

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.

Through these initiatives, the institution fosters a safe, inclusive, and equitable environment for all genders. Continuous efforts in gender sensitization, integration into the curriculum, and the provision of dedicated facilities for women on campus demonstrate the institution's strong commitment to promoting gender equity and creating a balanced, supportive academic community.

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1. GENDER AUDIT REPORT

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3.	Constitution of Gender Audit Committee
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5.	Gender-wise Details of Students in the Institute
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7.	Gender Sensitization Initiatives
8.	Anti-Ragging Committee
9.	Internal Complaint Committee
10.	Grievance Redressal Committee
11.	Various programs for the promotion of gender equity
12.	Conclusion

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1. Introduction of the Institution

At ASMA, our mission is to provide a robust platform for students to transform into highly skilled and talented professionals. Approved by AICTE, affiliated with the University of Pune, and recognized by the Government of Maharashtra, we strive to set high-quality standards for faculty and students. Situated in Pune, the "Oxford of the East," ASMA offers state-of-the-art infrastructure, a modern learning environment, and comprehensive interdisciplinary education that fosters holistic development. Our focus on grooming young talent ensures that students are equipped to meet the evolving demands of the corporate world, opening up new horizons and opportunities for aspiring professionals.

2. 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.


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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.

3. Constitution of Gender Audit Committee:

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Jyoti Santosh Kanade
3.	Coordinator (IQAC)	Prof. Om Sharma
4.	Member 1	Dr. Ganesh Tannu
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

4. 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 to build confidence among the members of the institution.
- A certified consultant should be invited to support personal development and confidence-building among students.
- Organizing programs to build confidence and instill leadership qualities in girl students.

The following are the main objectives of the Gender Audit:

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

4.1 . Gender Audit Methods:

The gender audit was conducted using the **Gender Integration Framework (GIF)**, which suggests that transformation occurs when four organizational dimensions are prepared for gender integration: political will, technical capacity, accountability, and organizational culture.



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1. Political Will:

This refers to initiatives where leadership at different levels demonstrates their support, enthusiasm, and commitment to achieving gender equality in the institute. It involves the leadership using their positions of power to communicate and integrate gender considerations effectively.

2. Technical Capacity:

This involves the skills, qualifications, and abilities required by individuals in the organization to implement gender integration in practical terms. It also refers to how well gender-equitable processes are institutionalized within the organization.

3. Accountability:

Mechanisms that the institute employs to measure its progress in integrating gender equality in its programs and structures. It ensures the institution is "walking the talk" on gender equality.

4. Organizational Culture:

This refers to the norms, customs, beliefs, and behaviors that support gender equality within the organization. It includes how people relate to each other, what ideas are accepted, and the behavior that is encouraged or rewarded.

Gender Wise Distribution of Staff:

Gender sensitivity involves approaching individuals without bias or presumptions. Gender-sensitive structures ensure that both men's and women's specific needs are met without outdated assumptions. ASMA's gender-sensitive audit highlighted key features:

- **Sanitation facilities:** Separate toilets for male and female students and staff.
- **Ladies Common Room:** Located on the 2nd floor for female students and staff.
- **CCTV Monitoring:** Installed at various locations on campus.
- **Women's Forum:** Regular gender sensitization programs for 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



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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.

5. Gender-wise Details of Students in the Institute

Table 1.1 Gender-wise details on students in the institute

Sr.	Year	MBA		MCA	
		Male	Female	Male	Female
1.	2018-2019	42	17	13	03
2.	2019-2020	69	26	22	16
3.	2020-2021	71	33	41	22
4.	2021-2022	94	32	42	21
5.	2022-2023	75	47	42	21

6 . Gender-wise Details of Teaching faculty in the Institute

Table 1.1 Gender-wise details on Teaching Faculties in the institute

Sr.	Year	MBA		MCA	
		Male	Female	Male	Female
1.	2018-2019	06	05	03	02
2.	2019-2020	05	05	03	02
3.	2020-2021	05	05	03	02
4.	2021-2022	05	05	03	02
5.	2022-2023	05	05	03	02



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7. 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: 9011036207

The institute has established several committees to support female students and staff. These include:


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8. Anti-Ragging Committee:

As the institute is affiliated with Savitribai Phule Pune University, Pune, certain responsibilities are managed through joint arrangements. Ragging is a criminal offense, and the UGC has issued regulations to curb this menace in educational institutions. To prohibit, prevent, and eliminate ragging, the institute has formed an Anti-Ragging Committee. Students facing distress due to ragging incidents are encouraged to approach the committee. Currently, no incidents of ragging have been reported.

9. Internal Complaint Committee (ICC):

The institute has constituted an Internal Complaint Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act and Rules of 2013. Building on the Vishaka Guidelines, the Supreme Court has imposed a responsibility on workplaces and institutions to uphold women's fundamental rights to equality and dignity in the workplace. The Act enforces three key obligations: Prohibition, Prevention, and Redressal of sexual harassment.

In 2013, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act to ensure workplace equality and protection from sexual harassment, aligned with the Vishaka judgment. The Act offers a civil remedy to women, in addition to other laws currently in force. Women can pursue both civil and criminal actions if they experience sexual harassment. Since its establishment, no complaints have been received by the ICC.

10. Grievance Redressal Committee:

Students are the primary stakeholders of the institute, and their growth and development remain the institute's top priority. Any student grievances are addressed seriously by the appropriate authorities. To ensure this, the institute has established a systematic approach for grievance redressal. The Grievance Redressal Committee, constituted at the institute level, is responsible for addressing and resolving student grievances promptly and effectively.

11. The institute has organized various programs to promote gender equity, including:

1. Street Play on Equality – 4th January 2022
2. Self-Defence Program – 22nd March 2019
3. Menstrual Hygiene Management – 2nd March 2022
4. Women's Day Celebrations
5. "Embrace Equity" – 11th March 2023
6. Street Play on Social Issues – 27th January 2019
7. Free Health Check-up Camp – 24th August 2018
8. International Yoga Day – 19th June 2019
9. International Yoga Day – 19th June 2021
10. International Yoga Day – 19th June 2022
11. Social Awareness Program


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12. Conclusion:

"Gender equality, equality between men and women, does not mean that women and men must become the same, but that their rights, responsibilities, and opportunities should not depend on whether they were born male or female. Gender equity entails fairness in treatment for both men and women, considering their respective needs. This may involve equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations, and opportunities." – United Nations Educational, Scientific and Cultural Organization (UNESCO).

