



Savitribai Mahila Vikas Mandal's

SAVITRIBAI COLLEGE OF PHARMACY

Approved by AICTE, PCI New Delhi, Recognized by Govt. of Maharashtra & Affiliated to MSBTE Mumbai

Ref: SCOP/2025-26/CC/04

Date: 05/07/2025

Womens Grievance Redressal Committee (WGRC)

- Name of the College: **Savitribai College of Pharmacy**
- College Address: **At Bamni, Shelgaon Road, Dabhad, Tq Ardhapur, Dist Nanded**
- College Website: **www.scopnanded.com**
- College E-mail: **scopnanded@gmail.com**

Mission Statement:

The Savitribai College of Pharmacy Grievance Redressal Committee (SCOPGRC) is dedicated to ensuring a fair, transparent, and efficient mechanism for addressing grievances and complaints raised by students, faculty, and staff of the Savitribai College of Pharmacy. Our mission is to provide a platform for individuals to express their concerns, seek resolutions, and foster a harmonious and conducive learning and working environment within the college.

Committee Objectives:

- **Receive and Review Grievances:** Receive, document, and review grievances and complaints submitted by students, faculty, and staff of the pharmacy college in a confidential and impartial manner.
- **Facilitate Mediation and Resolution:** Mediate and facilitate the resolution of grievances through informal channels whenever possible, promoting dialogue and understanding between the parties involved.
- **Conduct Investigations:** Conduct thorough and unbiased investigations into more serious or complex grievances, ensuring all parties involved are given an opportunity to present their perspectives and evidence.
- **Maintain Confidentiality:** Ensure the confidentiality and privacy of individuals raising grievances, respecting their rights and protecting them from any form of victimization or discrimination.
- **Recommend Corrective Actions:** Based on the findings of investigations, recommend appropriate corrective actions or measures to address the grievances and prevent their recurrence in the future.
- **Provide Guidance and Support:** Offer guidance and support to individuals seeking assistance in filing grievances, clarifying processes, and understanding their rights and responsibilities within the Savitribai College of Pharmacy.
- **Promote Awareness and Prevention:** Conduct awareness campaigns and workshops to educate the college community about the grievance redressal mechanism, fostering a culture of respect, fairness, and inclusivity.

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Formation of Grievance Redressal Committee (GRC)

Chairperson	Duties
<p>Name: Mrs. A.M. Bhorge Designation: Principal Contact Number: 9822172400</p> <p>(Appointment Order No. SCOP/2025-26/CC/GRC/01) Dated:05/07/2025</p>	<ul style="list-style-type: none">• Leadership and Coordination:<ul style="list-style-type: none">• Provide leadership and coordination for the Women's Grievance Redressal Committee.• Policy Compliance:<ul style="list-style-type: none">• Ensure compliance with relevant laws and organizational policies related to women's rights and workplace harassment.• Grievance Handling:<ul style="list-style-type: none">• Receive, review, and handle complaints related to women's issues within the organization.• Investigation and Resolution:<ul style="list-style-type: none">• Oversee or delegate investigations, ensuring a fair and thorough process.• Facilitate the resolution of grievances to maintain a safe workplace.• Documentation:<ul style="list-style-type: none">• Maintain accurate and confidential records of complaints, investigations, and resolutions.• Awareness and Training:<ul style="list-style-type: none">• Conduct awareness programs for employees on women's rights and the grievance redressal process.• Provide training for committee members on relevant laws and best practices.• Reporting:<ul style="list-style-type: none">• Prepare regular reports on committee activities and outcomes for management or authorities.• Support for Victims:<ul style="list-style-type: none">• Offer support and guidance to individuals filing complaints.• Facilitate access to counseling or support services for victims.• Collaboration:<ul style="list-style-type: none">• Collaborate with other departments to address systemic issues and promote an inclusive workplace culture.• Advocacy:<ul style="list-style-type: none">• Advocate for policies and initiatives that promote gender equality and diversity.• Act as a liaison between the committee and higher management to implement positive changes.

