



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR
Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

MINUTES OF ANTI- RAGGING COMMITTEE

Registrar
SGT University
Budhera, Gurugram



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

2022

Registrar
SGT University
Budhera, Gurugram



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR
Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

Dated: 01/08/2022

Minutes of the Meeting

Time: 11:00 AM

Date: 01.08.2022

Venue: Room No. 205, 2nd Floor,
Block-A, SGT University, Gurugram

The chairman of the Central Anti Ragging Committee welcomed all the members of the committee and after that agenda was taken up:

Item No. 1: Bimonthly review by committee members to ensure that no incident of ragging taken place in campus.

The minutes of the previous meeting of the anti-ragging committee was put up for the consideration and approval of the committee members, which was approved unanimously.

Item No. 2: To plan surprise visit in hostel, university campus, library, mess after college hours.

It was resolved that as there was no case of the ragging since previous meeting hence Hon'ble Chairman of the committee appreciated the efforts and sensitization made by the faculty members among the students of various faculty.

Item No. 3: It was suggested to advertise against ragging by issue of books & pamphlets to the new coming batch students containing the details about what constitutes ragging, punishable ingredients of ragging, punishment and penalty for ragging.

The meeting ended with a vote of thanks.

(Prof. K. Tara Shankar)

Chairman

Central Anti-Ragging Committee

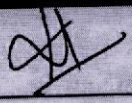
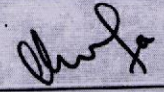
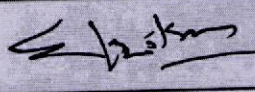
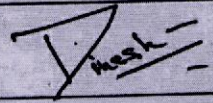
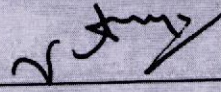
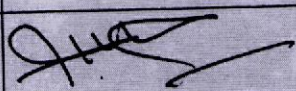
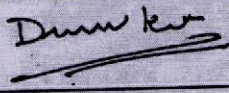
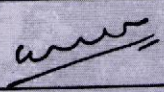
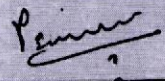
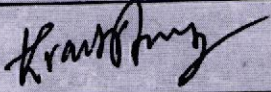
Enclosed:

- Attendance Sheet

Registrar
SGT University
Budhera, Gurugram

Minutes of the Meeting of the Central Anti Ragging Committee held on 01/08/2022

Attendance

1.	Prof. K. Tara Shankar	Chairperson	
2.	Prof. Akoijam Mamata Devi, Professor, FON	Member	
3.	Dr. Shikhar Ganjoo, Associate Prof. FMHS	Member	
4.	Dr. Dinesh kumar Yadav, Prof. COP	Member	
5.	Dr. Varun Arya, Reader FDS	Member	
6.	Dr. Nancy, Assistant Prof., FEAT	Member	
7.	Ms. Shilpa Dennis, Assistant Prof. FFAD	Member Secretary	
8.	Head, Administration	Ex-officer	
9.	Chowki in-charge, Budhera	Ex-officer	
10.	Dr. Divanshi Khara, PG Student FDS	Student Representative	
11.	Mr. Abhishek Semwal	Student Representative	
12.	Mr. Ramesh Semwal	Parent Representative	
13.	Mr. Pawan Sapra	NGO Representative	
14.	Mr. Kranti Anand, Assistant Prof. FMCMT	Media Representative	

(Prof. K. Tara Shankar)

Chairman



Registrar
SCT University
Budhera, Gurugram



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2021

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Budhera, Gurugram



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Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

Dated: 15/09/2021

Minutes of the Meeting

Time: 11:00 AM

Date: 15.09.2021

Venue: Room No. 205, 2nd Floor,
Block-A, SGT University, Gurugram

The chairman of the Central Anti Ragging Committee welcomed all the members of the committee and after that agenda was taken up:

Item No. 1: Confirmation of the previous meetings minutes.

The minutes of the previous meeting of the anti-ragging committee was put up for the consideration and approval of the committee members, which was approved unanimously.

Item No. 2: Report of the ragging related cases held in the University.

It was resolved that as there was no case of the ragging since previous meeting hence Hon'ble Chairman of the committee appreciated the efforts and sensitization made by the faculty members among the students of various faculty.

Item No. 3: Plan to made increment in the Anti Ragging Squad search in the hostels occasionally.

It was further decided that as no case of ragging was received since the last meeting, however, the efforts for the awareness and implementation of the anti-ragging guidelines should be made in true manner, hence, it was decided that number of the raid of the anti-ragging squad in campus and university hostels may be increased.

The meeting ended with a vote of thanks.

(Prof. K. Tara Shanker)

Chairman
Central Anti-Ragging Committee


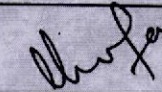
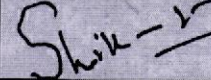
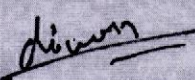
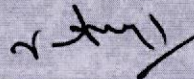
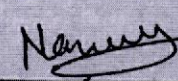


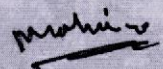
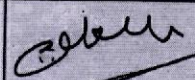

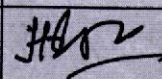
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- Attendance Sheet

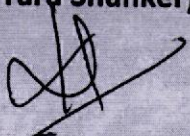
Registrar
SGT University
Budhera, Gurugram

Minutes of the Meeting of the Central Anti Ragging Committee held on 15/09/2021

Attendance

Sl. No.	Name of the Member	Designation	Signature
1.	Prof. K.Tara Shanker, FCM	Chairperson	
2.	Prof. Akoijam Mamta Devi, Prof. FON	Member	
3.	Dr. Shikhar Ganjoo, Associate Prof. FMHS	Member	
4.	Dr. Dinesh Kumar Yadav, Associate Prof. COP	Member	
5.	Dr. Varun Arya, Reader, FDS	Member	
6.	Dr. Nancy, Assistant Prof. FET	Member	
7.	Ms. Inna Bandoni Yadav, Assistant Prof, FFD	Member Secretary	
8.	Head, Administration	Ex-officer	
9.	Chowki-in-charge, Budhera	Ex-officer	
10.	Dr. Mahima, PG Student, FDS	Student Representative	
11.	Mr. Abhishk Semwal	Student Representative	
12.	Mr. Ramesh Semwal	Parent Representative	
13.	Mr. Pawan Sapra	NGO Representative	
14.	Mr. Harender Kumar	Media Representative	

(Prof. K. Tara Shanker)
Chairman



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2020

Registrar
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Dated: 26/08/2020

Minutes of the Meeting

Time: 11:00 AM

Date: 26.08.2020

Venue: Room No. 306, 3rd Floor,
Block-A, SGT University, Gurugram

The chairman of the Central Anti Ragging Committee welcomed all the members of the committee and after that agenda was taken up:

Item No. 1: Confirmation of the previous meetings minutes.

The minutes of the previous meeting of the anti-ragging committee was put up for the consideration and approval of the committee members, which was approved unanimously.

Item No. 2: Duty allotment regarding Anti Ragging activity

Committee members discussed that every staff should be allotted with some or the other duties regarding anti ragging and all the faculty members who are part of anti ragging squad committee to submit weekly report with regard to fresh students under their care.

Item No. 3: Posters, Rules and regulations of Anti Ragging

The Committee Poster, Rules and regulations of Anti Ragging are put up in and around the University area like Notice Board, Departments, Common room, Mess, Library and Hostels etc. to generate awareness amongst students on Anti Ragging.

The meeting ended with a vote of thanks.

(Dr. Vikas Dhawan)

Chairman

Central Anti-Ragging Committee

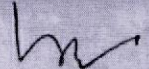





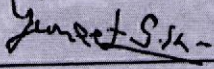

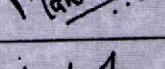


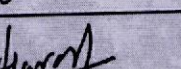

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- Attendance Sheet

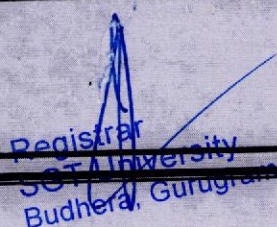
Registrar
SGT University
Budhera Gurugram

Minutes of the Meeting of the Central Anti Ragging Committee held on 26-08-2020

Attendance

Sl. No.	Name	Designation	Signature
1.	Dr. Vikas Dhawan, Director (Academics)	Chairperson	
2.	Ms. Akoijam Mamta Devi, Prof. FON	Member	
3.	Dr. Varun Arya, Reader, FDS	Member	
4.	Ms. Pallavi Ranjan Jha, Assistant Prof. FET	Member	
5.	Ms. Geetnawali, Assistant Prof, FFD	Member	
6.	Dr. Abhishek Kapoor, Associate Prof. FMHS	Member	
7.	Dr. Gurneet Guram, Prof. FDS	Member	
8.	Head, Administration	Member	
9.	Chawki-in-charge, Budhera	Member	
10.	Ms. Mahima. PG Student, FDS	Member	
11.	Mr. Jatin Sharma, MBA Student	Student Representative	
12.	Mr. Satish Kumar	Parent Representative	
13.	Mr. Pawan Sapra	NGO Representative	
14.	Mr. Harender Kumar	Media Representative	

(Dr. Vikas Dhawan)
Chairman





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2019

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Gurugram, Delhi-NCR

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Dated: 20/09/2019

Minutes of the Meeting

Time: 11:00 AM

Date: 20.09.2019

Venue: Room No. 205, 2nd Floor,
Block-A, SGT University, Gurugram

The chairman of the Central Anti Ragging Committee welcomed all the members of the committee and after that agenda was taken up:

Item No. 1: Confirmation of the previous meetings minutes.