The institute is committed to advancing the interests of female staff and students. Recognizing that women and men have different needs and power, the institution strives to address these differences in ways that rectify imbalances between the sexes. This approach may include equal treatment or different treatment deemed equivalent in terms of rights, benefits, obligations, and opportunities. The institute actively organizes activities to raise awareness about gender sensitization and aims to motivate female students and staff to live with dignity and self-respect.

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2. Facilities for women on campus



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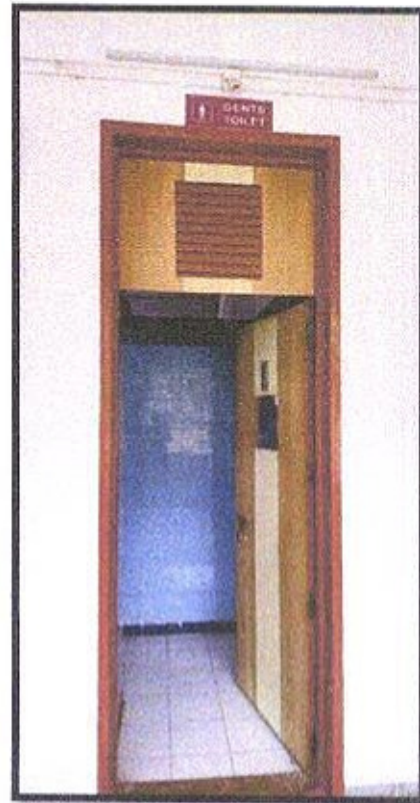
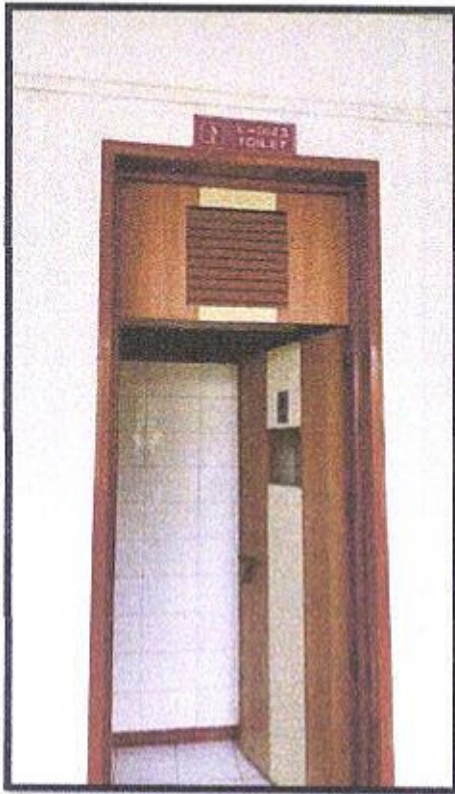
Sr.No	Particulars
1	Separate Washrooms for Girls & Boys
2	Women Appreciation and Women Staff Acknowledgement
3	Sick Room
4	CCTV cameras for Security
5	24*7 Women Helpline Number
6	Male Security Staff

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1. Separate Washroom with proper Cleanliness



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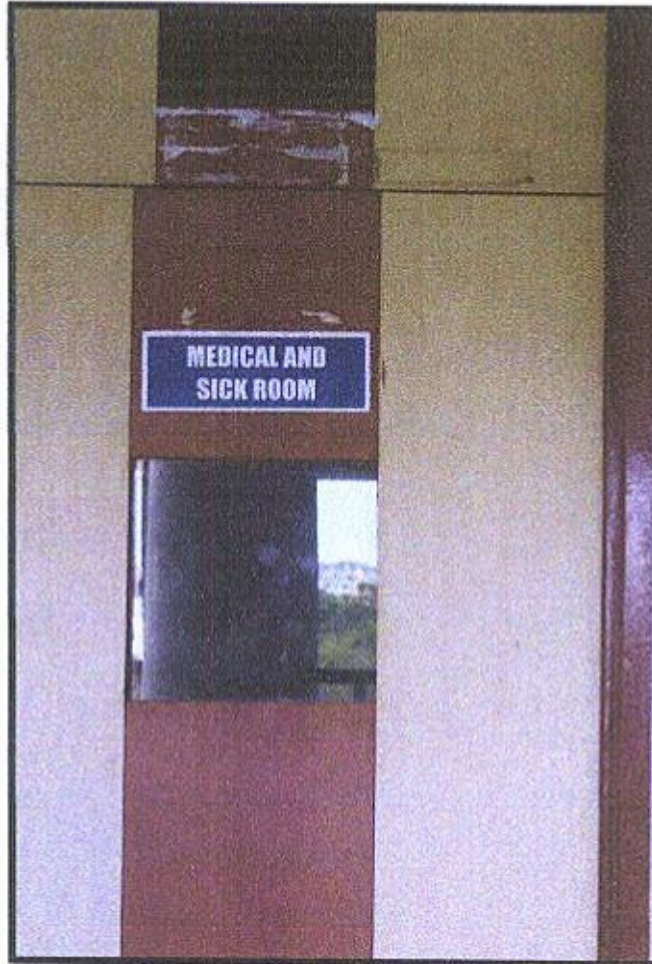
2. Women Appreciation and Women Staff Acknowledgement



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3. Sick room/Medical room

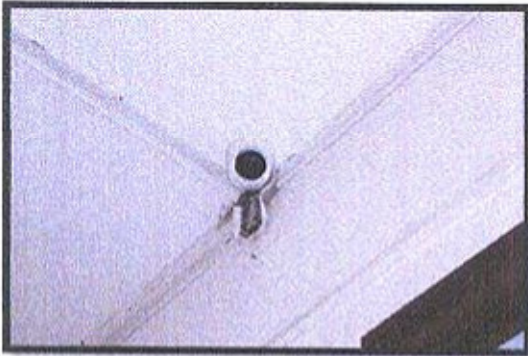
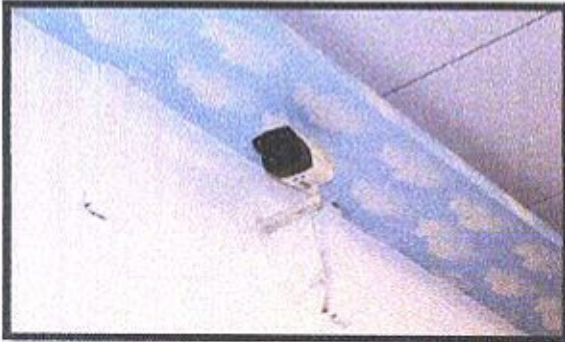


