Kachare : 9028279888 and Ms. Mayuri Ingale: 9766885544

We look forward to seeing you at the event and celebrating Women's Day together.


Dr. Sajid Alvi
Director




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**Celebrating International Women's Day
Theme : Embrace Equity - Digit All 2023**



Mrs Savita S K
Mrs Universe Honesty
(International Pageant)
Mrs United Nations Ambassador



Mrs. Preeti Shirode
Trustee - Fulora Foundation



Mrs. Nilima Pawar
Police Inspector GOM



Dr. Captain Ritu Biyani
Dental Surgeon, Tedx speaker



Tejaswi Sevekari
Executive Director
Saheli Collective



Dr. Archana Thombore
Medical Professional and State
Committee Member of Millet Mission



Women's Day Celebration & Award Ceremony -2023

Date - 11th March 2023 | Time - 10 Am Onwards

Venue : SKP Campus, Balewadi , Pune



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Embrace Equity – Digit All 2023

Event Type: Extension & Outreach Activity

Event Name: Embrace Equity – Digit All 2023

Day & Date: Saturday, 11th March 2023

Partnership: Divine HR Forum

Venue : DIMR Seminar Hall



11-Mar-2023 1:04:28 pm
Balewadi High Street
Baner
Pune Division
Maharashtra
SKP Campus, DIMR, Balewadi 411045

Director Dr. Sajid Alvi addressing and honoring the womanhood



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Objectives of the Event:

- To honor the womanhood
- To embrace the equity
- To create awareness ' Beti Bachao Padhao'

Event Description:

To honour womanhood DIMR had organized women's day celebration in collaboration with Divine HR Forum on 11th March 2023 at SKP Campus. It was attended by women who had achieved milestones in their life. We had 8 invitee speakers from different strata of society like Indian Police Force, Social Organization, Medical Professionals, Indian Army, and Beauty Pageant.

The theme was Embrace Equity – Digit All 2023

It recognizes and celebrates the women and girls who are championing the advancement of transformative technology and digital education. Wherein it will explore the impact of the digital gender gap on widening economic and social inequalities and will put light on the importance of protecting the rights of women in digital spaces.

The speakers spoke about their journey, achievements and taking care of one's health. Also, about their present contributions to the Indian Society.

Learning Outcome:

- Instilled the sense of respecting towards the womanhood among the students
- The students understood importance and benefits of blood donation.



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11-Mar-2023 1:36:09 pm
Balewadi High Street
Baner
Pune Division
Maharashtra
SKP Campus, DIMR, Balewadi 411045



11-Mar-2023 1:01:22 pm
SKP Campus, DIMR, Balewadi 411045



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Media Coverage

'डीआयएमआर' तर्फे महिलांचा सन्मान

बाणेर : बालेवाडी येथील श्री खंडेराय प्रतिष्ठानच्या ज्ञानसागर इन्स्टिट्यूट ऑफ मॅनेजमेंट अँड रिसर्च व डिव्हाइन एचआर यांच्या वतीने जागतिक महिला दिवस उत्साहात साजरा करण्यात आला. शैक्षणिक व उद्योगक्षेत्रातील राष्ट्रीय व आंतरराष्ट्रीय कंपन्यांच्या पत्रासहून अधिक एचआर महिला अधिकारी या कार्यक्रमात सहभागी झाल्या होत्या.

'एम्नास इक्विटी - डिजिटल ऑल : २०२३' यावर हा कार्यक्रम आधारित होता. प्रमुख पाहुण्या म्हणून पोलिस निरीक्षक नीलिमा पवार, दंतशल्यचिकित्सक डॉ. रितू बियाणी, सीईओ व मॉडेल सविता, 'यशदा'च्या



'डीआयएमआर'च्या वतीने महिलांचा सन्मान करण्यात आला.

मेडिकल ऑफिसर अर्चना ठोंबरे आणि पुणे जिल्हा गृहनिर्माण महासंघाच्या अध्यक्षा प्रीती शिरोडे आदी महिला उपस्थित होत्या. प्रतिष्ठानचे संस्थापक अध्यक्ष गणपतराव बालवडकर व संस्थेचे सचिव डॉ. सागर बालवडकर आणि 'डीआयएमआर'चे संचालक डॉ. साजिद अल्वी यांच्या हस्ते महिलांचा सन्मान केला. या कार्यक्रमातून शेवटी 'बेटी बचाओ, बेटी पढाओ' व स्त्री-पुरुष समानतेबाबत संदेश देण्यात आला. सूत्रसंचालन यशस्वी उद्योजिका वहिदा पठाण यांनी केले. 'डिव्हाइन एचआर फोरम'च्या संचालिका प्रीती साखरे यांनी आभार मानले. 'डीआयएमआर'च्या विभागप्रमुख डॉ. मनीषा जगताप, प्रा. विशाल निकोलस, ग्रंथपाल सुंदर पाचकुडवे व संस्थेतील शिक्षक व शिक्षकेतर कर्मचारी व विद्यार्थ्यांनी कार्यक्रम यशस्वी होण्यासाठी परिश्रम घेतले.





DNYANSAGAR INSTITUTE OF MANAGEMENT AND RESEARCH

Embrace Equity: Digit All 2023

Date: 11th March 2023

Sr. No.	Name of Student.	Signature.
1)	Dhole Roshani Yuvaraj	Roy
2)	Deshmukh Monali Ajay	M. Deshmukh
3)	Nishant Padmakar Khade	N. Khade
4)	Mansi Pawar	Mansi
5)	Sapand M. Chavhan	Sapand
6)	Ashishek Vishnu Kubade	A. Kubade
7)	Ganeshan Chavan	G. Chavan
8)	Raj Vinayak Kamble	R. Kamble
9)	Akash Bhagwan Gadge	A. Gadge
10)	Chinmay Sudhir Bhave	C. Bhave
11)	Sakshi Tulshiram Kamble	S. Kamble
12)	Pranod Mahaveer Vajale	P. Vajale
13)	Nilufer Balekhan Sheikh	N. Sheikh
14)	Khushi Kishor Gaikwad	K. Gaikwad



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**Notice
Street Play on Social Issues**

Date: 23th Jan 2019

Get ready to showcase your creativity and make a positive impact! We are organizing a Street Play on Social Issues, and we invite you to be part of this impactful initiative.

Details are as follows:

Date: 27th Jan. 2019

Time: 10:30 am onwards

Location: Happy Street, Aundh

Roles:

1. Actors: Bring the script to life by portraying characters that highlight the importance of traffic rules and safety.
2. Backstage Support: Assist with props, costumes, and overall coordination to ensure a seamless performance.

Rehearsals will be held on 25th Jan 2019, and your commitment will contribute to spreading awareness about responsible road behavior.

For more information and to confirm your participation, please contact Mr. Vasudev Murtadkar: 9421651186

Let's come together to make our streets safer and promote responsible traffic habits through the power of drama!