The minutes of the previous meeting of the anti-ragging committee was put up for the consideration and approval of the committee members, which was approved unanimously.

Item No. 2: Plan to visit of all Hostels and Hospital once in a week.

Item No. 3: Mentoring Cells

The Committee members discussed how to set up a mentoring cell involving senior faculty members from each department and also student representative to prevent ragging within the University and Hostel premises.

The meeting ended with a vote of thanks.

(Dr. Ravindra Kumar Arahunsi)

Chairman
Central Anti-Ragging Committee

Enclosed:

- Attendance Sheet

Registrar
SGT University
Budhera Gurugram

Minutes of the Meeting of the Central Anti Ragging Committee held on 20/09/2019

Attendance

Sr. No.	Name	Designation
1.	Dr. Ravindra Kumar Arahunsi Dean, Faculty of Indian Medical Sciences	Chairperson
2.	Ms. Akoljam Mamta Devi Professor, Faculty of Nursing	Member
3.	Dr. Varun Arya, Reader, Faculty of Dental Sciences	Member
4.	Ms. Sangeeta Rani, Assistant Professor, Faculty of Engineering & Technology	Member
5.	Ms. Swati Yadav, Assistant Professor, Faculty of Fashion & Design	Member
6.	Dr. Abhishek Kapoor, Associate Professor, Faculty of Medicine & Health Sciences	Member
7.	Dr. Gurneet Guram, Professor Faculty of Dental Sciences	Member
8.	Mr. Umesh Kothari, Administrator	Member
9.	Chowkii in-charge, Budhera	Member
10.	Ms. Mahima, PG Student, Faculty of Dental Sciences	Student Representative
11.	Mr. Jatin Sharma, Student of MBA	Student Representative
12.	Mr. Satish Kumar	Parent Representative
13.	Representative of NGO	Member
14.	Representative of Media	Member
15.	Ms. Jasleen Chatwal, Demonstrator, Faculty of Hotel & Tourism Management	Member Secretary

(Dr. Ravindra Kumar Arahunsi)
Chairman

Registrar
SGT University
Budhera, Gurugram

Attendance Sheet

Sr. No.	Name	Designation	
1.	Dr. Ravindra Kumar Arhansi Dean, Faculty of Indian Medical Sciences	Chairperson	<i>[Signature]</i>
2.	Ms. Akojam Mamta Devi Professor, Faculty of Nursing	Member	<i>[Signature]</i>
3.	Dr. Varun Arya, Reader, Faculty of Dental Sciences	Member	<i>[Signature]</i>
4.	Ms. Sangeeta Rani, Assistant Professor, Faculty of Engineering & Technology	Member	<i>[Signature]</i>
5.	Ms. Swati Yadav, Assistant Professor, Faculty of Fashion & Design	Member	<i>[Signature]</i>
6.	Dr. Abhishek Kapoor, Associate Professor, Faculty of Medicine & Health Sciences	Member	<i>[Signature]</i>
7.	Dr. Gurneet Guram, Professor Faculty of Dental Sciences	Member	<i>[Signature]</i>
8.	Mr. Umesh Kothari, Administrator	Member	<i>[Signature]</i>
9.	Chowki In-charge, Budhera	Member	
10.	Ms. Mahima, PG Student, Faculty of Dental Sciences	Student Representative	<i>[Signature]</i>
11.	Mr. Jatin Sharma, Student of MBA	Student Representative	<i>[Signature]</i>
12.	Mr. Satish Kumar	Parent Representative	<i>[Signature]</i>
13.	Representative of NGO	Member	<i>[Signature]</i>
14.	Representative of Media	Member	<i>[Signature]</i>
15.	Ms. Jasleen Chatwal, Demonstrator, Faculty of Hotel & Tourism Management	Member Secretary	<i>[Signature]</i>

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2018

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Gurugram, Delhi-NCR
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Dated: 28/07/2018

Minutes of the Meeting

Time: 02:00 PM

Date: 28.07.2018

Venue: Room No. 306, 3rd Floor,
Block-A, SGT University, Gurugram

The chairman of the Central Anti Ragging Committee welcomed all the members of the committee and after that agenda was taken up:

- Item No. 1: Confirmation of the previous meetings minutes.
- Item No. 2: Presentation of Action Taken Report (ATR) 2017-18 on anti-ragging.
- Item No. 3: Anti Ragging measure for Academic Year 2018-19.
- Item No. 4: Additional measure to be taken including recommendations by the Committee.

The meeting ended with a vote of thanks.

(Dr. D.P.S. Sudan)
Chairman
Central Anti-Ragging Committee

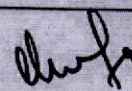
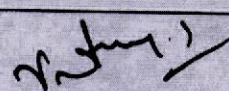
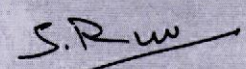
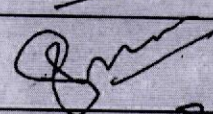
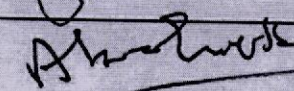
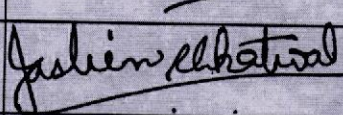
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- Attendance Sheet

Registrar
SGT University
Budhera, Gurugram

Minutes of the Meeting of the Central Anti Ragging Committee held on 28/07/2018

Attendance

Sl. No.	Name of the Member	Designation	Signature
1.	Dr. D.P.S Sudan, FMHS	Chairperson	
2.	Ms. Akoijam Mamata Devi, Professor, FONS	Member	
3.	Dr. Varun Arya, Reader, FDSC	Member	
4.	Ms. Sangeeta Rani, Asst Prof. FEAT	Member	
5.	Dr. Shweta Sharma, PG Student, FMHS	Member	
6.	Dr. Abhishek Kapoor, Asst Prof. FMHS	Member	
7.	Ms. Jasleen Chatwal, Demonstrator, FHTM	Member	
8.	Chowki in-charge, Budhera	Member	

(Dr. D.P.S. Sudan)
Chairman

Registrar
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Budhera, Gurugram



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2017

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Gurugram, Delhi-NCR
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Dated: 03/10/2017

Minutes of the Meeting

Time: 11:00 AM

Date: 03.10.2017

Venue: Room No. 205, 2nd Floor,
Block-A, SGT University, Gurugram

The chairman of the Central Anti Ragging Committee welcomed all the members of the committee and after that agenda was taken up:

Item No. 1: Confirmation of the previous meetings minutes.

The minutes of the previous meeting of the anti-ragging committee was put up for the consideration and approval of the committee members, which was approved unanimously.

Item No. 2: Report of the ragging related cases held in the University.

It was resolved that as there was no case of the ragging since previous meeting hence Hon'ble Chairman of the committee appreciated the efforts and sensitization made by the faculty members among the students of various faculty.

Item No. 3: Plan to made increment in the Anti Ragging Squad search in the hostels occasionally.

It was further decided that as no case of ragging was received since the last meeting, however, the efforts for the awareness and implementation of the anti-ragging guidelines should be made in true manner, hence, it was decided that number of the raid of the anti-ragging squad in campus and university hostels may be increased.

The meeting ended with a vote of thanks.

(Dr. D.P.S. Sudan)
Chairman
Central Anti-Ragging Committee

Enclosed:

- Attendance Sheet

Registrar
SGT University
Budhera, Gurugram

Minutes of the Meeting of the Central Anti Ragging Committee held on 03/10/2017

Attendance

Sl. No.	Name	Designation	Signature
1.	Dr. D.P.S Sudan, FMHS	Chairperson	
2.	Dr. Shashi Bala- Associate- Dean, FONS	Member	<i>Shashi Bala</i>
3.	Dr. K.R. Dabur Dean, FDSC	Member	<i>K.R. Dabur</i>
4.	Dr. Varun Arya, Reader, FDSC	Member	<i>Varun Arya</i>
5.	Dr. Santosh Dixit, Associate Prof. FOSC	Member	<i>Santosh</i>
6.	Dr. Shweta Sharma, PG Student, FMHS	Member	<i>Shweta Sharma</i>
7.	Dr. Rakesh Raghav Parent of the student	Member	<i>Rakesh</i>
8.	Dr. Abhishek Kapoor, Asst Prof. FMHS	Member	<i>Abhishek</i>
9.	Chowki-in-charge, Budhera	Member	
10.	Mrs. Ambika Chauhan Nair, Asst Prof. FHTM	Member	<i>Ambika</i>

(Dr. D.P.S. Sudan)
Chairman

Registrar
SGT University
Budhera, Gurugram



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

MINUTES OF GRIEVANCE REDRESSAL COMMITTEE



SGT UNIVERSITY

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Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

2022



Minutes of Meeting

A meeting of Grievance Redressal Committee was held on 27th July, 2022 in Room No. 106, A-Block, SGT University, Gurugram to enquire the complaint raised by parents and few students of B.Sc. Nursing, First Year regarding ill behaviour of Dr. Ankita Soni (Department of Biochemistry).