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4. CCTV cameras for Security



5. Women Helpline Number: 9011036207

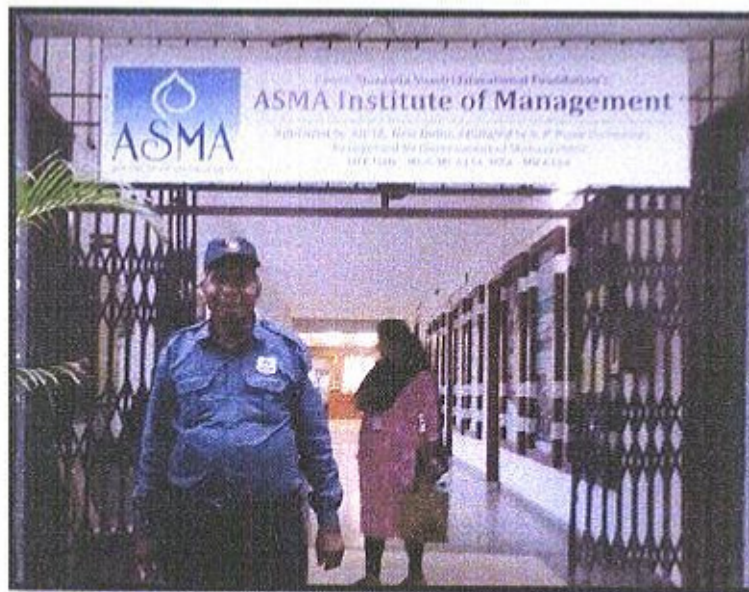
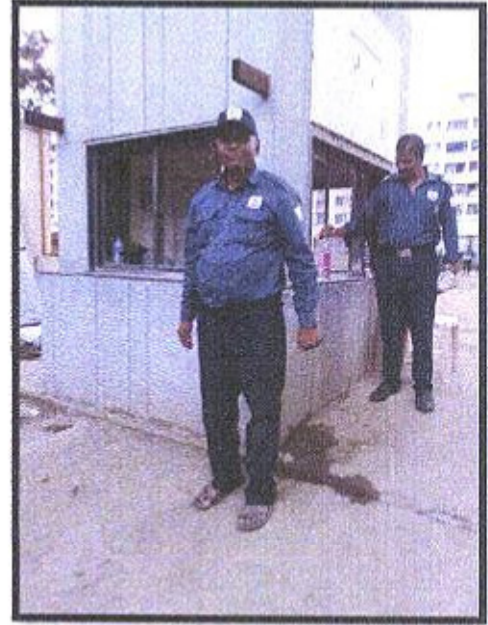
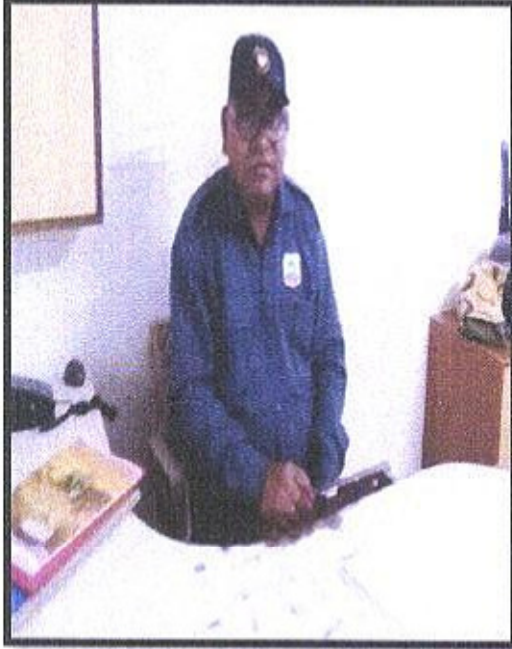


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6. Male security staff



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3. COMMITTEES

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Institutional Values and Social Responsibilities

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

Supporting Documents

[Committees]

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



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1. Internal Complaint Committee (ICC)

This cell aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

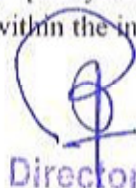
It is formed according to the provisions of the POSH ACT-Sexual Harassment of Women at Workplace Act of 2013, 9th December 2013. (Prevention, Prohibition, and Redressal). It is also mentioned in the University Grants Commission (Prevention, Prohibition, and Redressal of sexual harassment of Women Employees and students in Higher Educational Institutions) Regulations, 2015- 2nd May 2016.

Objectives of ICC:

1. To prevent sexual harassment in the workplace.
2. To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
3. To conduct periodical programs on women's empowerment.
4. To provide a conducive environment and congenial atmosphere for women.

Roles and Responsibilities:

- Establishing and applying quality benchmarks and standards for various academic and administrative functions within the institution.
- Promoting the development of a learner-focused environment that supports quality education, ensuring faculty development and adoption of relevant knowledge and technologies to enhance participatory teaching and learning.
- Facilitating feedback collection from students, parents, and other key stakeholders to assess the quality of institutional processes.
- Sharing relevant information on quality standards and best practices in higher education to raise awareness within the institution.
- Organizing inter-institutional and intra-institutional workshops, seminars, and events focused on quality improvement, as well as encouraging the formation of quality circles.
- Keeping detailed records and documentation of all activities and programs that contribute to enhancing institutional quality.
- Serving as the central coordinating body for quality-related activities, including the implementation and spread of best practices within the institution.



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- Maintaining and updating the institutional database using a Management Information System (MIS) to ensure continuous improvement in quality standards.
- Fostering a culture of quality across the institution.
- Compiling the Annual Quality Assurance Report (AQAR) in alignment with NAAC's standards and submitting it to NAAC as per the required guidelines.