Dr. Sajid Alvi
Director


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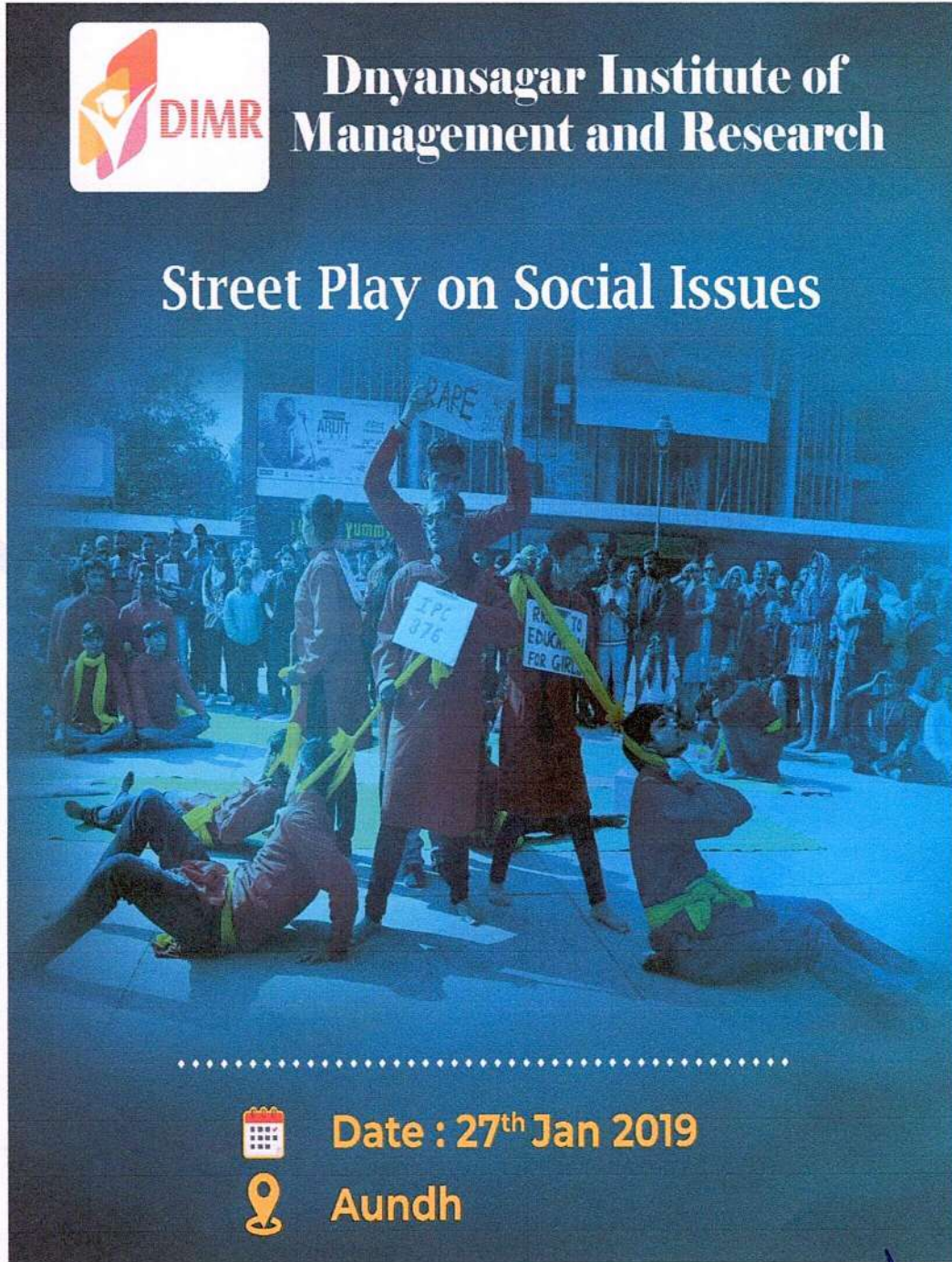
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**Dnyansagar Institute of
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Street Play on Social Issues



Date : 27th Jan 2019



Aundh



Sigh
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Street Play

Event Type: Extension & Outreach Activity

Event Name: Street Play on Social Issues

Day & Date: Sunday, 27th Jan. 2019

Collaboration: Happy Street



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Event Objectives:

- To break the stigma surrounding menstruation.
- To promote open conversations about menstrual health and hygiene.
- To spread awareness about road safety

Event Description

DIMR students fulfilled their social obligation as a part of their holistic learning of MBA@DIMR. Touching sensitive social taboo topics of periods/mensuration and building on road safety awareness, DIMR students drew the attention of public through street play @ Happy Streets.

DIMR students staged impactful street play to challenge societal norms and foster inclusivity. The performances attracted a diverse audience, and individuals from different backgrounds, who came together to witness this impactful event.

Students performed another street play on road safety awareness which highlighted the prominence of wearing helmet and seat belt, giving way to ambulance, and avoiding talking on mobile while driving.

DIMR students demonstrated another exemplary attempt to display teamwork, confidence and building nation through social harmony activities.

Outcome:

- Tapped sensitive topics in public which created impact.
- Awareness about mensuration and road safety.



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**Notice
Free Health Check-up Camp**

Date: 14/08/2018

We are delighted to announce a collaborative effort with JCI Poona and Herbayu to bring you a Free Health Check-Up Camp. Your well-being is our priority, and this initiative is designed to provide you with access to comprehensive health services.

Event Name: Health Checkup Camp

Day & Date: Friday, 24th August 2018

Partnership: JCI Poona and Herbayu

Venue: DIMR Campus

Our partners, JCI Poona and Herbayu, are committed to promoting health and wellness in the community, and we are grateful for their support in organizing this camp.

This is a fantastic opportunity for both students and staff members to prioritize their health. We encourage everyone to take advantage of this free health check-up and gain valuable insights into their well-being. For any inquiries or to confirm your attendance, please contact Mr. Khandare Narayan: 9404494946 and Ms Pratiksha Hinge: 9172386510.

Let's come together as a community to prioritize and celebrate good health. We look forward to seeing you at the Health Check-Up Camp.



Dr. Sajid Alvi
Director

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Health Checkup Camp

Event Type: Extension & Outreach Activity

Event Name: Health Checkup Camp

Day & Date: Friday, 24th August 2018

Partnership: JCI Poona and Herbayu

Venue : DIMR Campus



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Objectives of the Event:

- To increase the awareness of regular health checkup.
- To make the citizens diabetics free.

Event Description:

On 24th August 2018 2021 in DIMR, Pune, **Health Checkup camp** has been conducted successfully. Camp was organized by JCI (Joint Commission International) in collaboration with the Herbayu.

During the camp, diabetes and blood pressure checkup of the staff members, students and citizens were conducted. Expert medical professional addressed the gathering and advised about the healthy living tips.

Learning Outcome:

- Instilled the sense of responsibility towards the society among the students
- The students understood importance and benefits of health checkup.




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Notice of celebration of International Yoga Day

Date: 19 June 2019

Dear DIMR Community,

We are excited to announce the celebration of International Yoga Day at DIMR on **June 21, 2019**. This event promises to be an enriching experience, with active participation from college students, staff, and the children of staff members.