The following members were present:

- | | |
|--|--------------------|
| 1. Dr. Ashok Kumar, Dean- Faculty of Agricultural Sciences | - Chairperson |
| 2. Dr. Vijay Sharma, Dean- Student Welfare | - Member |
| 3. Mr. Kranti Anand, Assistant Professor- FMCMT | - Member |
| 4. Ms. Shikha Khandelwal, Legal Advisor | - Member |
| 5. Ms. Aanchal Agarwal, HR Representative | - Member |
| 6. Dr. Sunil Kumar Dular, Dean-Faculty of Nursing | - Special Invitee |
| 7. Dr. Sanjiv Kumar Bansal, Professor- Deptt. Of Biochemistry
Faculty of Medicine & Health Sciences | - Special Invitee |
| 8. Mr. Gaurav Srivastava, Deputy Registrar | - Member Secretary |

The Chairperson welcomed all the members present in the meeting and grant leave of absence to Dr. Pooja Anand, Dean- Faculty of Physiotherapy (Member), Dr. Amit Dangi, Associate Professor- Faculty of Commerce & Management (Member). Dr. S.P.S. Kochar, Dean – Faculty of Medicine & Health Sciences was called as Special Invitee but he was granted leave of absence and was allowed to be represented through Dr. Sanjiv Kumar Bansal, Professor- Deptt. of Biochemistry- Faculty of Medicine & Health Sciences

The complaint received was taken up for discussion. The committee was briefed about the various complaints received from the parents and students of B.Sc. Nursing (First Year) regarding ill behaviour of Dr. Ankita Soni (Department of Biochemistry) vide emails dated 2nd July 2022, 3rd July 2022, 4th July 2022 and 5th July 2022. (Copy of the complaints are collectively marked as Annexure-1).

After the receipt of the complaints, Dr. Sunil Kumar Dular, Dean-Faculty of Nursing enquired about the incident from the students of his Faculty including the aggrieved students of B.Sc. Nursing and counselled the students and forwarded the complaint to Dean, Faculty of Medicine & Health Sciences. Meanwhile, Dean- Faculty of Medicine & Health Sciences informed one of the complainant vide e-mail dt 09.07.2022 about the resolution of the matter. (Copy of the E-mail dt 09.07.2022 is marked as Annexure-2).

The Competent Authority had forwarded her case to the Grievance Redressal Committee on 07th July, 2022 to enquire the facts as mentioned in the aforesaid emails and for necessary recommendations. As per the direction, Dr. Ankita Kumari Soni was invited to appear before the committee on 27th July, 2022 vide email dated 26th July, 2022. (Copy of the mail inviting the Complainant is marked as a Annexure-3).



Dr. Ankita Kumari Soni appeared before the committee on 27th July, 2022 at 2:30 pm and she was asked about the incident mentioned in the complaint. After detailed discussion, the committee members advised her to submit a formal written reply. Statement of Dr. Ankita Kumari Soni is marked as **Annexure-4**.

The committee members were further apprised by Dr. Sunil Kumar Dular, Dean-Faculty of Nursing that he enquired about the incident from the students of his Faculty including the aggrieved students of B.Sc. Nursing and therefore Dr. Sunil Kumar Dular was advised to submit the statements of all the students including the aggrieved students as mentioned by him during the discussion/meeting. It was further informed by Dean-Faculty of Nursing that after counselling the students, matter has been resolved.

After due deliberation and discussion, it was agreed by the members that a weeks' time be allowed to the Committee to compile, review and submit their final report on the findings in the case in hand.

The meeting ended with vote of thanks to the Chair.

Member Secretary

Chairperson

Registrar
SGT University
Budhera Gurugram



Attendance of the Meeting of Grievance Redressal Committee
held on 27th July, 2022 at 02:30 pm

S. No.	Name	Designation	Signature
1	Dr. Ashok Kumar (Chairperson)	Professor & Dean- Faculty of Agricultural Sciences	<i>Ashok Kumar</i> 27/7/22
2	Dr. Vijay Sharma (Member)	Dean- Student Welfare	<i>Vijay Sharma</i> 27/07/2022
3	Dr. Pooja Anand (Member)	Professor & Dean- Faculty of Physiotherapy	Absent
4	Dr. Amit Dangi (Member)	Associate Professor- Faculty of Comm. & Mgt.	Absent
5	Mr. Kranti Anand (Member)	Assistant Professor- Faculty of Mass Comm. & Media Tech.	<i>Kranti Anand</i> 27/07/22
6	Ms. Shikha Khandelwal (Member)	Legal Advisor	<i>Shikha</i> 27/7/22
7	Ms. Aanchal Agarwal (Member)	Sr. Executive- HR	<i>Aanchal</i> 27/07/2022
8	Dr. Sunil Kumar Dular (Special Invitee)	Dean- Faculty of Nursing	<i>Sunil</i>
9	Dr. S. P. S. Kochar (Special Invitee)	Dean- Faculty of Medicine & Health Sciences	Absent
7	Mr. Gaurav Srivastava (Member Secretary)	Dy. Registrar	<i>Gaurav</i> 27/07/2022
8	Dr. Ankita Kumari Soni	Tutor- Dept. of Biochemistry, FMHS	<i>Ankita</i>
9	Dr. Sangiv Kumar Bansal (Special Invitee)	Professor - Dept. of Bioche- mistry, FMHS.	<i>Sangiv</i>
10			

Registrar
SGT University
Budhera, Gurugram



GRIEVANCE REDRESSAL COMMITTEE **(26th August, 2022)**

COMMITTEE:

Details of the Committee Members to enquire the matter of a complaint against Ms. Ankita Soni, Tutor, Department of Biochemistry:

- | | |
|--|--------------------|
| 1. Dr. Ashok Kumar, Dean- Faculty of Agricultural Sciences | - Chairperson |
| 2. Dr. Vijay Sharma, Dean- Student Welfare | - Member |
| 3. Dr. Pooja Anand, Dean- Faculty of Physiotherapy | - Member |
| 4. Dr. Amit Dangi, Associate Professor
Faculty of Commerce & Management | - Member |
| 5. Mr. Kranti Anand, Assistant Professor- FMCMT | - Member |
| 6. Ms. Shikha Khandelwal, Legal Advisor | - Member |
| 7. Ms. Aanchal Agarwal, HR Representative | - Member |
| 8. Mr. Gaurav Srivastava, Deputy Registrar | - Member Secretary |

BACKGROUND:

1. From 02.07.2022 to 05.07.2022, various complaints were received vide emails from the parents and students of B.Sc. Nursing (First Year) regarding ill behaviour of Dr. Ankita Soni (Department of Biochemistry). (Copy of the complaints are collectively marked as Annexure-1). All the complaints were directed against the rude and insulting behaviour of Dr. Ankita Soni towards the students of B.Sc. Nursing (First Year) wherein it was pointed that Dr. Ankita Soni misbehaved with the students, passed insulting and biased comments and did not allow the students to sit in AC Room.
2. After the receipt of the complaints, Dr. Sunil Kumar Dular, Dean-Faculty of Nursing enquired about the incident from the students of his Faculty including the aggrieved students of B.Sc. Nursing and counselled the students and forwarded the complaint to Dean, Faculty of Medicine & Health Sciences
3. Meanwhile, Dean- Faculty of Medicine & Health Sciences informed one of the complainant vide e-mail dt 09.07.2022 about the resolution of the matter. (Copy of the E-mail dt 09.07.2022 is marked as Annexure-2)
4. The Competent Authority had forwarded the case to the Grievance Redressal Committee on 07th July, 2022 to enquire the facts as mentioned in the aforesaid emails and for necessary recommendations. As per the direction, Dr. Ankita Kumari Soni was invited to appear before the committee on 27th July, 2022 vide email dated 26th July, 2022. (Copy of the mail inviting the Complainant is marked as as Annexure-3).

PROCEEDINGS OF THE COMMITTEE:

The Committee conducted the meeting on 27.07.2022 (MoM enclosed as Annexure-A).

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Budhera, Gurugram



Dr. Ankita Kumari Soni appeared before the committee on 27th July, 2022 at 2:30 pm and she was asked about the incident mentioned in the complaint. After detailed discussion, the committee members advised her to submit a formal written reply. (Statement of Dr. Ankita Kumari Soni is marked as Annexure-4).

On 27th July 2022, the Grievance Redressal Committee discussed the whole issue and proceeded to prepare the report based on the material and evidence available on the record.

ENQUIRY DETAILS:

1. On 27th July 2022, the committee members discussed about the entire incident and it was transpired that on 3rd July 2022, MMLT class was going on in the Demonstration Room which had the facility of Air Conditioning. Therefore, students of B.Sc. Nursing were asked to sit in the Demo Room -1 which was Non-AC for that particular lecture but few students refused to sit in the non AC room and also uttered foul words. When Dr. Ankita Soni intervened, heated arguments started and thereafter MMLT students were requested to shift in the non AC Room.
2. The committee members were further apprised by Dr. Sunil Kumar Dular, Dean-Faculty of Nursing that he enquired about the incident from the students of his Faculty including the aggrieved students of B.Sc. Nursing and therefore Dr. Sunil Kumar Dular was advised to submit the statements of all the students including the aggrieved students as mentioned by him during the discussion/meeting. It was further informed by Dean-Faculty of Nursing that after counselling the students, matter has been resolved. (Copy of the statements of the students are marked as Annexure 5.)