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

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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	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
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4	Members	Mr. Avinash Bendal
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Internal Complaint Committee 2022-2023

MINUTES OF MEETING

Date:-19thNov.2022

Venue:-Board Room

Time:-15.00HRS

Presiding:-Internal Complaint Committee

Officer:- Prof. Anshul Sharma

Meeting started with the welcome and permission of the chair Prof.Anshul Sharma

Sr. No.	Agenda	Points raised/suggested
1	Review of previous meeting agenda and action taken Discussed if any.	Dr.Ganesh Madhukar Tannu, 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.	Dr.Ganesh Madhukar Tannu, 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 Program and activities about gender equity and gender sensitization.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Chairperson

Prof. Anshul Sharma
Dr. Ganesh MadhukarTannu

Director

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Internal Complaint Committee 2022-2023

MINUTES OF MEETING

Date:- 15th Apr. 2023

Venue:- Board Room

Time:- 15.00HRS

Presiding Officer:- Prof. Anshul Sharma

Meeting started with the welcome and permission of the chair- Prof Anshul Sharma

Sr. No.	Agenda	Points raised/suggested
1	Review of previous meeting agenda and action taken Discuss incident if any.	Prof. Dr. Ganesh Madhukar Tannu greeted each member and expressed gratitude for the assistance and insightful recommendations that helped the ICC run smoothly Over the previous academic year.
2	Discuss incident if any.	Prof. Dr. Ganesh Madhukar Tannu 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 members of ICC in the institute. It was decided to conduct Program and activities about gender equity and gender sensitization.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Chairperson

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu



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Annual Report

Internal Complaint Committee 2022-2023

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

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 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

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4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

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Internal Complaint Committee 2021-2022

MINUTES OF MEETING

Date:- 16th September 2021

Venue:- Board Room

Time:- 15.00 HRS

Presiding:- Internal Complaint Committee

Officer:- Prof. Anshul Sharma

Meeting started with the welcome and permission of the chair Prof. Anshul Sharma

Sr. No.	Agenda	Points raised/suggested
1	Review of previous meeting agenda and action taken Discussing identify.	Dr. Ganesh Madhukar Tannu, 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.	Dr. Ganesh Madhukar Tannu, discussed about going 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 Program and activities about gender equity and gender sensitization.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Chairperson

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu


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Internal Complaint Committee 2021-2022

MINUTES OF MEETING

Date:-05thMarch,2022

Venue:- Board Room

Time:- 15.00HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the chair- Prof Anshul Sharma

1. Prof .Dr Ganesh Madhukar Tannu welcomed to all the committee members.Mrs. Dipali Uday Dhamale,gave brief introduction about IC Ccommittee Process.
1. Mrs. Dipali Uday Dhamale explained the consequences of ragging and suggested to keep anawareness program for all the students and institutes.
2. MembersdiscussedtheprovisionsaboutSexualharassmentofwomenatthe 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.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. AnshulSharma
Dr. GaneshMadhukarTannu

Chairperson

Director

PSD Shastri Educational Foundation's
ASMA Institute of Management





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Delhi. Affiliated to Savitribai Phule Pune University (Inst. Code: 6164)
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Director@asma.in Website: WWW.ASMA.INDIA

Annual Report

Internal Complaint Committee 2021-2022

Sr. No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

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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Director@asma.in Website: www.asma.in

Internal Complaint Committee- 2020-2021

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	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

Director

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Internal Complaint Committee 2020-2021

MINUTES OF MEETING

Date: -12th September 2020

Time: - 15.00HRS

Presiding Officer: -Prof. Anshul Sharma

Source: - GoogleMeet(Online)

Meeting started with the welcome and permission of the chair- Prof. Anshul Sharma

Prof. Dr. Ganesh Madhukar Tannu welcomed to all the committee members. Mrs. Dipali Uday Dhamale gave brief introduction about ICC committee Process.

Mrs. Dipali Uday Dhamale explained the consequences of ragging suggested to keep awareness program for all the students and institutes.

1. Members discussed about the provisions about Sexual Harassment of women at workplace.
2. 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.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Chairperson

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu

Director
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Internal Complaint Committee 2020-2021

MINUTES OF MEETING

Date: - 06th March 2021

Time: - 15.00HRS

Presiding Officer:-Prof. Anshul Sharma

Source:- Google Meet(Online)

Meeting started with the welcome and permission of the chair- Prof Anshul Sharma

1. Defining the Internal Complaint Committee's process
Prof. Dr Ganesh Madhukar Tannu greeted each committee member with a medical greeting. Prof. Dr Ganesh Madhukar Tannu gave a brief summary of the recommendations made by the ICC committee.
2. Introduce committee to the pupils. Speaking about the detrimental impacts of sexual harassment and the complaints regarding its impact on educational institutions and all students, Prof. Mrs. Dipali Uday Dhamale provided an explanation.
3. As per the government rule on line 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.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Chairperson

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu



Director

PSD Shastri Educational Foundation's
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Annual Report

Internal Complaint Committee 2020-2021

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

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 2019-2020

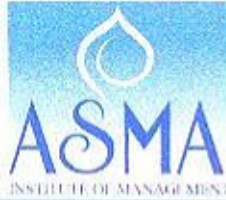
As per section 4 AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June, 2016

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. GaneshMadhukarTannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. AvinashBendal
5	Members	Mr. SwapnilKhade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. ShrutiRatnakumarDoshi

Director

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Internal Complaint Committee 2019-2020

MINUTES OF MEETING

Date:-29th August 2019

Venue:- Board Room

Time:- 15.00HRS

Presiding Officer:- Prof. Anshul Sharma

Meeting started with the welcome and permission of the chair- Prof Anshul Sharma

1. To Introduce the ICC committee process Prof Dr. Ganesh Madhukar Tannu welcomed to all the committee members. Prof. Dr. Ganesh Madhukar Tannu 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.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Chairperson

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu

Director

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Internal Complaint Committee 2019-2020

MINUTES OF MEETING

Date:-07thMarch2020

Venue:- Board Room

Time:- 15.00HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the chair- Prof Anshul Sharma

1. To Introduce the ICC committee process Prof Dr. Ganesh Madhukar Tannu welcomed to all the committee members. Prof Dr. Ganesh Madhukar Tannu 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.

Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu

Chairperson

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Annual Report

Internal Complaint Committee 2019-2020

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

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 2018-2019

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	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

Director

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Internal Complaint Committee 2019-2020

MINUTES OF MEETING

Date: - 11th September 2018

Venue: - Board Room

Time: - 15.00 HRS

Presiding Officer: - Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

1. Dr. Ganesh Madhukar Tannu welcomed to all the committee members. Dr. Ganesh Madhukar Tannu gave brief introduction about ICC committee Process.
2. Members discussed about the provisions about Sexual Harassment of women at workplace.
3. The member expressed 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

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu

Chairperson

Director

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Internal Complaint Committee 2019-2020

MINUTES OF MEETING

Date:-09th March 2019

Venue:- Board Room

Time:- 15.00HRS

Presiding Officer:- Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

1. Greetings to all members of the committee from Dr. Ganesh Madhukar Tannu provided an overview of the ICC committee procedure.
2. Participants talked on the laws pertaining to sexual harassment to 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. Anshul Sharma
Dr. Ganesh Madhukar Tannu

Chairperson

Director

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Annual Report

Internal Complaint Committee 2018-2019

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr. Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr. Avinash Bendal
5	Members	Mr. Swapnil Khade
6	Members	Prof. Jyoti Santosh Kanade
7	Members	Prof. Shruti Ratnakumar Doshi

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.