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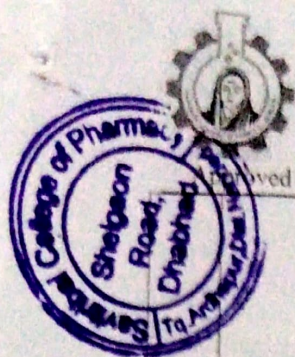
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Faculty Representative	Duties
<p>2 Name: Miss. S.S. Sawte Designation: Lecturer Contact Number: 8830161682</p> <p>(Appointment Order No. SCOP/2025-26/CC/GRC/02) Dated: 05/07/2025</p>	<ul style="list-style-type: none"> • Representation: • Act as the voice and representative of the faculty on the Women's Grievance Redressal Committee. • Communication: • Facilitate communication between the committee and faculty members, ensuring awareness of the grievance redressal process. • Grievance Awareness: • Promote awareness of the committee's existence, functions, and procedures among faculty members. • Accessibility: • Make the committee accessible to faculty members by providing information on how to file complaints and seek assistance. • Advise and Support: • Advise faculty members who may be facing or witnessing issues related to gender discrimination or harassment. • Provide support and guidance to faculty members navigating the grievance resolution process. • Collaboration with Committee: • Collaborate with other committee members to ensure a comprehensive understanding of faculty-specific concerns and issues. • Confidentiality: • Emphasize the importance of maintaining confidentiality during the grievance resolution process to build trust among faculty members. • Reporting: • Report concerns, trends, or recurring issues faced by faculty members to the committee for further analysis and action. • Awareness Programs: • Work with the committee to organize awareness programs specifically tailored for faculty, addressing gender-related issues and prevention strategies. • Training and Sensitization: • Participate in and promote training sessions or workshops aimed at sensitizing faculty members to gender-related concerns and appropriate behavior. • Policy Advocacy: • Advocate for policies and practices that promote gender equality within the academic environment. • Promote Inclusivity: • Encourage an inclusive and respectful atmosphere within the academic community, fostering a culture of mutual respect. • Feedback Mechanism:
<p>3 Name: Miss. V.D. Wanole Designation: Lecturer Contact Number: 8080600972</p> <p>(Appointment Order No. SCOP/2025-26/CC/GRC /03) Dated: 05/07/2025</p>	
<p>4 Name: Mr. P.R. Sonsale Designation: Lecturer Contact Number: 7020089550</p> <p>(Appointment Order No. SCOP/2025-26/CC/GRC/04) Dated: 05/07/2025</p>	
<p>5 Name: Mr. S.R. Joshi Designation: Accountant Contact Number: 8999516447</p> <p>(Appointment Order No. SCOP/2025-26/CC/GRC/05) Dated: 05/07/2025</p>	
<p>6 Name: Miss. V.B. Gaikwad Designation: Lecturer Contact Number: 8080000412</p> <p>(Appointment Order No. SCOP/2025-26/CC/GRC/06) Dated: 05/07/2025</p>	

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- Establish mechanisms for faculty members to provide feedback on the effectiveness of the grievance redressal process.
- Collaboration with Administration:
- Collaborate with university or college administration to address systemic issues and implement changes that support gender equity.
- Continuous Learning:
- Stay informed about developments in gender-related issues, laws, and best practices to better serve the faculty community.

Student Representatives		Duties
1	Name: JADHAV PRATHMESH VITTHAL Gender: Male Mobile: 7028428164	<ul style="list-style-type: none"> • Representation: • Act as the voice and representative of the student community on the Women's Grievance Redressal Committee. • Communication: • Facilitate communication between the committee and student members, ensuring awareness of the grievance redressal process. • Grievance Awareness: • Promote awareness of the committee's functions, role, and procedures among students. • Accessibility: • Make information about the grievance redressal process easily accessible to students, providing guidance on filing complaints. • Advise and Support: • Advise and support students who may be facing or witnessing issues related to gender discrimination or harassment. • Provide guidance on navigating the grievance resolution process. • Collaboration with Committee: • Collaborate with other committee members to ensure a comprehensive understanding of student-specific concerns and issues. • Confidentiality: • Emphasize the importance of maintaining confidentiality during the grievance resolution process to build trust among student members. • Reporting: • Report concerns, trends, or recurring issues faced by students to the committee for further analysis and action. • Awareness Programs:
2	Name: WANKHEDE KOMAL VISHNU Gender: Female Mobile: 9923139222	
3	Name: KADAM ASHA SAHEBRAO Gender: Female Mobile: 7796474397	
4	Name: GUPTA MANSI DILIP Gender: Female Mobile: 9130884261	
5	Name: WANKHEDE DIPALI VIJAY Gender: Female Mobile: 9322961521	
6	Name: RATHOD PRIYANKA RAMRAO Gender: Female Mobile: 9022247411	
7	Name: PATHADE SULAKSHAN LAXMAN Gender: Male Mobile: 7888114204	
8	Name: HAKE MADHAV TUKARAM Gender: Male Mobile: 9373197073	
9	Name: SOLANKE SACHIN ANANTA Gender: Male Mobile: 7744905063	

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Name: Marmat Sudhir

Sulhashsing

Gender: Male

Mobile: 9075305621

- Work with the committee to organize awareness programs specifically tailored for students, addressing gender-related issues and prevention strategies.
- Training and Sensitization:
- Participate in and promote training sessions or workshops aimed at sensitizing students to gender-related concerns and promoting respectful behavior.
- Policy Advocacy:
- Advocate for policies and practices that promote gender equality within the student community and the broader academic environment.
- Promote Inclusivity:
- Encourage an inclusive and respectful atmosphere within the student community, fostering a culture of mutual respect.
- Feedback Mechanism:
- Establish mechanisms for students to provide feedback on the effectiveness of the grievance redressal process.
- Collaboration with Administration:
- Collaborate with university or college administration to address systemic issues and implement changes that support gender equity.
- Organize Outreach Activities:
- Conduct outreach activities to engage the student body in discussions and initiatives related to women's rights and gender equality.

➤ (Appointment Order No. SCOP/2025-26/CC/GRC/07) Dated:05/07/2025

Principal

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