FINDINGS:

After hearing Ms. Ankita Soni and on the basis of the statements of the aggrieved students and upon analysing facts and circumstances of the case, the following observations have been recorded by the Committee:

1. Ms. Ankita Soni in her statement submitted that on 3rd July 2022, her class was scheduled with B.Sc. Nursing; however, no AC room was available so she asked the students to sit in a non AC room for that particular period but the students refused to sit in the non AC room and started murmuring foul words and arguments ensued amongst them. She admitted that she got rude momentarily and also apologised for the same.
2. Further, during the enquiry, the Committee was apprised of the fact that Dean-Faculty of Nursing had already counselled the aggrieved students and they were asked to maintain their calm during the classes and not to lose temper over trivial matters. The students were satisfied and the matter was resolved. Even Dean - Faculty of Medicine & Health Sciences informed one of the complainant vide e-mail dt 09.07.2022 about the resolution of the matter.
3. The Committee observed that this incident occurred due to the impatient behaviour of the students and non-empathetic manner of the tutor in handling the matter at the

Handwritten signature

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SGT University
Budhera, Gurugram



relevant time. However, the same was resolved after due discussions and counselling and all the students were satisfied with the resolution.

RECOMMENDATIONS:

In view of the above-mentioned findings, the Committee has unanimously agreed to resolve to make the following recommendations:

- a) The Committee recommends that proper decorum be maintained in the University and the students should be taught to empathise with others by conducting regular counselling sessions. SGT University is committed to provide a safe and healthy environment to all its students without any prejudice/discrimination; and expect from all students to adhere the rules and regulations laid by the university and follow the good moral code of conduct.
- b) The Committee also recommends that tutors/teachers/professors should also try to deal with the students with compassion without any prejudice/discrimination in order to maintain conducive environment at university and harmony amongst the students.

Hence, the above report along with all relevant documents is submitted to the Hon'ble Vice Chancellor for further consideration and action in this matter.

(Gaurav Srivastava)
Deputy Registrar & Member
Secretary

Ms. Aanchal Agarwal
HR Representative &
Member

(Ms. Shikha Khandelwal)
Legal Advisor &
Member

(Mr. Kranti Anand)
Assistant Professor-FMCMT
&
Member

(Dr. Amit Dangl)
Associate Professor-Faculty
of Commerce & Management
&
Member

(Dr. Pooja Anand)
Dean- Faculty of
Physiotherapy &
Member

(Dr. Vijay Sharma)
Dean- Student's Welfare &
Member

(Dr. Ashok Kumar)
Dean- Faculty of
Agricultural Sciences &
Chairperson

Registrar
SGT University
Budhera, Gurugram



Minutes of Meeting

A meeting of Grievance Redressal Committee was held on 03rd June, 2022 in Room No. 106, A-Block, SGT University, Gurugram to enquire the complaint raised by Ms. Deepti Kaur Hunjan, Assistant Professor, Faculty of Fashion & Design against Dean- Faculty of Fashion & Design Dr. M. K. Nair for workplace harassment & misconducts.

The following members were present:

- | | |
|--|--------------------|
| 1. Dr. Ashok Kumar, Dean- Faculty of Agricultural Sciences | - Chairperson |
| 2. Dr. Pooja Anand, Dean- Faculty of Physiotherapy | - Member |
| 3. Dr. Amit Dangi, Associate Professor- Faculty of Commerce & Management | - Member |
| 4. Mr. Krant Anand, Assistant Professor- FMCMT | - Member |
| 5. Ms. Aanchal Agarwal, HR Representative | - Special Invitee |
| 6. Ms. Shikha Khandelwal, Legal Advisor | - Special Invitee |
| 7. Mr. Gaurav Srivastava, Deputy Registrar | - Member Secretary |

The Chairperson welcomed all the members present in the meeting and grant leave of absence to Dr. Vijay Sharma, Dean-Student's Welfare (Member).

The complaint received was taken-up for discussion.

The committee was briefed about the complaint by Ms. Deepti Kaur Hunjan, Assistant Professor, Faculty of Fashion & Design against Dean- Faculty of Fashion & Design Dr. M. K. Nair for misconduct, misbehaviour, ill-treatment, harassment and suppression vide email dated 18th March, 2022 and 24th May, 2022 to the Higher Authorities of the University. (Copy of the complaint is marked as **Annexure-1**).

The Competent Authority had forwarded her case to the Grievance Redressal Committee on 30th May, 2022 to enquire the facts as mentioned in her email and for necessary recommendations. As per the direction, Ms. Deepti Kaur was invited to appear before the committee on 3rd June, 2022 vide email dated 1st June, 2022. (Copy of the mail inviting the Complainant is marked as **Annexure-2**).

Ms. Deepti Kaur appeared before the committee on 3rd June, 2022 at 2:30 pm and she was asked about the events mentioned in the complaint. After detailed discussion, the committee members advised her to submit a formal written reply in respect of the allegations of misconduct, ill-treatment, harassment and misbehaviour. Statement of the Complainant is marked as **Annexure-3**. The committee members further advised the Complainant to submit all the documents as mentioned by her during the discussion/meeting.

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Budheda, Gurugram



On the basis of facts that came up during the discussion with the Complainant, the committee expressed their willingness to meet all the faculty members of the Faculty of Fashion & Design for the findings of the actual facts in this case.

The meeting ended with a vote of thanks to the Chair.

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

Member Secretary

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

Chairperson

A large, stylized blue ink signature, possibly "V", written over the printed text.

Registrar
SGT University
Budhera, Gurugram



Attendance of the Meeting of Grievance Redressal Committee
held on 3rd June, 2022 at 02:30 pm

S. No.	Name	Designation	Signature
1	Dr. Ashok Kumar (Chairperson)	Professor & Dean- Faculty of Agricultural Sciences	<i>Ashok</i> 03/06/2022
2	Dr. Vijay Sharma (Member)	Dean- Student Welfare	
3	Dr. Pooja Anand (Member)	Professor & Dean- Faculty of Physiotherapy	<i>Pooja Anand</i> 3/6/22
4	Dr. Amit Dangi (Member)	Assistant Professor- Faculty of Comm. & Mgt.	<i>Amit Dangi</i> 3/6/22
5	Mr. Kranti Anand (Member)	Assistant Professor- Faculty of Mass Comm. & Media Tech.	<i>Kranti Anand</i> 3/6/2022
6	Ms. Shikha Khandelwal (Special Invitee)	Advocate	<i>Shikha</i> 3/6/22
6	Ms. Aanchal Agarwal (Special Invitee)	HR Representative	<i>Aanchal</i> 3/6/22
7	Mr. Gaurav Srivastava (Member Secretary)	Dy. Registrar	<i>Gaurav</i> 03/06/2022
8	Ms. Deepti Kaur Hunjan (Complainant)	Assistant Professor- Faculty of Fashion & Design	<i>Deepti</i> 03/6/22
9			
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Budhera, Gurugram



SGT UNIVERSITY

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(UGC Approved)

Gurugram, Delhi-NCR
Budhera, Gurugram-Badli Road, Gurugram (Haryana) - 122505 Ph. : 0124-2278183, 2278184, 2278185

MINUTES OF INTERNAL COMPLAINTS COMMITTEE

Registrar
SGT University
Budhera, Gurugram



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2022

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SGT University
Budhera, Gurugram



INTERNAL COMPLAINTS COMMITTEE
SGT UNIVERSITY, GURUGRAM

SGTU/ICC/LAW/2022/5

22nd April 2022

MINUTES OF ICC MEETING

Subject: Complaint of Ms. Shubhangi Chourasia, Assistant Professor D/O Mechanical Engineering, Faculty of Engineering & Technology dated 11th February 2022

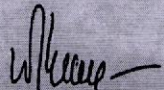
With reference to the harassment complaint dated 11th February (vide letter No. R777/14/2/2022) submitted by Ms. Shubhangi Chourasia, Assistant Professor, D/O Mechanical Engineering against Dr. Ajay Kumar, Associate Professor, D/O Mechanical Engineering, Faculty of Engineering & Technology, ICC conducted enquiry and a detailed report along with necessary supporting documents and recommendation were submitted on 22.4.22 to the competent authority of the SGT university for further necessary action. The report was prepared in consultation with all committee members, except those not able to attend because of their preoccupation. It is pertinent to mention here that as per the clause (7) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules/Act, 2013, "In conducting the enquiry, a minimum of three Members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present".