Director

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2. Grievance Redressal Committee (Student & Staff):

Functions and Responsibilities

- Promptly address grievances upon receiving written complaints from students.
- Review all cases in detail and take necessary actions in line with the management's policies.
- Actively listen to, document, and thoroughly examine grievances submitted by students, staff, or other stakeholders, ensuring prompt resolution.
- Submit detailed reports to the relevant authorities on the cases handled, as well as any pending cases that may require additional guidance from higher officials.
- Provide students with the option to submit their grievances in writing, either by dropping them in the grievance box or handing them directly to the designated committee officer.
- Ensure that all grievances are resolved within the designated time frame set by the committee.

Frequency of Meetings: Twice in an academic year.

Grievance Redressal Cell

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

Director

PSD Shastri Educational Foundation's
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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	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale



Director

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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	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

Mr. Shilesh Dhamale read the grievances faced by a student of MBAII 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

PSD Shastri Educational Foundation's
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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	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

- Mr. Shilesh Dhamale read the grievances faced by the student of MBA 1 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.

Chairman

Prof. Anshul Sharma



Director
PSD Shastri Educational Foundation's
ASMA Institute of Management



Annual Report For

Students Grievance Redressal Committee 2022-2023

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

Report:-

- 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.
- Two complaints were reported to the committee and resolved within time.



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director@asma.in Website: www.asma.in

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	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

Director

PSD Shastri Educational Foundation's
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Students Grievance Redressal Committee 2021-2022

Minutes of Meetings 2021-2022

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

Date:19/03/2022

Time:11:00-12:00pm

Venue:Board Room

Following members were present for the meeting:

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

- Mr. Shilesh Dhamale read the grievances faced by the student of MBA IT 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.

Chairman

Prof. Anshul Sharma



Director

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Students Grievance Redressal Committee 2021-2022

Minutes of Meetings 2021-2022

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

Date: 10/10/2021

Time: 11:00-12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

- Mr. Shilesh Dhamale read the grievances faced by the student of MBA I year regarding mike issue in seminar hall.
- It was decided to replace mike within 1 day.

The meeting ended with vote of thanks of the chair

Chairman

Prof. Anshul Sharma



Director

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Annual Report For

Students Grievance Redressal Committee 2021-2022

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

Report:-

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

- Two complaints were reported to the committee and resolved within time.

Chairman

Prof. Anshul Sharma



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Students Grievance Redressal Committee 2020-2021

Establishment of Students Grievance Redressal Committee (As per AllIndia Council for Technical Education (Redressal of Grievance of Students) Regulation, 2019 vide F.No.1-101/PGRC/AICTE/Regulation/2019dated07.11.2019)

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

Chairman

Prof. Anshul Sharma

Director

PSD Shastri Educational Foundation's
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Students Grievance Redressal Committee 2020-2021

Minutes of Meetings 2020-2021

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

Date: 06/10/2020

Time: 11:00-12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

- Mr. Shilesh Dhamale 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.

Chairman

Prof. Anshul Sharma



Director

PSD Shastri Educational Foundation's
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Students Grievance Redressal Committee 2020-2021

Minutes of Meetings 2020-2021

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

Date: 20/03/2021

Time: 11:00-12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

- Mr. Shilesh Dhamale 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.

Chairman

Prof. Anshul Sharma



Director

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Annual Report For

Students Grievance Redressal Committee 2020-2021

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

Report:-

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.

Director

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ASMA Institute of Management





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Students Grievance Redressal Committee 2019-2020

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/2019dated07.11.2019)

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

Chairman

Prof. Anshul Sharma

Director

PSD Shastri Educational Foundation's
ASMA Institute of Management



Students Grievance Redressal Committee 2019-2020

Minutes of Meetings 2019-2020

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	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

- Mr. Shilesh Dhamale 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.

Chairman

Prof. Anshul Sharma



Director

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Students Grievance Redressal Committee 2019-2020

Minutes of Meetings 2019-2020

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	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

- Mr. Shilesh Dhamale 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.

Chairman

Prof. Anshul Sharma

Director

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ASMA Institute of Management



Annual Report For Students Grievance Redressal Committee 2019-2020

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

Report:-

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.

Chairman

Prof. Anshul Sharma



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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/2019dated07.11.2019)

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

Director

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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:03/10/2018

Time:11:00-12:00pm

Venue: Board Room

Following members were present for the meeting:

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr.Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

Agenda1:Form the committee as per guidelines.

Agenda2: Mr. Shilesh Dhamale read the grievances faced by the students. Concern was regarding Keyboard and mouse in computer lab.

Agenda3: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.

Chairman

Prof. Anshul Sharma



Director

PSD Shastri Educational Foundation's
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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	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinash Bendal
7.	Members	Mr. Shilesh Dhamale

Agenda1: Form the committee as per guidelines.

Agenda2: Dr. Rajan Shrikhande read the grievances faced by the students of MBA-I working of lights in classroom.

Agenda3: 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.



Director

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Annual Report For Students Grievance Redressal Committee 2018-2019

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

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.

Chairman

Prof. Anshul Sharma



Director

PSD Shastri Educational Foundation's
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3. Anti-Ragging Committee

Preamble: In higher education institutions across the country, it is imperative to foster the physical and psychological well-being of all students. To support this goal, the University Grants Commission (UGC) introduced the Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, in 2009. These regulations, enacted under Section 26 (1)(g) of the UGC Act, 1956, aim to eliminate ragging and ensure a safe and supportive learning environment.

Anti-Ragging Committee at ASMA

At ASMA, ragging in any form is categorically prohibited. We maintain a ZERO TOLERANCE POLICY towards ragging, in alignment with the directives of the Honorable Supreme Court of India, AICTE Notification File No. 37-3/Legal/AICTE/2009 (dated 1.7.2009), and the Maharashtra Prohibition of Ragging Act, 1999.

- Ragging violates human dignity and constitutes a criminal offense.
- Stand united for humanity by opposing any form of ragging.
- Ragging is not a means of introducing or familiarizing new students; it is harmful and unacceptable.
- At ASMA, we take pride in ensuring a ragging-free environment, promoting a safe and inclusive campus for all.