Join us at the **DIMR Seminar Hall** at **7:15 AM** for a rejuvenating yoga session led by experienced instructors. This celebration aims to underscore the importance of yoga in fostering holistic well-being and invites individuals of all ages and skill levels to partake in this transformative practice.

The session will feature a series of yoga asanas and breathing exercises tailored to accommodate participants with varying levels of proficiency. Whether you're a seasoned practitioner or new to yoga, this event offers an opportunity for everyone to explore the benefits of this ancient practice.

Notably, we extend a warm welcome to the children of staff members to participate in this event. We believe that introducing yoga at a young age fosters comprehensive development and promotes a culture of wellness within our community.

Following the session, refreshments will be served, providing a chance for participants to mingle and share their yoga experiences.

Come dressed comfortably in suitable attire for yoga practice, and don't forget to bring your enthusiasm and a positive attitude!

Let's come together as a community to celebrate International Yoga Day and embark on a journey toward holistic wellness.




Dr. Sajid Alvi
Director


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Celebration of International Yoga Day 2019

Event Name: Celebration of International Yoga Day 2019

Date: 21 June 2019

Venue: DIMR Seminar Hall



On June 21, 2019, the Department of DIMR celebrated International Yoga Day with enthusiasm and participation from college students, staff, and children of staff members. The event aimed to highlight the importance of yoga in promoting holistic well-being and to encourage its practice among individuals of all ages.




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Objectives of the Event:

- To raise awareness about the significance of yoga in maintaining physical, mental, and spiritual health.
- To encourage participation from students, staff, and their families to experience the benefits of yoga.
- To provide a platform for collective practice and learning of various yoga techniques.
- To promote unity and a sense of community among DIMR members through a shared wellness activity.

Event Description:

The International Yoga Day celebration commenced at 7:15 AM in the serene setting of the DIMR Seminar Hall. The event began with an inaugural address highlighting the importance of yoga in modern life and its relevance in promoting overall well-being.

Participants were guided through a series of yoga asanas and breathing exercises by experienced yoga instructors. The session was tailored to accommodate individuals of all skill levels, ensuring inclusivity and active participation from everyone present. The atmosphere was filled with positivity and tranquility as participants immersed themselves in the practice, focusing on alignment, breath, and mindfulness.

Notably, the event welcomed children of staff members, emphasizing the importance of introducing yoga at an early age for holistic development. Special attention was given to making the session engaging and enjoyable for the young participants, incorporating fun elements into the practice.

The event concluded with a brief meditation session, allowing participants to experience a sense of calm and inner peace. Refreshments were served, providing an opportunity for attendees to mingle and share their experiences of the session.

Learning Outcome:

- Increased awareness among participants about the holistic benefits of yoga, including improved flexibility, strength, and stress management.
- Enhanced understanding of various yoga techniques and their practical application in daily life.
- Promotion of family involvement in wellness activities, fostering a sense of unity and togetherness within the DIMR community.



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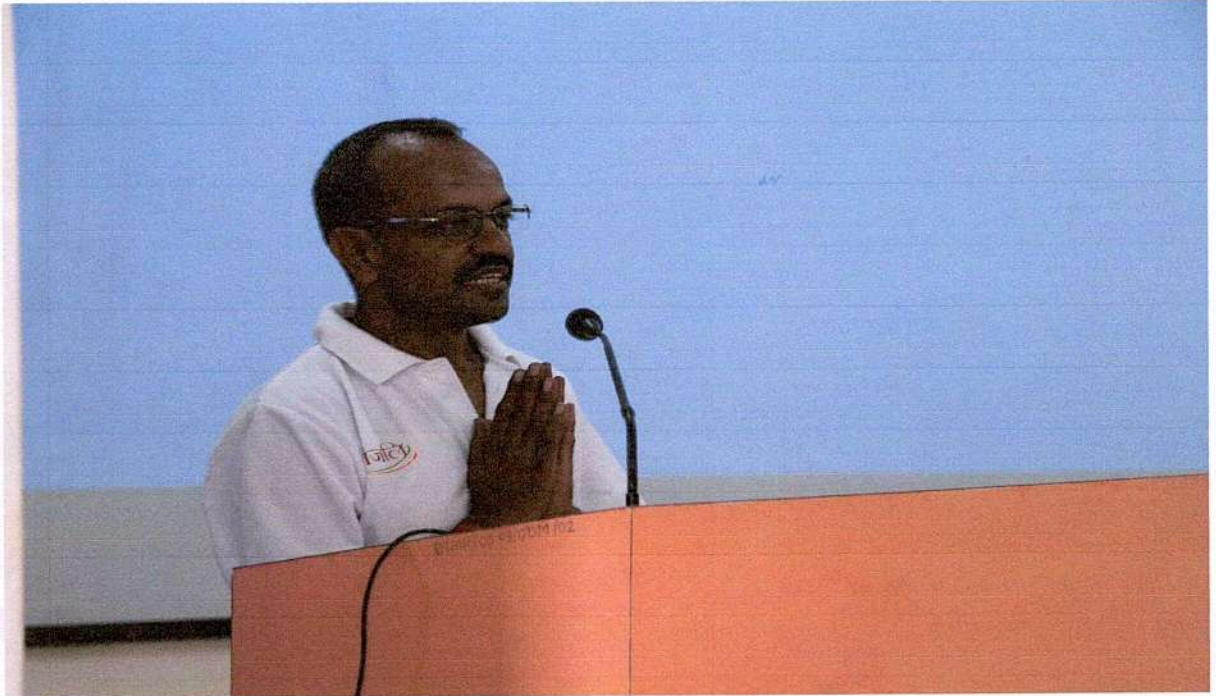
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Notice of celebration of International Yoga Day

Date: 19 June 2021

Dear DIMR Family,

We are thrilled to announce the celebration of International Yoga Day at DIMR on June 21, 2021. This event aims to promote the practice of yoga and its myriad benefits for physical, mental, and spiritual well-being.

Join us at the DIMR Ground at 7:00 AM for a rejuvenating yoga session conducted by experienced instructors. This event is open to all students and staff members, regardless of previous experience with yoga. Whether you're a beginner or an experienced practitioner, this is an opportunity for everyone to come together and experience the transformative power of yoga.

The session will include a series of yoga asanas (postures) and pranayama (breathing exercises), followed by a meditation session to promote relaxation and inner peace. This is a wonderful chance to unwind, de-stress, and reconnect with your mind, body, and spirit.

Come dressed comfortably in suitable attire for yoga practice, and don't forget to bring a yoga mat or towel. Refreshments will be provided after the session, allowing for interactions and discussions about the experience.

Let's come together as a community to celebrate International Yoga Day and embark on a journey towards holistic wellness.




Dr. Sajid Alvi
Director


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Celebration of International Yoga Day 2021

Event Name: Celebration of International Yoga Day 2021

Date: 21 June 2021

Venue: DIMR Ground



DIMR celebrated International Yoga Day on June 21, 2021, with great enthusiasm and participation from both students and staff. The event aimed to promote the practice of yoga and its numerous benefits for physical, mental, and spiritual well-being.