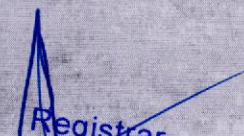
Meetings of the Internal Complaints Committee were held on the following dates:

15th February 2022
21st February 2022
22nd February 2022
3rd March 2022
22nd March 2022
13th April 2022

The following Committee Members were present:

- | | |
|---|-------------------|
| 1. Prof. (Dr.) Waheeda Khan | Chairperson |
| 2. Prof. (Dr.) Akoijam Mamta Devi | Member Secretary |
| 3. Dr. Sonia, Associate Professor | Member |
| 4. Dr. Vikas, Assistant Professor | Member |
| 5. Dr. Ashwani Saini, Psychiatrist | Member Counsellor |
| 6. Ms. Shikha Khandelwal, law Officer | Member |
| 7. Mr. Mukesh Bharti, Chief Hostel Warden | Member |
| 8. Mr. Umesh Kothari, Head Administration | Member |


(Prof. Waheeda Khan)
Chairperson, ICC
22.4.2022


Registrar
SGT University
Budhera, Gurugram



Office of Internal Complaints Committee
SGT University, Gurugram

15th February 2022

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on 15th February 2022 at 2:00 pm in Room No. 110, First Floor, Block – E. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	<i>Waheeda Khan</i> 15/2/22
2.	Dr. Akoljam Mamta Devi Professor, Faculty of Nursing	Member Secretary	<i>Dr. Akoljam Mamta Devi</i>
3.	Dr. Sonia Associate Professor F/O Physiotherapy	Member	<i>Sonia</i>
4.	Dr. Vikas Punia Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	<i>Vikas Punia</i>
5.	FOP Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	<i>Ashwani Saini</i>
6.	Ms. Shikha Khandelwal Law Officer, SGT university	Member	<i>Shikha Khandelwal</i>
7.	Mr. Mukesh Bharti Hostel & Library Administration, SGT University	Member	<i>Mukesh Bharti</i>
8.	Mr. Umesh Kothari General Administration, SGT	Member	<i>Umesh Kothari</i>
9.	Ms. Sunita Yadav Social Worker	Member (External)	<i>Did not attend</i>

S. No.	Name of the Complainant	Designation	Signature
1	Ms. Shubhangi Chourasia	Assistant Professor, D/O Mechanical Engineering, F/O Engineering, SGT University	<i>Did not attend, as she is in Mumbai</i>

Waheeda Khan
15/2/22

Registrar
SGT University
Budhera, Gurugram



Office of Internal Complaints Committee
SGT University, Gurugram

21st February 2022

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on ~~21st~~ February 2022 at 2:00 pm in Room No. 110, First Floor, Block - E. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	<i>Waheeda</i> 21/2/22
2.	Dr. Akoijam Mamta Devi Professor, Faculty of Nursing	Member Secretary	<i>Mamta</i>
3.	Dr. Sonia Associate Professor F/O Physiotherapy	Member.	<i>Sonia</i>
4.	Dr. Vikas Punia Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	<i>Vikas</i>
5.	FOP Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	<i>Ashwani</i>
6.	Ms. Shikha Khandelwal Law Officer, SGT university	Member	<i>Shikha</i>
7.	Mr. Mukesh Bharti Hostel & Library Administration, SGT University	Member	did not attend.
8.	Mr. Umesh Kothari General Administration, SGT	Member	<i>Umesh</i>
9.	Ms. Sunita Yadav Social Worker	Member (External)	did not attend.

S. No.	Name of the ^{Respondent} Complainant	Designation	Signature
1	Dr Ajay Kumar	Associate Professor, D/O Mechanical Engineering, F/O Engineering, SGT University	<i>Ajay</i>

I have received copy of complaint
Ajay

Waheeda 21/2/22

Registrar
SGT University
Budhera, Gurugram



Office of Internal Complaints Committee
SGT University, Gurugram

22nd February 2022

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on 22nd February 2022 at 2:15 pm in the Board Room, Block – E. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	<i>[Signature]</i> 22/2/22
2.	Dr. Akoijam Mamta Devi Professor, Faculty of Nursing	Member Secretary	<i>[Signature]</i>
3.	Dr. Sonia Associate Professor F/O Physiotherapy	Member	<i>[Signature]</i>
4.	Dr. Vikas Punia Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	<i>[Signature]</i>
5.	FOP Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	<i>[Signature]</i>
6.	Ms. Shikha Khandelwal Law Officer, SGT university	Member	<i>[Signature]</i>
7.	Mr. Mukesh Bharti Hostel & Library Administration, SGTUniversity	Member	<i>[Signature]</i>
8.	Mr. Umesh Kothari General Administration, SGT	Member	<i>[Signature]</i>
9.	Ms. Sunita Yadav Social Worker	Member (External)	Not Available.

S. No.	Name of the Complainant	Designation	Signature
1	Mrs. Shubhangi Chourasia	Assistant Professor, D/O Mechanical Engineering, F/O Engineering, SGT University	Presented herself online

[Signature] 22/2/22

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Budhera, Gurugram

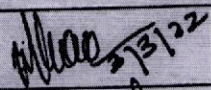
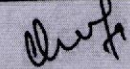
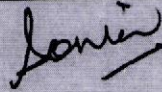
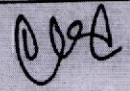
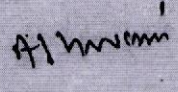
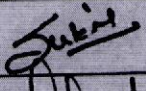
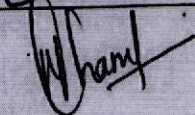
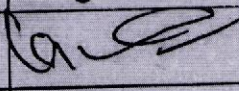


Office of Internal Complaints Committee
SGT University, Gurugram


3rd March 2022

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on 3rd March 2022 at 2:00 pm in Room No. 110, First Floor, Block – E. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	
2.	Dr. Akoijam Mamta Devi Professor, Faculty of Nursing	Member Secretary	
3.	Dr. Sonia Associate Professor F/O Physiotherapy	Member	
4.	Dr. Vikas Punja Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	
5.	FOP Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	
6.	Ms. Shikha Khandelwal Law Officer, SGT university	Member	
7.	Mr. Mukesh Bharti Hostel & Library Administration, SGTUniversity	Member	
8.	Mr. Umesh Kothari General Administration, SGT	Member	
9.	Ms. Sunita Yadav Social Worker	Member (External)	N A .


Registrar
SGT University
Budhera, Gurugram


3/3/22



Office of Internal Complaints Committee
SGT University, Gurugram

22nd March 2022

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on 22nd ^{March} 2022 at 3:00 pm in Room No. 110, First Floor, Block – E. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	<i>Waheeda Khan</i> 22/3/22
2.	Dr. Akoljam Mamta Devi Professor, Faculty of Nursing	Member Secretary	<i>Mamta Devi</i> ✓
3.	Dr. Sonia Associate Professor F/O Physiotherapy	Member	<i>Sonia</i> ✓
4.	Dr. Vikas Punia Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	<i>Vikas Punia</i>
5.	FOP Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	<i>Ashwani Saini</i> ✓
6.	Ms. Shikha Khandelwal Law Officer, SGT university	Member	<i>was Present</i> ✓
7.	Mr. Mukesh Bharti Hostel & Library Administration, SGT University	Member	<i>Mukesh Bharti</i>
8.	Mr. Umesh Kothari General Administration, SGT	Member	<i>Umesh Kothari</i>
9.	Ms. Sunita Yadav Social Worker	Member (External)	NA

Waheeda Khan
22/3/22

Registrar
SGT University
Budhera, Gurugram



Office of Internal Complaints Committee
SGT University, Gurugram

13th April 2022

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on 13th April 2022 at 2:00 pm in Room No. 110, First Floor, Block – E. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
10.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	<i>Waheeda Khan</i> 13/4/22
11.	Dr. Akoijam Mamta Devi Professor, Faculty of Nursing	Member Secretary	<i>Akoijam Mamta Devi</i>
12.	Dr. Sonia Associate Professor F/O Physiotherapy	Member	<i>Sonia</i>
13.	Dr. Vikas Punia Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	<i>Vikas Punia</i>
14.	FOP Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	<i>Ashwani Saini</i>
15.	Ms. Shikha Khandelwal Law Officer, SGT university	Member	<i>Shikha Khandelwal</i>
16.	Mr. Mukesh Bharti Hostel & Library Administration, SGT University	Member	<i>Mukesh Bharti</i>
17.	Mr. Umesh Kothari General Administration, SGT	Member	<i>Umesh Kothari</i>
18.	Ms. Sunita Yadav Social Worker	Member (External)	NA

Waheeda Khan
13.4.22

[Signature]
Registrar
SGT University
Budhera, Gurugram



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

2021

Registrar
SGT University
Budhera, Gurugram



INTERNAL COMPLAINTS COMMITTEE
SGT UNIVERSITY, GURUGRAM

ICC Report based on a Meeting held on 13th March 2021

Subject: Deliberately causing trouble to a female Faculty by a male Non-Teaching Employee

Complainant : Ms. Sheena, Speech Pathologist Grade 1, Department of Audiology & Speech language Pathology, Faculty of Behavioural Sciences

Respondent: Mr. Hari Shankar Prasad, Gaffer, Faculty of Mass Communication

Date of Incident: 26th Feb'2021 around 10:45 pm

Minutes of the Enquiry Committee Meeting

Statement given by the Complainant:

- Ms. Sheena stays in Kanchenjunga Hostel at 3rd Floor, room no. 302 along with her roommate Ms. Swati Daruka but on 26th Feb Ms. Swati was not there and there were 2 female Faculty staying along with Ms Sheena, they were c Ms. Swati Mehandru, assistant Professor, D/O ASLP (stays in Dwarka) & Ms. Amulya, Grade II, D/O ASLP (stays on Campus).
- These three women were playing music which was a bit louder and doing chatting (thumbing sound was also there on the floor, as reported by respondent) at around 10:50 pm they heard some knocking at the door but when they tried then came to know that it was locked from outside. Ms. Sheena got panicked and got frightened due to locking of room.
- Ms. Sheena called few people but no one responded but after sometime due to constant banging one male employee opened the latch and there was gathering of people outside Ms. Sheena's room.
- Ms. Sheena saw a male standing near water cooler, he commented that ki "Aisa karoge to yahi hoga".
- All three girls went to the room of Mr Hari Shankar Prasad and enquired about his name and department and then left (this was also corroborated by Mr. Prashant). After seeing the CCTV footage, they came to know that it was Mr. Hari Shankar Prasad from the Faculty of Mass Communication.