Frequency of Meetings: Twice in an academic year

Anti-Ragging Cell

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shrutiratan Kumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami



Director

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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/2009dated 01.07.2009)

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. ShrutiRatankumarDoshi
6.	Member 3	Prof. Shweta Vishal Goswami



Director

PSD Shastri Educational Foundation's
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Anti-Ragging Committee 2022-2023

Minutes of Meeting

Date:-12th Nov2022

Venue:- Board Room

Time:- 14.00 HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma, gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Shruti Ratankumar Doshi 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

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson



Director
PSD Shastri Educational Foundation's
ASMA Institute of Management



Anti-Ragging Committee 2022-2023

Minutes of Meeting

Date: -08th Apr 2023

Venue: - Board Room

Time: - 14.00HRS

Presiding Officer: -Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma


Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma, gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Shruti Ratankumar Doshi 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

Chairperson

Prof. Anshul Sharma
Prof. Ankush Yadav



Director

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Email: director@asma.in Website: www.asma.in

Annual Report

Anti-Ragging Committee 2022-2023

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. ShrutiRatankumarDoshi
6.	Member 3	Prof. Shweta Vishal Goswami

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.

Director

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director@asma.in Website: WWW.ASMA.IN

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/2009dated 01.07.2009)

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

Director

PSD Shastri Educational Foundation's
ASMA Institute of Management



Anti-Ragging Committee 2021-2022

Minutes of Meeting

Date:-19th September 2021

Venue:- Board Room

Time:- 14.00HRS

Presiding Officer:- Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Shruti Ratankumar Doshi 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

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson



Director

PSD Shastri Educational Foundation's
ASMA Institute of Management



Anti-Ragging Committee 2021-2022

Minutes of Meeting

Date:-12th March 2022

Venue:- Board Room

Time:- 14.00HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma,gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Shruti Ratankumar Doshi 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

Prof. Anshul Sharma
Dr. Ganesh Madhukar Tannu

Chairperson



Director

PSD Shastri Educational Foundation's
ASMA Institute of Management



Annual Report for Anti-Ragging Committee 2021-2022

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

- 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 12th March 2021.
- 2) No event of ragging was reported to the committee.
- 3) The students filled an online anti ragging declaration form.



Director

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Director@asma.in Website: www.asma.in

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/Lega VAICTE/2009 dated 01.07.2009)

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

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Anti-Ragging Committee 2020-2021

Minutes of Meeting

Date:-19thSeptember2020

Venue:-Google Meet (Online)

Time:- 14.00HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

1. To Introduce the Anti-Ragging committee process Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma gave brief introduction about ARC committee and its rules and regulations.
2. Prof. Shruti Ratankumar Doshi Guided the students about Committee explained the consequences of ragging and its complaint show 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 online mode no complaints were raised during academic year 2020-2021.
6. Meeting was concluded with Vote of thanks to the chair.

Prepared by

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson



Director

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Anti-Ragging Committee 2020-2021

Minutes of Meeting

Date: -13th March 2021

Venue: -Google Meet (Online)

Time: - 14.00HRS

Presiding Officer: -Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

1. To Introduce the Anti-Ragging committee process Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma gave brief introduction about ARC committee and its rules and regulations.
2. Prof. Shruti Ratankumar Doshi Guided the students about Committee explained the consequences of ragging and its complaint show it is harmful to all the student and institutes.
3. As per the government rule on line anti ragging affidavit to be filled by students with undertaking.
4. Student counselling cell is functioning in the institute. Mentors of the students also followed in the institute.
5. Since all the classes were online mode no complaints were raised during academic year 2020-2021.
6. Meeting was concluded with Vote of thanks to the chair

Prepared by

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson

Director

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Annual Report for Anti-Ragging Committee 2020-2021

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

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

Director

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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/LegaVAICTE/2009 dated 01.07.2009)

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

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Anti-Ragging Committee 2020-2021

Minutes of Meeting

Date:-31st August 2019

Venue:-Google Meet (Online)

Time:- 14.00HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

1. To Introduce the Anti-Ragging committee process Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma gave brief introduction about ARC committee and its rules and regulations.
2. Prof. Shruti Ratankumar Doshi Guided the students about Committee explained the consequences of ragging and its complaint show it is harmful to all the students and institutes.
3. As per the government rule on line anti ragging affidavit to be filled in by students with undertaking.
4. Student counseling 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

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson

Director

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Director's Email: director@asma.in Website: www.asma.in

Anti-Ragging Committee 2020-2021

Minutes of Meeting

Date:-14th March 2020

Venue:-Google Meet (Online)

Time:- 14.00HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

1. To Introduce the Anti-Ragging committee process Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma gave brief introduction about ARC committee and its rules and regulations.
2. Prof. Shruti Ratankumar Doshi Guided the students about Committee and 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 counseling 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

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson

Director

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Annual Report for Anti-Ragging Committee 2020-2021

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

- 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 August 2019 and second on 14th March 2020.
- 2) No event of ragging reported to the committee.
- 3) Students filled online anti-ragging declaration form.

Director

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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/LegaVAICTE/2009 dated 01.07.2009)

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

Director

PSD Shastri Educational Foundation's
ASMA Institute of Management



Anti-Ragging Committee 2018-2019

Minutes of Meeting

Date:-18thSeptember2018

Venue:- Board Room

Time:- 14.00HRS

Presiding Officer:-Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

Sr. No.	Agenda	Points raised/suggested
1	To Introduce the ARC committee process	Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma, gave brief introduction about ARC committee and its rules and regulations.
2	Guide the students about ARC	Prof. Shruti Ratankumar Doshi 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

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson



Director

PSD Shastri Educational Foundation's
ASMA Institute of Management





Foundation's
MANAGEMENT
Delhi. Affiliated to Savitribai Phule Pune University (Inst. Code: 6164)
NDA Road, Shivajinagar, Pune - 411 023,
Ph: (020) 25291461 Fax: (020) 25291461
director@asma.in Website: www.asma.in

Anti-Ragging Committee 2018-2019

Minutes of Meeting

Date: -2nd March 2019

Venue: - Board Room

Time: - 14.00HRS

Presiding Officer: - Prof. Anshul Sharma

Meeting started with the welcome and permission of the Chair Prof. Anshul Sharma

1. To Introduce the Anti-Ragging committee process Prof. Anshul Sharma welcomed all the committee members. Prof. Om Sharma gave brief introduction about ARC committee and its rules and regulations.
2. Prof. Shruti Ratankumar Doshi Guided the students about Committee and explained the consequences of ragging and its complaint show it is harmful to all the students and institutes.
3. As per the government rule on line anti-ragging affidavits to be filled in by students with undertaking.
4. Student counseling cell is functioning in the institute. Mentoring of the students also followed in the institute.
5. Meeting was concluded with Vote of thanks to the chair
6. No anti-ragging case has been found.