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Objectives of the Event:

- To raise awareness about the importance of yoga in maintaining a healthy lifestyle.
- To encourage students and staff to incorporate yoga into their daily routines.
- To provide a platform for participants to experience the holistic benefits of yoga.
- To foster a sense of community and camaraderie among the DIMR family through collective participation in a wellness activity.

Event Description:

The International Yoga Day celebration commenced at 7:00 AM on the DIMR Ground. The serene surroundings provided the perfect ambiance for the practice of yoga. The event began with a brief introduction to yoga and its significance by the organizing committee.

Participants were then guided through a series of yoga asanas (postures) and pranayama (breathing exercises) by experienced yoga instructors. The session included a variety of practices catering to individuals of all fitness levels, ensuring inclusivity and participation from everyone present.

The atmosphere was filled with positivity and tranquility as students and staff immersed themselves in the practice, focusing on their breath and movements. Participants were encouraged to embrace mindfulness and connect with their inner selves through each posture.

The event concluded with a meditation session, allowing participants to experience a profound sense of relaxation and inner peace. Refreshments were provided, fostering interactions and discussions among attendees about their experiences during the session.

Learning Outcome:

The "Finding First Job" event proved to be highly beneficial for the students of DIMR, yielding the following learning outcomes:

- Increased awareness about the importance of incorporating yoga into daily routines for overall well-being.
- Improved flexibility, strength, and posture among participants through the practice of yoga asanas.
- Enhanced mindfulness and stress management skills through the practice of pranayama and meditation.



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Notice of International Yoga Day

Date: 20th June 2022

Dear Staff and Students,

We are delighted to announce the celebration of International Yoga Day at Dnyansagar Institute of Management & Research on 21st June 2022. This event promises to be an enriching and invigorating experience, promoting physical fitness, mental well-being, and spiritual harmony.

Date and Venue: The celebration will take place on 21st June 2022 at the DIMR Seminar Hall.

Let us come together to celebrate the timeless wisdom and universal appeal of yoga as a path to holistic health and inner harmony. Your active participation and enthusiastic involvement will make this event a truly memorable and impactful experience for all.

We look forward to seeing you there!



**Dr. Sajid Alvi
Director**

**Director
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International Yoga Day

Event Name: International Yoga Day Celebration

Event Date: 21st June 2022

Venue: DIMR Seminar Hall




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Dnyansagar Institute of Management & Research (DIMR) celebrated International Yoga Day on 21st June 2022 with great enthusiasm and participation from both students and staff. The event aimed to promote the physical, mental, and spiritual benefits of yoga while fostering a sense of unity and well-being within the DIMR community.

Objectives of the Event:

- To raise awareness about the importance and benefits of yoga for overall health and well-being.
- To encourage active participation in yoga practices among students and staff.
- To promote mindfulness and stress relief through yoga techniques.
- To celebrate the cultural heritage of yoga and its global significance.

Event Description:

The International Yoga Day celebration commenced with a serene and tranquil atmosphere as participants gathered in the DIMR Seminar Hall. The event began with an opening address, highlighting the significance of yoga in promoting physical fitness, mental agility, and spiritual harmony.

Participants engaged in a series of yoga sessions led by experienced instructors, encompassing various asanas, pranayama, and meditation techniques. These sessions aimed to provide practical insights into the holistic benefits of yoga, including improved flexibility, enhanced concentration, and stress reduction.

Additionally, the event featured informative talks and demonstrations on the history and philosophy of yoga, emphasizing its ancient roots and modern relevance. Participants also had the opportunity to share their own experiences and insights into the transformative power of regular yoga practice.

Learning Outcome:

- Participants gained a better understanding of the physical benefits of yoga, including improved flexibility, strength, and posture.
- Through mindfulness practices such as meditation and pranayama, attendees learned techniques to enhance mental focus and reduce stress.
- The event fostered a deeper appreciation for the cultural heritage of yoga and its significance as a timeless practice for holistic well-being.

By coming together to practice yoga, students and staff forged bonds of unity and camaraderie, creating a supportive and inclusive environment within the DIMR community.



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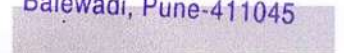
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Notice of Social Awareness Program

Date: 4th February 2019

Dear Students,

We are excited to announce a Social Awareness Program organized by DIMR on February 5, 2019. This event aims to raise awareness about important societal issues and promote dialogue on topics such as gender equality, road safety, and menstrual hygiene through engaging street play performances.

Event Details:

Date: February 5, 2019

Time: 11 AM

Venue: DIMR Campus


Join us for an enlightening and impactful event where DIMR students will showcase their talents and creativity while addressing critical social issues. Renowned social activist Mrs. Vaishal Patkar will be present to witness the performances and commend the efforts of our students in promoting social awareness.

The street plays will cover a range of topics including saving the girl child, promoting helmet use, addressing sexual harassment of men, and breaking the taboo surrounding menstruation. This is an opportunity for us to come together, learn, and contribute towards building a more informed and inclusive society.

We invite you to be a part of this important initiative and show your support for social change. Let's join hands to make a positive impact in our community.

We look forward to seeing you there!




Dr. Sajid Alvi
Director


Director
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Social Awareness Program

Event Name: Social Awareness Program

Date: 5th February 2019

Venue: DIMR Campus



[Signature]
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DIMR organized a Social Awareness Program on February 5, 2019, aimed at addressing critical societal issues and promoting community engagement through impactful street plays. The event provided an opportunity for students to showcase their talents while raising awareness on topics such as gender equality, road safety, and menstrual hygiene.

Objectives of the Event:

- To raise awareness about important social issues including gender equality, road safety, and menstrual hygiene.
- To engage with the community and promote dialogue on these sensitive topics.
- To showcase the talents and creativity of DIMR students through street play performances.

Event Description:

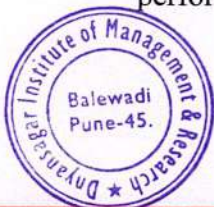
The Social Awareness Program commenced with an introduction to the event objectives and the importance of addressing societal issues through creative means. Renowned social activist Mrs. Vaishal Patkar graced the occasion, underscoring the significance of citizen-centric development and commending DIMR students for their proactive efforts in social awareness.

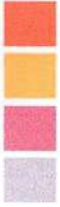
The street plays performed by DIMR students covered a range of pertinent topics, including saving the girl child, promoting helmet use, addressing sexual harassment of men, and breaking the taboo surrounding menstruation. Each performance was carefully crafted to deliver a powerful message while engaging and entertaining the audience.

Mrs. Vaishal Patkar, along with other attendees, expressed admiration for the students' dedication and creativity in addressing these critical issues. Their performances left the audience thrilled, energized, and deeply touched by the heartwarming stories and impactful messages conveyed through the street plays.

Learning Outcome:

- Increased awareness and understanding of important social issues among the audience, leading to greater empathy and sensitivity towards these topics.
- Promotion of dialogue and discussion on sensitive topics such as gender equality, road safety, and menstrual hygiene, fostering a culture of open communication and awareness.
- Development of students' creative and communication skills through the production and performance of street plays, enhancing their ability to convey complex messages effectively.