Registrar
SGT University
Buhara, Gurugram

- Since Ms. Sheena brought the matter in the notice of HOD (ASLP) Prof. Santosh Kumar and it was forwarded to VC/PVC.
- VC asked the chairperson ICC to conduct an enquiry and report.

Statement given by the Respondent:

- Mr. Hari Shankar Prasad is from Bihar and came to Delhi in 1994. He stays in Kanchenjunga Hostel and 15 days before shifted from 5th Floor to 2nd floor, room no. 202.
- He said that he was not well from past one week and was on medication. On the day of incident also was not well and after hearing noise of music and footsteps went upstairs to request to stop making noise without even knowing about the identity of the person.
- After reaching there he knocked at the door but there was no response, so he knocked by pulling the latch and finally came back as no one responded without even knowing that the room got locked when the latch was pulled for knocking.
- After some time, he heard noise, so he went upstairs and stood near the water cooler to fetch the water and saw Ms. Sheena and other people.
- When he came back to his room, Ms Sheena came to Mr. Hari's room and enquired whether he has locked the room to which he denied and Ms. Sheena went away after asking his name and department.
- Mr. Hari is accepting his mistake that unknowingly the incident has happened for which he has apologised and promise that this will not repeat again and told the committee that he is also ready to leave the University accommodation.

Statement given by Mr. Prashant Soni (Roommate of Mr. Hari Shankar):

- Mr. Prashant was living with Mr. Hari Shankar Prasad since 15 days before the incident happened.
- On 26th Feb, there was noise from the room just above their room at the 3rd floor due to which they were disturbed as they were sleeping.
- According to him after having a brief discussion with Mr. Hari Shankar Prasad about the noise, Mr. Hari Shankar Prasad went upstairs while he kept sleeping as he was also not well.
- He confirmed that Mr. Hari Shankar Prasad was not well from past few days and had the treatment done in the SGT Hospital and he has never witnessed him consuming alcohol; and both work together.

[Handwritten signature]

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Budhera, Gurugram

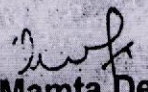
- He also confirmed that Ms. Sheena came to their room and asked Mr. Hari his name and Department.

Conclusion by the Committee:


After hearing both the parties and witness, committee members came to the conclusion that the explanation and apology letter given by Mr. Hari Shankar Prasad is accepted on the grounds that his act does not intend to harm Ms Sheena in any way and his unconditional apology submitted to ICC (Enclosed). Further Ms Sheena is also convinced and she want to settle this case, she has no intention to pursue this case further and accept his apology in toto.


Recommendation of ICC:

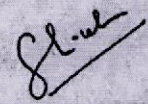
- Although apology letter is accepted however, a warning letter be issued to Mr Hari Shankar Prasad for his responsible behaviour in future.
- Rules should be framed in allowing the outsiders in the hostel residential areas on the campus, so that outsiders are not allowed to stay overnight without prior permission.
- Silence hours by all are to be observed in order to maintain the serenity on the campus. Parties etc not to be organized without prior permission and at some designated place on the campus like staff club etc.


Dr. Akoljam Mamta Devi
Member


Dr. Vikas
Member


Mr. Umesh Kothari
Member


Mr. Mukesh Bharti
Member


Ms. Shikha Yadav
Member Secretary


Prof. (Dr.) Waheeda Khan
Chairperson ICC

Dated: 24th March 2021
Enclosed as above.


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Budhera, Gurugram

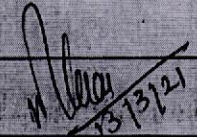

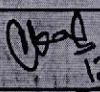
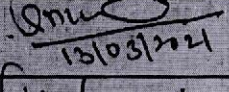
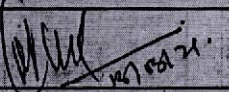
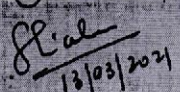


Internal Complaint Committee SGT University, Gurugram

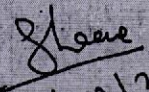
13th March 2021

Attendance

A meeting of Internal Complaint Committee was held on 13th March 2021 at 12:00 pm (Block – E, Dean Office (FBSC), ground Floor). The following members were present:


S. No.	Name	Designation	Signature
1.	Prof. Waheeda Khan, Dean, FBSC	Chairperson	 13/3/21
2.	Prof. Akoljam Mamta Devi, Professor, FON	Member	 13.03.2021
3.	Prof. Anjali Gandhi Social Worker	Member (External)	Not Available
4.	Dr. Sonia Assistant Prof., FOP	Member	on leave
5.	Dr. Vikas Assistant Prof., FBSC	Member Counsellor	 13.03.2021
6.	Mr. Umesh Kothari Administration	Member	 13/03/2021
7.	Mr. Mukesh Bharti Hostel & Library Administration	Member	 13/03/21
8.	Ms. Shikha Yadav H.R. Executive	Member Secretary	 13/03/2021

Attended meeting today


13/03/2021

12:10 PM

H. S. Prasad
13-3-21


Prashant Soni
R.N. 202.
13/03/21

1 PM



**INTERNAL COMPLAINTS COMMITTEE
SGT UNIVERSITY, GURUGRAM**

SGTU/ICC/ASLP-FBS/2021/3

24th March 2021

MINUTES OF ICC MEETING

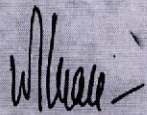
Subject: Complaint of Ms. Sheena, Assistant Professor, D/O ASLP, Faculty of Behavioural Sciences dated 27th February 2021

With reference to the complaint dated 27th February (vide letter No. vide letter no D-VC-483 dated 2.3.21) submitted by Ms. Sheena, Assistant Professor, D/O ASLP (FBSC) against Mr. Hari Shankar Prasad, Gaffer, F/O Mass Communication, ICC conducted enquiry on 13th March 2021 and a detailed report along with necessary supporting documents and recommendation were submitted on 24th March 2021 to the competent authority of the SGT university for further necessary action.

The report was prepared in consultation with all committee members, except those not able to attend because of their preoccupation. It is pertinent to mention here that as per the clause (7) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules/Act, 2013, "In conducting the enquiry, a minimum of three Members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present".

The following Committee Members were present:

- | | |
|-----------------------------------|--------------------------|
| 1. Prof. (Dr.) Waheeda Khan | Chairperson |
| 2. Prof. (Dr.) Akoijam Mamta Devi | Member |
| 3. Dr. Vikas, Assistant Professor | Member |
| 4. Ms. Shikha Yadav | Member Secretary |
| 5. Mr. Mukesh Bharti | Member |
| 6. Mr. Umesh Kothari | Member |
| 7. Prof. Anjali Gandhi | External Member (online) |


(Prof. Waheeda Khan)
Chairperson, ICC
24.3.2021


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SGT University
Budhera, Gurugram

Annex-9

05/Sep/2021

Minutes of Meeting and Action taken on Grievance dated 04/Sep/2021 raised by Dr Sataz

The meeting and enquiry took place on 02 Sep 2021 in the presence of Dr Tokika Yephthoml and Dean, FNYS in response to oral complaint given to the Dean, FNYS, by Dr Sataz R on the incidents that happened on 01, September and 02 September 2021 which involved usage of abusive languages and arbitration. The incident occurred in the faculty on 02, Sep, 2021 at 08.55 AM in the absence of Dean and other faculty members of FNYS. Dr Sataz R and Dr Himanshu were called separately and were asked to present their versions. But Dr Himanshu was not present inside the faculty to present his explanation for his misbehaviour. Mr Manish and Mr Ranjeet were asked to give their version of the incident of 02, Sep, 2021 who were the witness to the incident. It was found that Dr Himanshu had heated arguments and used of abusive language against Dr Sataz R and arbitration took place.

Even in the earlier incidents, the complaint was given through oral communication prior to the incident of 02, Sep, 2021. Dr Himanshu was confronted to the earlier incidents. The matter was resolved at the faculty level as Dr Himanshu had apologised in the earlier incidents. Most of these incidents happened during non-working hours and Dr Himanshu was given couple of chances to correct himself.

The grievance complaint dated 04/Sep/2021 which was directly addressed to Dean, FNYS was forwarded to HR department as the matter kept repeating and the incident of the morning of 02, Sep, 2021 for usage of abusive languages and threats rendered by Dr Himanshu in person and electronic devices and social media platforms and also arbitration between Dr Himanshu and Dr Sataz which were been repeating which was hampering the growth and smooth running of the faculty. As the issues kept repeating and hampering the smooth functioning of the faculty on a daily basis, Dr Sataz R was asked to forward a complaint through written communication and it was decided that to forward the complaint to higher authorities for further intervention and amicable solution on the same in spite of earlier warnings given to Dr Himanshu.