Prepared by

Prof. Anshul Sharma
Prof. Ankush Yadav

Chairperson

Director

PSD Shastri Educational Foundation's
ASMA Institute of Management





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Annual Report for Anti-Ragging Committee 2020-2021

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Om Sharma
3.	Coordinator (IQAC)	Prof. Ankush Yadav
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

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 ragging declaration form.

Director

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ASMA Institute of Management



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 प्रोसेसिंग 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-एअर,ऑण्ड 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-कुलगुरू कार्यालय)
२०. कक्षाधिकारी (वर्हि:स्थ विभाग)

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



Director

Prat Chastri Educational Foundation's
SBC & Institute of Management





सावित्रीबाई फुले पुणे विद्यापीठ
(पूर्वीचे पुणे विद्यापीठ)

Savitribai Phule Pune University
(Formerly University of Pune)

Academic Section
Ganeshkhind, Pune - 411 007
Phone : 020-25601257/58/59
E-mail : boards@pun.unipune.ac.in
Website : www.unipune.ac.in

दिनांक : १२ / ०२ / २०२०

शैक्षणिक विभाग

गणेशखिंड, पुणे-४११ ००७

दूरध्वनी क्र. : ०२०-२५६०१२५७/५८/५९

ई-मेल : boards@pun.unipune.ac.in

संकेतस्थळ : www.unipune.ac.in

संदर्भ क्र. : ७३१ सी फु / १०३


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 विद्यापीठान्या 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 द्यावा.


आचार्य (शैक्षणिक विभाग)


Director

RSD Chhatra Educational Foundation
ASMA Institute of Management



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



Director

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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.

3. Constitution of Gender Audit Committee:

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Jyoti Santosh Kanade
3.	Coordinator (IQAC)	Prof. Om Sharma
4.	Member 1	Dr. Ganesh Tannu
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

4. 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 to build confidence among the members of the institution.
- A certified consultant should be invited to support personal development and confidence-building among students.
- Organizing programs to build confidence and instill leadership qualities in girl students.

The following are the main objectives of the Gender Audit:

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

4.1 . Gender Audit Methods:

The gender audit was conducted using the **Gender Integration Framework (GIF)**, which suggests that transformation occurs when four organizational dimensions are prepared for gender integration: political will, technical capacity, accountability, and organizational culture.


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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



- 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. सत्यरजन साठे, भारताच्या राज्यघटनेची ५० वर्षे, कॉन्टिनेन्टल प्रकाशन
- j) नरेंद्र रापळगावकर, राज्यघटनेचे अर्धशतक, मीरा प्रकाशन ग्रह
- k) सुहास पळशीकर, राजकारणाचा ताळेबंद भारतीय लोकशाहीची वाटचाल, साधना प्रकाशन
- l) जयदेव गायकवाड, संविधान सभेत डॉ. आंबेडकर, पद्मगंगा प्रकाशन
- m) शिवा मोदी, टेन जजमेंट्स टॅट चेंज् इंडिया, सकाळ प्रकाशन
- n) डॉ. रावसाहेब कसवे, डॉ. आंबेडकर आणि भारतीय राज्यघटना, सुगावा प्रकाशन



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1. Project Management by K.Nagarajan, New Age International Publications
2. Principles and Practices of Auditing by Ravindar Kumar & Virendar Sharma, PHI.
3. Principles and Practices of Banking by Indian Institute of Banking & Finance, MacMillan India Ltd.
4. Financial Management by Prasanna Chandra, TMGH
5. E business: A Canadian perspective for a Networked World , Gerald Trites, J. Eirim Boritz Pearson

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	DESCRIBE major theories, concepts, terms, models and framework of Indian ethos and business ethics. DISCOVER the contemporary issues in Business Ethics
CO402.2	UNDERSTANDING	CLASSIFY and RECOGNIZE Karma, Karma Yoga and discover its relevance in business setting, ILLUSTRATE the business ethical decision rationale derived from Indian Heritage Scriptures.
CO402.3	UNDERSTANDING	APPLY Principles, Theories, Models and Framework of Indian ethos and business ethics in order to incorporate value system in work culture and work place.
CO402.4	APPLYING	DEVELOP and EXHIBIT analytical, problem solving skills, and work ethos by COMPREHENSION and PRACTICE of Indian ethos and value system
CO402.5	ANALYSING	IMPLEMENT, EVALUATE, and FACILITATE ethical business behavior and promote sustainable business ecology, improve profitability, foster business relation and employee productivity.
CO402.6	CREATING	ELABORATE Ethical dilemmas in different business areas of marketing, HRM and Finance and ADAPT dilemma resolution interventions by referring to certain norms, theories and models of Eastern Management.

1. **Indian Ethos and Values : Its relevance at Workplace:** Indian Ethos- Meaning, Features, Need, Evolution, Relevance, 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, Ethics v/s Ethos, Eastern Management v/s Western Management. (8+1)
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) (8+1)
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.) Types of Business Ethics (Transactional Ethics, Participatory Ethics, Recognition Ethics), Factors influencing business ethics. Categories of Ethics (Personal, Professional, Managerial) Business Code of Conduct, Approaches to Business Ethics: Consequentialist & Non- Consequentialist Theories of Ethics - Deontological Theory & Teleological Theory, Kohlberg Six stage moral development. (8+1)
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), Intellectual Property Rights and Business Ethics, Ethical challenges for Managers, Ethical Decision Making process, it's Model -STEP Model, PLUS Filter Model. (8+1)
5. **Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business:** Contemporary cases on Corporate Strategy and 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. (8+1)

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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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 1: 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



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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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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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Sri Chhatrapati Educational Foundation
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SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND PUNE 411 007

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

SEAT NO.: 1428 CENTRE : 001 P.R.NO.: 2052108147
NAME : PRAMOD DATTATRAY THOKAL. MOTHER : RUKHMINI
COLLEGE : 1117 PSD SHASTRI EDUCATIONA FOUNDATION'S, ASMA INSTITUTE OF
MANAGEMENT PUNE
YEAR : APRIL 2024