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Notice of Road Safety Awareness Program

Date: 25 January 2019

Dear Students,

We are pleased to inform you about an upcoming street play and road safety awareness event organized by DIMR students, scheduled to take place on January 27, 2019. This event aims to address important societal issues and promote community engagement through interactive performances.

Event Details:

Date: January 27, 2019
Time: 10 AM
Venue: Happy Street

The street play will touch upon sensitive social taboo topics such as periods/menstruation, aiming to raise awareness and promote open dialogue on this important issue. Additionally, the event will focus on road safety awareness, highlighting the importance of safe driving practices and pedestrian safety.

We invite you to join us and be a part of this impactful initiative. Through engaging storytelling and theatrical performances, we aim to educate and inspire positive change within our community. Let's come together to support our fellow students and contribute to building a safer and more inclusive society.

We look forward to your participation and active involvement in making this event a success.




Dr. Sajid Alvi
Director


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Road Safety Awareness Program

Event Name: Road Safety Awareness Program

Date: 27 January 2019

Venue: Happy Street



DIMR students took a proactive step towards fulfilling their social obligation by addressing sensitive social taboo topics and raising awareness about road safety through a street play performed at Happy Streets on January 27, 2019. This initiative not only showcased their commitment to holistic learning but also demonstrated their dedication to building a safer and more inclusive society.



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Objectives of the Event:

- To raise awareness about sensitive social taboo topics such as periods/menstruation.
- To promote road safety awareness among the public.
- To engage with the community through interactive and impactful street play performances.
- To develop students' teamwork, confidence, and leadership skills through experiential learning.

Event Description:

The street play performance organized by DIMR students at Happy Streets aimed to address two significant societal issues: periods/menstruation taboos and road safety. Through engaging storytelling and theatrical performances, students effectively conveyed important messages to the public.

The first part of the street play focused on breaking the stigma surrounding periods/menstruation. Students portrayed real-life scenarios and challenges faced by individuals due to societal taboos and misconceptions related to menstruation. By debunking myths and promoting open dialogue, the performance aimed to promote menstrual hygiene and empower individuals to address this issue without shame or stigma.

The second part of the street play centered on road safety awareness. Students depicted common road safety hazards and accidents, highlighting the importance of following traffic rules, wearing seatbelts, and avoiding distracted driving. Through thought-provoking scenes and impactful messages, the performance aimed to educate the public about safe road practices and encourage behavioral change for a safer road environment.

Learning Outcome:

- Increased awareness and understanding of sensitive social taboo topics such as periods/menstruation, leading to reduced stigma and improved menstrual hygiene practices.
- Enhanced awareness of road safety measures and behavioral changes among the public, contributing to a safer road environment.
- Development of students' communication, teamwork, and leadership skills through experiential learning and public engagement.





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Relevant Syllabus




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7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Supporting Documents [Relevant Syllabus]

Index

Sr.No	Particulars
1	Syllabus of Human Rights
2	Syllabus of Cyber Security
3	Syllabus of Introduction to Constitution
4	Syllabus of Indian Ethos & Business Ethics
5	Sample Result of Student




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The syllabus

Course I

Introduction to Human Rights and Duties

Credit: 1

- I) **Basic Concept**
 - a) Human Values- Dignity , Liberty, Equality , Justice, Unity in Diversity, Ethics and Morals
 - b) Meaning and significance of Human Rights Education

- II) **Perspectives of Rights and Duties**
 - a) Rights: Inherent-Inalienable-Universal- Individual and Groups
 - b) Nature and concept of Duties
 - c) Interrelationship of Rights and Duties

- III) **Introduction to Terminology of Various Legal Instruments**
 - a) Meaning of Legal Instrument- Binding Nature
 - b) Types of Instruments: Covenant-Charter-Declaration-Treaty-Convention-Protocol- Executive Orders and Statutes

- IV) **United Nations And Human Rights**
 - a) Brief History of Human Rights- International and National Perspectives
 - b) Provision of the charters of United Nations
 - c) Universal Declaration of Human Rights- Significance-Preamble
 - d) Civil and Political Rights-(Art. 1-21)
 - e) Economic, Social and Cultural Rights-(Art.22-28)
 - f) Duties and Limitations-(Art. 29)
 - g) Final Provision (Art. 30)



A handwritten signature in blue ink, appearing to be "S. S. S.", written over a horizontal line.

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Course II

Human rights of vulnerable and disadvantaged groups

Credit: 1

I) General Introduction

- a) Meaning and Concept of Vulnerable and Disadvantaged
- b) Groups, Customary, Socio-Economic and Cultural Problems of
- c) Vulnerable and Disadvantaged Groups

II) Social status of women and children in International and national perspective

- a) Human Rights and Women's Rights –International and National Standards
- b) Human Rights of Children-International and National Standards

III) Status of Social and Economically Disadvantaged people

- a) Status of Indigenous People and the Role of the UN
- b) Status of SC/ST and Other Indigenous People in the Indian Scenario
- c) Human Rights of Aged and Disabled
- d) The Minorities and Human Rights

IV) Human rights of vulnerable groups

- a) Stateless Persons
- b) Sex Workers
- c) Migrant Workers
- d) HIV/AIDS Victims




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Introduction to Cyber Security / Information Security

Syllabus for 'Introduction to Cyber Security / Information Security' program* for students of University of Pune is given below.

The program will be of 4 credits and it will be delivered in 60 clock hours**.

*: Course material for this program will be developed by CINS

** : These clock hours also includes practical sessions and demonstrations wherever required.

SR. NO.	TOPIC	HOURS	MARKS
1	Module 1: Pre-requisites in Information and Network Security	14	25
	Chapter 1: Overview of Networking Concepts	3	
	Chapter 2: Information Security Concepts	3	
	Chapter 3: Security Threats and Vulnerabilities	5	
	Chapter 4: Cryptography / Encryption	3	
2	Module 2: Security Management	13	25
	Chapter 1: Security Management Practices	7	
	Chapter 2: Security Laws and Standards	6	
3	Module 3: Information and Network Security	13	25
	Chapter 1: Access Control and Intrusion Detection	3	
	Chapter 2: Server Management and Firewalls	4	
	Chapter 3: Security for VPN and Next Generation Technologies	6	
4	Module 4: System and Application Security	20	25
	Chapter 1: Security Architectures and Models	5	
	Chapter 2: System Security	5	
	Chapter 3: OS Security	5	
	Chapter 4: Wireless Network and Security	5	




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Detail Syllabus for Credit Course for University of Pune

Module 1: Pre-requisites in Information and Network Security

Chapter 1: Overview of Networking Concepts

1. Basics of Communication Systems
2. Transmission Media
3. Topology and Types of Networks
4. TCP/IP Protocol Stacks
5. Wireless Networks
6. The Internet

Chapter 2: Information Security Concepts

1. Information Security Overview: Background and Current Scenario
2. Types of Attacks
3. Goals for Security
4. E-commerce Security
5. Computer Forensics
6. Steganography