Manish
05-09-21

Received



Yephthoml

Registrar
SGT University
Budhera, Gurugram

*Received on 11-10-21 from
Dean FNYS via email*
Manish
11/10/21



Office of Internal Complaints Committee
SGT University, Gurugram

17th September 2021

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on 17th September 2021 at 3:00 pm in Room no.110, First Floor, E-Block. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	<i>[Signature]</i> 17/9/2021
2.	Dr. Akoijam Mamta Devi Professor, Faculty of Nursing	Member Secretary	<i>[Signature]</i>
3.	Dr. Sonia Associate Professor F/O Physiotherapy	Member	<i>[Signature]</i>
4.	Dr. Vikas Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	<i>[Signature]</i>
5.	Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	Ashwani Saini
6.	Mr. Mukesh Bharti Hostel & Library Administration, SGT University	Member	<i>[Signature]</i>
7.	Mr. Umesh Kothari General Administration, SGT	Member	<i>[Signature]</i>
8.	Ms. Shikha Khandelwal, Law Officer, SGT	Member	was on leave
9.	Ms. Sunita Yadav, Social Worker	External Member	did not attend NA

Registrar
SGT University
Budhera, Gurugram

[Signature]
17/9/21



Internal Complaints Committee
SGT University, Gurugram

23rd September 2021

Attendance Sheet

A meeting of Internal Complaints Committee conducted on 23rd September 2021 at 2:15 pm
(Block – E, First Floor, Room No. 110, FBSC. The following attended the meeting:

S. No.	Name	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	
2.	Dr. Vikas Punia Assistant Prof., FBSC	Member Counsellor	
3.	Dr. Ashwani Saini, Assistant Prof., FMHS	Member Counsellor	Ashwani Saini
4.	Prof. Akoljam Mamta Devi, Professor, FON	Member Secretary	
5.	Dr. Sonia Assistant Prof., FOP	Member	
6.	Mr. Mukesh Bharti Hostel & Library Administration	Member	
7.	Mr. Umesh Kothari Administration	Member	
8.	Ms. Sunita Yadav Social Worker	Member (External)	did not attend NA
9.	Ms. Shikha Khandelwal, Law Officer	Member	

S. No.	Name	Designation	Signature
1	Dr. Sataz Rahmania Assistant Prof., FINS	Complainant	
2	Dr. Himanshu Assisant Prof., FINS	Respondent	

23/9/21
Registrar
SGT University
Budhera, Gurugram



Internal Complaints Committee SGT University, Gurugram

28th September 2021

Attendance Sheet

A meeting of Internal Complaints Committee conducted on 28th September 2021 at 2:15 pm
(Block – E, First Floor, Room No. 110, FBSC. The following attended the meeting:

S. No.	Name	Designation	Signature
1. ✓	Dr. Waheeda Khan, Professor, FBSC	Chairperson	
2. ✓	Dr. Vikas Punia Assistant Prof., FBSC	Member. Counsellor	
3. ✓	Dr. Ashwani Saini, Assistant Prof., FMHS	Member Counsellor	Ashwani Saini
4.	Prof. Akoijam Mamta Devi, Professor, FON	Member Secretary	on leave
5. ✓	Dr. Sonia Associate Assistant Prof., FOP	Member	Sonia
6.	Mr. Mukesh Bharti Hostel & Library Administration	Member	
7.	Mr. Umesh Kothari Administration	Member	
8.	Ms. Sunita Yadav Social Worker	Member (External)	Not available
9.	Ms. Shikha Khandelwal, Law Officer	Member	on leave

Registrar
SGT University
Budhera, Gurugram

28/9/21



Office of Internal Complaints Committee
SGT University, Gurugram

25th October 2021

MEETING ATTENDANCE

A meeting of the Internal Complaints Committee conducted on 25th October 2021 at 3:00 pm in Room no.110, First Floor, E-Block. The following members attended the meeting:

S. No.	Name with affiliation	Designation	Signature
1.	Dr. Waheeda Khan, Professor, FBSC	Chairperson	<i>Waheeda Khan</i> 25/10/2021
2.	Dr. Akoljam Mamta Devi Professor, Faculty of Nursing	Member Secretary	<i>Akoljam Mamta Devi</i>
3.	Dr. Sonia Associate Professor F/O Physiotherapy	Member	<i>Sonia</i>
4.	Dr. Vikas Assistant Professor D/O Clinical Psychology, FBSC	Member Counsellor	<i>Vikas</i>
5.	Dr. Ashwani Saini Assistant Professor D/O Psychiatry, FMHS	Member Counsellor	<i>Ashwani Saini</i>
6.	Mr. Mukesh Bharti Hostel & Library Administration, SGTUniversity	Member	<i>Mukesh Bharti</i>
7.	Mr. Umesh Kothari General Administration, SGT	Member	<i>Umesh Kothari</i>
8.	Ms. Shikha Khandelwal, Law Officer, SGT	Member	<i>Shikha Khandelwal</i>
9.	Ms. Sunita Yadav, Social Worker	External Member	<i>Not available Did not attend.</i>

Waheeda Khan
25/10/2021
[Signature]
Registrar
SGT University
Budhera, Gurugram



**INTERNAL COMPLAINTS COMMITTEE
SGT UNIVERSITY, GURUGRAM**

SGTU/ICC/FNYS/2021/4

27th October 2021

MINUTES OF ICC MEETING

Subject: Complaint of Dr. Sataj Rahmania, Assistant Professor, Faculty of Naturopathy & Yoga Science (FNYS) dated 4th September 2021

With reference to the harassment complaint dated 4th September 2021 (vide letter No. SGTU/RO/2021/3465) submitted by Dr. Sataj Rahmania, Assistant Professor against Mr. Himanshu (Tutor), Faculty of Naturopathy & Yoga Science (FNYS), ICC conducted enquiry and a detailed report along with necessary supporting documents and recommendation were submitted on 27.10.21 to the competent authority of the university for further necessary action.

The report was prepared in consultation with all committee members, except those not able to attend because of their preoccupation. It is pertinent to mention here that as per the clause (7) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules/Act, 2013, "In conducting the enquiry, a minimum of three Members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present".

Meetings of the Internal Complaints Committee were held on the following dates:

17th September 2021

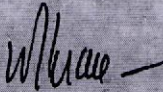
23rd September 2021

28th September 2021

25th October 2021

The following Committee Members were present:

- | | |
|---|-------------------|
| 1. Prof. (Dr.) Waheeda Khan | Chairperson |
| 2. Prof. (Dr.) Akoijam Mamta Devi | Member Secretary |
| 3. Dr. Sonia, Associate Professor | Member |
| 4. Dr. Vikas, Assistant Professor | Member |
| 5. Dr. Ashwani Saini, Psychiatrist | Member Counsellor |
| 6. Ms. Shikha Khandelwal, law Officer | Member |
| 7. Mr. Mukesh Bharti, Chief Hostel Warden | Member |
| 8. Mr. Umesh Kothari, Head Administration | Member |


(Prof. Waheeda Khan)
Chairperson, ICC
27.10.2021


Registrar
SGT University
Budhera, Gurugram



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

2020

Registrar
SGT University
Budhera, Gurugram



Internal Complaint Committee SGT University, Gurugram

8th October 2020

Attendance

A meeting of Internal Complaint Committee was held on 8th October 2020 at 03:00 pm (Block E, Dean office (FBSC), ground Floor). The following members were present:

S. No.	Name	Designation	Signature
1.	Prof. Waheeda Khan, Dean, FBSC	Chairperson	
2.	Prof. Akoijam Mamta Devi, Professor, FON	Member	 8.10.2020
3.	Prof. Anjali Gandhi Social Worker	Member (External)	
4.	Dr. Sonia Assistant Prof., FOP	Member	 8/10/2020
5.	Dr. Abhishek Kapoor Associate Prof., FMHS	Member Counsellor	 did not attend.
6.	Dr. Vikas Assistant Prof., FBSC	Member Counsellor	 8.10.2020
7.	Mr. Umesh Kothari Administration	Member	
8.	Mr. Mukesh Bharti Hostel & Library Administration	Member	
9.	Ms. Shikha Yadav H.R. Executive	Member Secretary	

Registrar
SGT University
Budhera, Gurugram
8/10/2020

Attendance Sheet

12/10/2020 - INTERNAL COMPLAINTS COMMITTEE MEETING

S.NO.	NAME	DESIGNATION	SIGN
1	Prof. (Dr.) Waheeda Khan	Dean, FBSC Chairperson ICC	<i>W Khan</i> 12/10/20
2	Dr. Vikas	Assistant Professor	<i>OKA</i>
3	Dr. Abhishek Kapoor	Absent	—
4	Ms. Akoijam Mamta Devi	Professor	<i>Wf</i>
5	Dr. Sonia	Assistant Professor	<i>Sonia</i>
6	Prof. Anjali Gandhi	Absent External member	did not attend sincerely Anjali
7	Ms. Shikha Yadav	HR Executive	<i>Shikha</i>
8	Umesh Kothari	Adminstrator	<i>Umesh</i>
9	<i>W. J. Guleria</i>	Admin	<i>WJG</i>
10	Mukesh C. Bharti	Hostel/Library Admin	<i>M Bharti</i>

W Khan
12/10/20

Registrar
SGT University
Budhera, Gurugram



Internal Complaints Committee SGT University, Gurugram

Date: 22nd October 2020

Attendance

A meeting of Internal Complaints Committee was held on 22nd October 2020 at 3:00 p.m. (Block - E, Board Room, First Floor). The following members were present:

S. No.	Name	Designation	Signature
1	Prof.(Dr.) Waheeda Khan Dean FBSC	Chairperson	
2	Prof. Akoijam Mamta Devi Professor, FON	Member	 22.10.2020
3	Prof. Anjali Gandhi Social Worker	Member (External)	NA due to Covid19
4	Dr. Sonia Assistant Prof., FOP	Member	 22/10/2020
5	Dr. Abhishek Kapoor Associate Prof., FMHS	Member Counsellor	NA on leave
6	Dr. Vikas Assistant Prof., FBSC	Member Counsellor	 22/10/2020
7	Mr. Umesh Kothari Administration	Member	 22/10/2020
8	Mr. Mukesh Bharti Hostel / Library Administration	Member	
9	Ms. Shikha Yadav HR Executive	Member Secretary	 22/10/2020