SEM. NAME OF THE COURSE <- MARKS -> CR- GR- CRD
INT UEX TOT DITS ADE PNT

PAGE : 2

3	SC-FIN-04 INTERNATIONAL FINANCE	41	30	71	P	03	B	024
	GE-UL-13 INTERNATIONAL BUSINESS ECONOMICS	-	24	24	P	02	E	010
	GE-UL-14 INTERNATIONAL BUSINESS ENVIRONMENT	-	33	33	P	02	C	014
	GE-UL-18 MANAGEMENT OF NON-PROFIT ORGANIZATIONS	-	27	27	P	02	D	012
	SE-IL-FIN-10 TECHNICAL ANALYSIS OF FINANCIAL MARKETS	35	-	35	P	02	B	016
	SE-IL-FIN-11 COMMODITIES MARKETS	32	-	32	P	02	C	014
	SE-IL-FIN-12 INDIRECT TAXATION	32	-	32	P	02	C	014
	INTRODUCTION TO CYBER SECURITY - III	22	-	23	P	01	A	!
	SKILL DEVELOPMENT - I	32	-	32	P	02	C	!
	INTRODUCTION TO CONSTITUTION	35	-	35	P	02	B	!
4	GC-14 ENTERPRISE PERFORMANCE MANAGEMENT	37	24	61	P	03	C	021
	GC-15 INDIAN ETHOS & BUSINESS ETHICS	40	27	67	P	03	C	021
	SC-FIN-05 FINANCIAL LAWS	38	25	63	P	03	C	021
	SC-FIN-06 CURRENT TRENDS & CASES IN FINANCE	33	20	53	P	03	D	018
	GE-UL-19 GLOBAL STRATEGIC MANAGEMENT	-	29	29	P	02	D	012
	GE-UL-22 CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY	-	27	27	P	02	D	012
	SE-IL-FIN-21 FIXED INCOME SECURITIES	42	-	42	P	02	A	018
	SE-IL-FIN-25 RURAL & MICRO FINANCE	41	-	41	P	02	A	018
	INTRODUCTION TO CYBER SECURITY - IV	22	-	22	P	01	A	!
	SKILL DEVELOPMENT - II	42	-	42	P	02	A	!
	CGPA : (1) 7.63(2) 6.67(3) 6.47(4) 7.05							
	TOT.MARKS : 2062/3200 (64.44%) CGPA: 6.95							
	RESULT : FIRST CLASS							
				TOTAL 110				764

Dr. Pradeep
PSD Shastri Educational Foundation's
ASMA Institute of Management



Medium of instruction: English

Dr. Mahesh Kakade
Director

Board of Examinations & Evaluation

DATE : 19 JUL 2024

ST.NO.: 00422



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND PUNE 411 007

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

SEAT NO.: 1428 CENTRE : 001 P.R.NO.: 2052108147
NAME : PRAMOD DATTATRAY THOKAL MOTHER : RUKHMINI
COLLEGE : L117 PSD SHASTRI EDUCATIONA FOUNDATION'S, ASMA INSTITUTE OF
MANAGEMENT PUNE
YEAR : APRIL 2024

SEM.	NAME OF THE COURSE	← MARKS →			CRE- BITS	GR- ADE	CRD PNT
		INT	UEX	TOT			
SPECIAL SUBJECT : FINANCIAL MANAGEMENT							
1	GC-01 MANAGERIAL ACCOUNTING	33	40	73	P 03	B	024
	GC-02 ORGANIZATIONAL BEHAVIOUR	30	45	75	P 03	B	024
	GC-03 ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	31	38	69	P 03	C	021
	GC-04 BUSINESS RESEARCH METHODS	30	36	66	P 03	C	021
	GC-05 BASICS OF MARKETING	32	32	64	P 03	C	021
	GC-06 DIGITAL BUSINESS	30	26	56	P 03	D	018
	GE-UL-01 MANAGEMENT FUNDAMENTALS	-	48	48	P 02	O	020
	GE-UL-03 ENTREPRENEURSHIP DEVELOPMENT	-	49	49	P 02	O	020
	GE-UL-04 ESSENTIALS OF PSYCHOLOGY FOR MANAGERS	-	50	50	P 02	O	020
	GE-IL-01 VERBAL COMMUNICATION LAB	30	-	30	P 02	C	014
	GE-IL-05 BUSINESS SYSTEMS & PROCEDURES	28	-	28	P 02	D	012
	GE-IL-06 MANAGING INNOVATION	30	-	30	P 02	C	014
	HUMAN RIGHTS - I	21	-	21	P 01	A	-
	INTRODUCTION TO CYBER SECURITY - I	23	-	23	P 01	O	-
2	GC-07 MARKETING MANAGEMENT	36	23	59	P 03	D	018
	GC-08 FINANCIAL MANAGEMENT	39	27	66	P 03	C	021
	GC-09 HUMAN RESOURCES MANAGEMENT	37	24	61	P 03	C	021
	GC-10 OPERATIONS & SUPPLY CHAIN MANAGEMENT	33	20	53	P 03	D	018
	SC-FIN-01 FINANCIAL MARKETS AND BANKING OPERATIONS	39	26	65	P 03	C	021
	SC-FIN-02 PERSONAL FINANCIAL PLANNING	39	26	67	P 03	C	021
	GE-UL-07 CONTEMPORARY FRAMEWORKS IN MANAGEMENT	-	22	22	P 02	P	008
	GE-UL-08 GEOPOLITICS & WORLD ECONOMIC SYSTEMS	-	31	31	P 02	C	014
	GE-UL-09 START UP AND NEW VENTURE MANAGEMENT	-	23	23	P 02	B	010
	GE-IL-10 ENTREPRENEURSHIP LAB	35	-	35	P 02	B	016
	SE-IL-FIN-01 SECURITIES ANALYSIS & PORTFOLIO MANAGEMENT	36	-	36	P 02	B	016
	SE-IL-FIN-02 FUTURES AND OPTIONS	36	-	36	P 02	B	016
	HUMAN RIGHTS - II	22	-	22	P 01	A	-
	INTRODUCTION TO CYBER SECURITY - II	22	-	22	P 01	A	-
3	GC-11 STRATEGIC MANAGEMENT	35	22	57	P 03	D	018
	GC-12 DECISION SCIENCE	38	25	63	P 03	C	021
	GC-13 SUMMER INTERNSHIP PROJECT	23	22	45	P 06	E	030
	SC-FIN-03 ADVANCED FINANCIAL MANAGEMENT	38	25	63	P 03	C	021

CONTINUED



Director
PSD Shastri Educational Foundation's
ASMA Institute of Management



Dr. Mahesh Kakade
Director

Board of Examinations & Evaluation