Chapter 3: Security Threats and Vulnerabilities

1. Overview of Security threats
2. Weak / Strong Passwords and Password Cracking
3. Insecure Network connections
4. Malicious Code
5. Programming Bugs




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6. Cyber crime and Cyber terrorism
7. Information Warfare and Surveillance

Chapter 4: Cryptography / Encryption

1. Introduction to Cryptography / Encryption
2. Digital Signatures
3. Public Key infrastructure
4. Applications of Cryptography
5. Tools and techniques of Cryptography

Module 2: Security Management

Chapter I: Security Management Practices

1. Overview of Security Management
2. Information Classification Process
3. Security Policy
4. Risk Management
5. Security Procedures and Guidelines
6. Business Continuity and Disaster Recovery
7. Ethics and Best Practices

Chapter 2: Security Laws and Standards

1. Security Assurance
2. Security Laws
3. IPR



4. International Standards
5. Security Audit
6. SSE-CMM / COBIT etc

Module 3: Information and Network Security

Chapter 1: Access Control and Intrusion Detection

1. Overview of Identification and Authorization
2. Overview of IDS
3. Intrusion Detection Systems and Intrusion Prevention Systems

Chapter 2: Server Management and Firewalls

1. User Management
2. Overview of Firewalls
3. Types of Firewalls
4. DMZ and firewall features

Chapter 3: Security for VPN and Next Generation Technologies

1. VPN Security
2. Security in Multimedia Networks
3. Various Computing Platforms: HPC, Cluster and Computing Grids
4. Virtualization and Cloud Technology and Security

Module 4: System and Application Security




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Chapter 1: Security Architectures and Models

1. Designing Secure Operating Systems
2. Controls to enforce security services
3. Information Security Models

Chapter 2: System Security

1. Desktop Security
2. email security: PGP and SMIME
3. Web Security: web authentication, SSL and SET
4. Database Security

Chapter 3: OS Security

1. OS Security Vulnerabilities, updates and patches
2. OS integrity checks
3. Anti-virus software
4. Configuring the OS for security
5. OS Security Vulnerabilities, updates and patches

Chapter 4: Wireless Networks and Security

1. Components of wireless networks
2. Security issues in wireless




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सावित्रीबाई फुले पुणे विद्यापीठ
(पूर्वीचे पुणे विद्यापीठ)

शैक्षणिक विभाग

गणेशखिंड, पुणे-४११ ००७

दूरध्वनी क्र. : ०२०-२५६०१२५७/५८/५९

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संकेतस्थळ : www.unipune.ac.in

संदर्भ क्र. : बी वी फु / १०३

Savitribai Phule Pune University
(Formerly University of Pune)

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दिनांक : १२ / ०२ / २०२०

परिपत्रक क्र. ३१ / २०२०

विषय:- शैक्षणिक वर्ष २०२०-२०२१ पासून **Introduction to Constitution** हा 2 Credits (Add-on Audit Course) चा अभ्यासक्रम सर्व विद्याशाखांच्या पदव्युत्तर पदवी अभ्यासक्रमासाठी अनिवार्य करण्यास मान्यता देणेबाबत.

विद्यापीठ अधिकार मंडळाने घेतलेल्या निर्णयानुसार कळविण्यात येते की, शैक्षणिक वर्ष २०२०-२०२१ पासून Introduction to Constitution हा 2 Credits (Add-on Audit Course) चा अभ्यासक्रम सर्व विद्याशाखांच्या पदव्युत्तर पदवी अभ्यासक्रमासाठी अनिवार्य करण्यास मान्यता देण्यात येत आहे.

सदर अभ्यासक्रम सावित्रीबाई फुले पुणे विद्यापीठाच्या www.unipune.ac.in या संकेतस्थळावर Syllabi या शीर्षकाखाली उपलब्ध करण्यात आला आहे, याची सर्व संबंधितांनी नोंद घ्यावी.

मा. प्राचार्य, सर्व संलग्न महाविद्यालये आणि मा. संचालक, सर्व मान्यताप्राप्त संस्था यांना विनंती की, सदर परिपत्रकाचा आशय सर्व संबंधितांच्या निदर्शनास आणून दयावा.

उपकुलसचिव
(शैक्षणिक विभाग)



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प्रत माहितीसाठी व पुढील योग्य त्या कार्यवाहीसाठी:-

१. मा. अधिष्ठाता, सर्व विद्याशाखा
२. मा. प्राचार्य, सर्व संलग्न महाविद्यालये
३. मा. संचालक, सर्व मान्यताप्राप्त संस्था
४. मा. संचालक, परीक्षा व मूल्यमापन मंडळ, सावित्रीबाई फुले पुणे विद्यापीठ
५. मा. संचालक, स्पर्धा परीक्षा केंद्र
६. मा. संचालक, (आंतरराष्ट्रीय केंद्र)
७. मा. प्रमुख, विद्यापीठ उपकेंद्र :अहमदनगर, नाशिक.
८. उपकुलसचिव, परीक्षा (१,२)
९. सिस्टीम ऑनॅलिस्ट डेटा प्रोग्रेसिंग युनिट
१०. उपकुलसचिव, शैक्षणिक प्रवेश विभाग
११. उपकुलसचिव, नियोजन व विकास विभाग
१२. उपकुलसचिव, शैक्षणिक पात्रता विभाग
१३. उपकुलसचिव (सभा व दफ्तर विभाग)
१४. उपकुलसचिव (परीक्षा-एस.ए.ए.टी. विभाग)
१५. सहाय्यक कुलसचिव (परीक्षा समन्वय विभाग)
१६. सहा. कुलसचिव (गोपनीय कक्ष)
१७. वरिष्ठ कायदा अधिकारी
१८. जनसंपर्क अधिकारी
१८. सहाय्यक कुलसचिव (संलग्नता कक्ष)
१९. सहाय्यक कुलसचिव (प्र-कुलगुरु कार्यालय)
२०. कक्षाधिकारी (बहिःस्थ विभाग)

विद्यापरिषद ठराव क्र. - ब ११ पीए/११/२०२० दि. २३ जानेवारी, २०२०




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INTRODUCTION TO CONSTITUTION

(TWO CREDITS)

Course Objectives: This course introduces students to the Constitution of India. The Constitution, being supreme law of the land, must be known to every citizen of India. It begins with the Preamble, which indicates the source and objects of it. We, the people of India, are the source of the Constitution and have resolved to constitute India into a sovereign, socialist, secular, democratic and republic. The Course has been designed for everyone to make acquaint themselves with their fundamental rights and of others. No right is absolute one; it is subject to others right, as well. Directive Principles of State Policy are nothing but rights, though not enforceable by any court. These Directive Principles are basically 'Fundamental Principles' in the governance of the country. Powers and freedoms come with responsibility, State's responsibility to implement Directive Principles and citizens must perform their duties towards others, society and nation.

Expected Course Outcomes:

To introduce the philosophy of Constitution of India to students.
To acquaint them with their freedoms and responsibilities.

UNIT 1: PHILOSOPHY OF THE INDIAN CONSTITUTION (5 Hours)

- a) Constitutional History of India
- b) Role of Dr. B.R. Ambedkar in Constituent Assembly
- c) Preamble – Source and Objects
- d) Sovereign and Republic
- e) Socialist and Secular
- f) Democratic – Social and Economic Democracy
- g) Justice – Social, Economic and Political
- h) Liberty – Thought, Expression, Belief, Faith and Worship
- i) Equality – Status and Opportunity
- j) Fraternity, Human Dignity, Unity and Integrity of the Nation




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UNIT 2: FUNDAMENTAL RIGHTS (10 Hours)

- a) Right to equality
- b) Right to freedoms
- c) Right against exploitation
- d) Right to freedom of religion
- e) Cultural and educational rights
- f) Right to property
- g) Right to constitutional remedies

UNIT 3: DIRECTIVE PRINCIPLES OF STATE POLICY (10 Hours)

- a) Equal Justice and free legal aid
- b) Right to work and provisions for just and humane conditions of work
- c) Provision for early childhood, Right to education and SC,ST, weaker section
- d) Uniform Civil Code
- e) Standard of Living, nutrition and public health
- f) Protection and improvement of environment
- g) Separation of Judiciary from executive
- h) Promotion of International peace and security

UNIT 4: FUNDAMENTAL DUTIES (5 Hours)

- a) Duty to abide by the Constitution
- b) Duty to cherish and follow the noble ideals
- c) Duty to defend the country and render national service
- d) Duty to value and preserve the rich heritage of our composite culture
- e) Duty to develop scientific temper, humanism, the spirit of inquiry & reform
- f) Duty to safeguard public property and abjure violence
- g) Duty to strive towards excellence

Text/Reference Books:

- a) D. D. Basu, Introduction to the Constitution of India, LexisNexis
- b) Granville Austin, The Constitution of India: Cornerstone of a Nation, Oxford University Press
- c) Subhash Kashyap, Our Constitution, National Book Trust
- d) M.P. Jain, Indian Constitutional Law, LexisNexis




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- e) V.N.Shukla, Constitution of India, Eastern Book Company
- f) P.M. Bakshi, The Constitution of India, Universal Law Publishing
- g) M.V.Pylee, Constitutional Government in India, S. Chand
- h) V. S. Khare, Dr. B.R.Ambedkar and India's National Security
- i) डॉ. सत्यरंजन साठे, भारताच्या राज्यघटनेची ५० वर्षे, कॉन्टिनेन्टल प्रकाशन
- j) नरेन्द्र चपळगावकर, राज्यघटनेचे अर्धशतक, मौज प्रकाशन गृह
- k) सुहास पळशीकर, राजकारणाचा ताळेबंद भारतीय लोकशाहीची वाटचाल, साधना प्रकाशन
- l) जयदेव गायकवाड, संविधान सभेत डॉ. आंबेडकर, पद्मगंगा प्रकाशन
- m) झिया मोदी, टेन जजमेंट्स दॅट चेंज्ड इंडिया, सकाल प्रकाशन
- n) डॉ. रावसाहेब कसबे, डॉ. आंबेडकर आणि भारतीय राज्यघटना, सुगावा प्रकाशन




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Semester IV		402 – Indian Ethos & Business Ethics
3 Credits	LTP: 2:1:1	Compulsory Generic Core Course

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO402.1	REMEMBERING	Recall and spell the human universal values of Indian Ethos and its applications in Business ethics
CO402.2	UNDERSTANDING	Recognize and Demonstrate the relevance of Indian Ethos by taking the rationale and ethical business decision derived from Indian Heritage Scriptures.
CO402.3	APPLYING	Apply the concepts of Indian Ethos, Values, and Ethics with moral reasoning to develop sustainable solutions to solve complex business issues..
CO402.4	ANALYSING	Analyze and make inferences to contemporary business practices in relation to Indian Ethos & Business Ethics
CO402.5	EVALUATING	Appraising the importance of business decisions on the basis of ethics and thus create a value driven management.
CO402.6	CREATING	ELABORATE Ethical dilemmas in different business areas of marketing, HRM and Finance and ADAPT dilemma resolution interventions by referring to Ethical decision making.

1. **Indian Ethos and Values : Its relevance at Workplace: Indian Ethos-** Meaning, Features, Need, Evolution, Relevance, Universal Human values for continuity of happiness and prosperity, Development of Human Consciousness Principles Practiced by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices, Triguna Theory-OSHA Model. Work Ethos meaning, dimensions of Work Ethos. **Values - Concepts, Values in business, Value system in work culture, and Values of Indian Managers, Relevance of Value Based Management in Global Change; Impact of values on Stakeholders; Trans-Cultural Human Values, need of ethos in business organisations with reference to Indian firms, Ethics v/s Ethos, Eastern Management v/s Western Management. (8+2)**

2. **Indian Model of Management:** Concept of Indian Model of Management in the Indian socio-political environment, Laws of Karma and its relevance in business settings, Indian Heritage in Business-Management. Production and Consumption: Management lessons from Indian heritage scriptures (like Mahabharata & Ramayana), Leadership Pointers from Kautilya's Arthashastra, VEDA Model of Leadership, Corporate Rishi Model, Theory K, WE theory (West-East Theory) (11+2)

3. **Business Ethics as Applied ethics:** Meaning, Characteristics of Business Ethics, Importance of Business Ethics (Long Term growth, Cost reduction, Risk mitigation, Limited resources, etc.), The Ethics of the Business, Types of Business Ethics (Transactional Ethics, Participatory Ethics, Recognition Ethics), Factors influencing business ethics, Svensson and Wood, A Model of Business Ethics. Categories of Ethics and Responsibilities (Personal, Professional, Managerial) Business Code of Conduct), Approaches to Business Ethics: Consequentialist & Non-Consequentialist The Ethical Audit, Theories of Ethics - Deontological Theory & Teleological Theory, Kohlberg's Six stage moral development, Chris Moon's Ethical fitness: a Four-Step Workout (Moral Awareness, Values Definition, Ethical Analysis, Dilemma Resolution). (11+2)

4. **Ethical decision making in business matrix:** Framework of Ethical decision making, Ethical dilemmas in different functional areas of Business (Finance, Marketing HRM and International Business), Difficulties for practice ethics in organization, Intellectual Property Rights and Business Ethics, Ethical challenges for Managers, Ethical Decision Making process, it's Model -STEP Model, PLUS Filter Model. (8+2)

5. **Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business:** Contemporary cases on Corporate Strategy, Moral Reasoning, personal responsibility and UN-17 SDG: Climate Change, Corporate Strategy and Natural resource depletion, Corporate Social Responsibility, transparency and accountability, Social Media and E-Platforms. Current ethical issues like Bank scams, Airlines etc. (7+2)

Suggested Text Books:

1. Business Ethics (Concept, Application, Framework and Cultural Impact) k. Aswathappa, J. Ushar Rani, Sunanda Gundavajhala, Himalaya Publishing House
2. Ethics in Management and Indian Ethos, Biswanath Ghosh, Vikas Publishing House
3. Indian Ethos of Management, Tushar Agarawal and Nidhi Chandorkar, Himalaya Publication House.
4. Indian Ethos and Values for Managers, Khandelwal, Himalaya Publishing House

Suggested Reference Books:

1. Indian Ethos & Values In Management, Nandagopal R, Ajith Sankar, Tata McGraw Hill Publishing Co. Ltd.
2. New Mantras in Corporate corridors From Ancient Routes to Global Roots, Subhas Sharma, New Age International Publishers



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SAVITRIBAI PHULE PUNE UNIVERSITY

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STATEMENT OF MARKS / GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV. 2019)

SEAT NO. 45925

CENTRE 1

PERM REG. NO.: 2051906007

NAME INAMDAR BIRJIS MUZAFFAR

MOTHER : AGEELA

COLLEGE / SCHOOL 1103 DNYANSAGAR IMR, BALEWADI

YEAR : APRIL 2021

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SEM.	NAME OF THE COURSE	INT	UEX	TOT	CRE	GR-	DITS	ADE	GP
SPECIAL SUBJECT : HUMAN RESOURCE MANAGEMENT									
1	GC-01 MANAGERIAL ACCOUNTING	30	20#	50	P	03	D	#018	
	GC-02 ORGANIZATIONAL BEHAVIOUR	41	34	75	P	03	B	024	
	GC-03 ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	40	30	70	P	03	B	024	
	GC-04 BUSINESS RESEARCH METHODS	40	31	71	P	03	B	024	
	GC-05 BASICS OF MARKETING	36	23	59	P	03	D	018	
	GC-06 DIGITAL BUSINESS	40	27	67	P	03	C	021	
	GE-UL-01 MANAGEMENT FUNDAMENTALS	-	22	22	P	02	P	008	
	GE-UL-03 ENTREPRENEURSHIP DEVELOPMENT	-	28	28	P	02	D	012	
	GE-UL-05 LEGAL ASPECTS OF BUSINESS	-	34	34	P	02	C	014	
	GE-IL-01 VERBAL COMMUNICATION LAB	42	-	42	P	02	A	018	
	GE-IL-02 ENTERPRISE ANALYSIS & DESK RESEARCH	42	-	42	P	02	A	018	
	GE-IL-04 MS EXCEL	40	-	40	P	02	A	018	
	HUMAN RIGHTS - I	21	-	21	P	01	A	!	
	INTRODUCTION TO CYBER SECURITY - I	21	-	21	P	01	A	!	
2	GC-07 MARKETING MANAGEMENT	42	38	80	P	03	A	027	
	GC-08 FINANCIAL MANAGEMENT	42	38	80	P	03	A	027	
	GC-09 HUMAN RESOURCES MANAGEMENT	41	38	79	P	03	B	024	
	GC-10 OPERATIONS & SUPPLY CHAIN MANAGEMENT	41	38	79	P	03	B	024	
	SC-HRM-01 COMPETENCY BASED HUMAN RESOURCE MANAGEMENT	42	38	80	P	03	A	027	
	SC-HRM-02 EMPLOYEE RELATIONS & LABOUR LEGISLATION	42	38	80	P	03	A	027	
	GE-UL-07 CONTEMPORARY FRAMEWORKS IN MANAGEMENT	-	33	33	P	02	C	014	
	GE-UL-09 START UP AND NEW VENTURE MANAGEMENT	-	33	33	P	02	C	014	
	GE-UL-10 QUALITATIVE RESEARCH METHODS	-	33	33	P	02	C	014	
	GE-IL-09 INDUSTRY ANALYSIS & DESK RESEARCH	42	-	42	P	02	A	018	
	SE-IL-HRM-02 LAB IN RECRUITMENT AND SELECTION	42	-	42	P	02	A	018	
	SE-IL-HRM-05 HR ANALYTICS	41	-	41	P	02	A	018	
	HUMAN RIGHTS - II	21	-	21	P	01	A	!	
	INTRODUCTION TO CYBER SECURITY - II	21	-	21	P	01	A	!	
3	GC-11 STRATEGIC MANAGEMENT	41	36	77	P	03	B	024	
	GC-12 DECISION SCIENCE	38	25	63	P	03	C	021	
	GC-13 SUMMER INTERNSHIP PROJECT	44	44	88	P	06	A	054	
	SC-HRM-03 STRATEGIC HUMAN RESOURCE MANAGEMENT	41	44	85	P	03	A	027	
	SC-HRM-04 HR OPERATIONS	40	40	80	P	03	A	027	
	GE-UL-13 INTERNATIONAL BUSINESS ECONOMICS	-	48	48	P	02	O	020	
	GE-UL-15 PROJECT MANAGEMENT	-	44	44	P	02	A	018	
	GE-UL-18 MANAGEMENT OF NON-PROFIT ORGANIZATIONS	-	45	45	P	02	O	020	

CONTINUED

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YEAR : APRIL 2021

SEM. NAME OF THE COURSE

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PAGE : 2

SE-IL-HRM-09	HR PERSEPECTIVE IN MERGERS AND ACQUISITION	40	-	40	P	02	A	018
SE-IL-HRM-13	PERFORMANCE MANAGEMENT SYSTEM	41	-	41	P	02	A	018
SE-IL-HRM-14	CHANGE MANAGEMENT & NEW TECHNOLOGIES IN HRM	41	-	41	P	02	A	018
	INTRODUCTION TO CYBER SECURITY - III	22	-	22	P	01	A	!
	SKILL DEVELOPMENT - I	41	-	41	P	02	A	!
	INTRODUCTION TO CONSTITUTION	41	-	41	P	02	A	!
GC-14	ENTERPRISE PERFORMANCE MANAGEMENT	40	43	83	*	03	A	027
GC-15	INDIAN ETHOS & BUSINESS ETHICS	36	46	82	*	03	A	027
SC-HRM-05	ORGANIZATIONAL DIAGNOSIS & DEVELOPMENT	40	39	79	*	03	B	024
SC-HRM-06	CURRENT TRENDS & CASES IN HUMAN RESOURCE MANAGEMENT	42	50	92	*	03	O	030
GE-UL-19	GLOBAL STRATEGIC MANAGEMENT	-	44	44	*	02	A	018
GE-UL-22	CORPORATE SOCIAL RESPOSIBILITY & SUSTAINABILITY	-	45	45	*	02	O	020
SE-IL-HRM-19	EMPLOYEE ENGAGEMENT & OWNERSHIP	39	-	39	*	02	B	016
SE-IL-HRM-20	LEADERSHIP & SUCCESSION PLANNING	36	-	36	*	02	B	016
	INTRODUCTION TO CYBER SECURITY - IV	20	-	20	*	01	A	!
	SKILL DEVELOPMENT - II	39	-	39	*	02	B	!
CGPA : (1) 7.23(2) 8.40(3) 8.83(4) 8.90						TOTAL		110 912
TOT.MARKS : 2454/3200 (76.69%)				CGPA:				8.29
RESULT : FIRST CLASS WITH DISTINCTION # 0.4								

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Medium of instruction: English

Board of Examinations & Evaluation

ST. NO. : 05936

DATE : 12 NOV 2021



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