The complainant - Prof.(Dr.) Shweta Bajaj was also called in this meeting and present -

22/10/2020

22/10/2020

Registrar
SGT University
Budhera, Gurugram

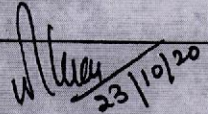
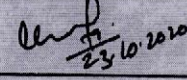
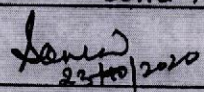
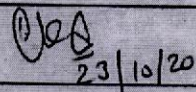
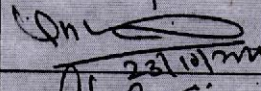
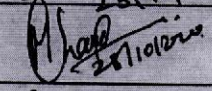
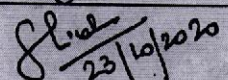


Internal Complaint Committee SGT University, Gurugram

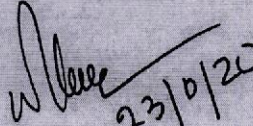
23rd October 2020

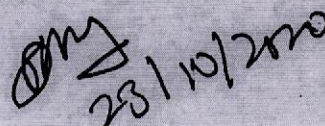
Attendance

A meeting of Internal Complaint Committee was held on 23rd October 2020 at 3:00 pm (Block - E, Board Room, First Floor). The following members were present:

S. No.	Name	Designation	Signature
1.	Prof. Waheeda Khan, Dean, FBSC	Chairperson	 23/10/20
2.	Prof. Akoijam Mamta Devi, Professor, FON	Member	 23/10/2020
3.	Prof. Anjali Gandhi Social Worker	Member (External)	NA due to conial-19
4.	Dr. Sonia Assistant Prof., FOP	Member	 23/10/2020
5.	Dr. Abhishek Kapoor Associate Prof., FMHS	Member Counsellor	NA on leave
6.	Dr. Vikas Assistant Prof., FBSC	Member Counsellor	 23/10/20
7.	Mr. Umesh Kothari Administration	Member	 23/10/2020
8.	Mr. Mukesh Bharti Hostel & Library Administration	Member	 23/10/2020
9.	Ms. Shikha Yadav H.R. Executive	Member Secretary	 23/10/2020

The Respondent - Prof. (Asst.) Dharminder ^{Kumar} ~~Patel~~ P.101aw also appeared personally before The meeting to present his reply.


23/10/20


23/10/2020

Registrar
SGT University
Budhera, Gurugram

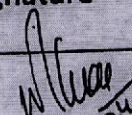
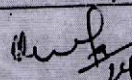
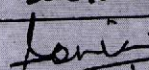
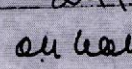
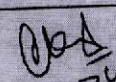
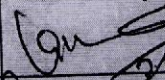
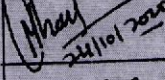
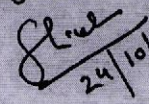


Internal Complaint Committee SGT University, Gurugram

24th October 2020

Attendance

A meeting of Internal Complaint Committee was held on 24th October 2020 at 11:00 am (Block - E, Dean office (FBSC), ground Floor). The following members were present:

S. No.	Name	Designation	Signature
1.	Prof. Waheeda Khan, Dean, FBSC	Chairperson	 24/10/20
2.	Prof. Akoljam Mamta Devi, Professor, FON	Member	 24/10/2020
3.	Prof. Anjali Gandhi Social Worker	Member (External)	NA Due to Covid not attended.
4.	Dr. Sonia Assistant Prof., FOP	Member	 24/10/2020
5.	Dr. Abhishek Kapoor Associate Prof., FMHS	Member Counsellor	 on leave.
6.	Dr. Vikas Assistant Prof., FBSC	Member Counsellor	 24/10/20
7.	Mr. Umesh Kothari Administration	Member	 24/10/20
8.	Mr. Mukesh Bharti Hostel & Library Administration	Member	 24/10/2020
9.	Ms. Shikha Yadav H.R. Executive	Member Secretary	 24/10/2020


Registrar
SGT University
Budhera, Gurugram



Internal Complaint Committee SGT University, Gurugram

28th October 2020

Attendance

A meeting of Internal Complaint Committee was held on 28th October 2020 at 03:00 pm (Block E, Dean office (FBSC), ground Floor). The following members were present:

S. No.	Name	Designation	Signature
1.	Prof. Waheeda Khan, Dean, FBSC	Chairperson	
2.	Prof. Ahoijam Mamta Devi, Professor, FON	Member	 28.10.2020
3.	Prof. Anjali Gandhi Social Worker	Member (External)	
4.	Dr. Sonia Assistant Prof., FOP	Member	 28/10/2020
5.	Dr. Abhishek Kapoor Associate Prof., FMHS	Member Counsellor	 - did not attend - Sonia Gandhi
6.	Dr. Vikas Assistant Prof., FBSC	Member Counsellor	 28/10/2020
7.	Mr. Umesh Kothari Administration	Member	
8.	Mr. Mukesh Bharti Hostel & Library Administration	Member	
9.	Ms. Shikha Yadav H.R. Executive	Member Secretary	

Registrar
SGT University
Budhera, Gurugram



**INTERNAL COMPLAINTS COMMITTEE
SGT UNIVERSITY, GURUGRAM**

SGTU/ICC/LAW/2020/2

3rd November 2020

MINUTES OF ICC MEETING

Subject: Complaint of Dr. Shweta Bajaj, Professor & HOD, Faculty of Law dated 17th September 2020

With reference to the complaint dated 17th September 2020 (vide letter No. vide letter no D-VC-7200 dated 17.9.20) submitted by Prof. Shweta Bajaj against Dr. Dharminder Kumar (Patial), ICC conducted enquiry and a detailed report along with necessary supporting documents and recommendation were submitted on 3.11.21 to the competent authority of the SGT university for further necessary action.

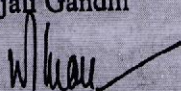
The report was prepared in consultation with all committee members, except those not able to attend because of their preoccupation. It is pertinent to mention here that as per the clause (7) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules/Act, 2013, "In conducting the enquiry, a minimum of three Members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present".

Meetings of the Internal Complaints Committee were held on the following dates:

8th October 2020
12th October 2020
22nd October 2020
23rd October 2020
24th October 2020
28th October 2020

The following Committee Members were present:

- | | |
|---|-------------------|
| 1. Prof. (Dr.) Waheeda Khan | Chairperson |
| 2. Prof. (Dr.) Akoijam Mamta Devi | Member |
| 3. Dr. Sonia, Associate Professor | Member |
| 4. Dr. Vikas, Assistant Professor | Member |
| 5. Dr. Abhishek Kapoor, Psychiatrist | Member Counsellor |
| 6. Mr. Mukesh Bharti, Chief Hostel Warden | Member |
| 7. Mr. Umesh Kothari, Head Administration | Member |
| 8. Ms. Shikha Yadav | Member Secretary |
| 9. Prof. Anjali Gandhi | External member |


(Prof. Waheeda Khan)
Chairperson, ICC
3.11.2020


Registrar
SGT University
Budhera, Gurugram



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) - 122505 Ph. : 0124-2278183, 2278184, 2278185

2019

Registrar
SGT University
Budhera, Gurugram



**INTERNAL COMPLAINTS COMMITTEE
SGT UNIVERSITY, GURUGRAM**

SGTU/ICC/MED/2019/1

9th December 2019

MINUTES OF ICC MEETING

Subject: Complaint of Ms. Reena Sheoran and Ms. Neha Yadav, MBBS, 2013 Batch (Interns.) dated 13th November 2019

With reference to the complaint submitted by Ms Reena Sheoran and Ms Neha Yadav, MBBS Batch 2013 (Interns), against Dr. Navdeep Malik, PG 1st Year student of Faculty of Medicine & Health Sciences (General Medicine), ICC conducted enquiry and a detailed report along with necessary supporting documents and recommendation were submitted on 9.12.2019 to the competent authority of the university for further necessary action.

The report was prepared in consultation with all committee members, except those not able to attend because of their preoccupation. It is pertinent to mention here that as per the clause (7) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules/Act, 2013, "In conducting the enquiry, a minimum of three Members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present".

Meetings of the Internal Complaints Committee were held on the following dates:

14th November 2019

6th December 2019

7th December 2019

9th December 2019

The following Committee Members were present:

- | | |
|-----------------------------|-------------------|
| 1. Prof. (Dr.) Waheeda Khan | Co-Chairperson |
| 2. Ms. Akoijam Mamata Devi | Member |
| 3. Dr. Nudrat Jahan | Member Counsellor |
| 4. Ms. Mahima Kaushik | Member |
| 5. Mr. Karamveer | Member |
| 6. Ms. Preeta Singh | Member Secretary |
| 7. Ms. Kanika Gupta | Member Student |

(Prof. Waheeda Khan)
Co-Chairperson, ICC


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SGT University
Budhera, Gurugram

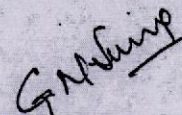
SGT UNIVERSITY, GURGAON
INTERNAL COMPLAINTS COMMITTEE
Minutes of meeting held on 29st March 2019

A meeting was convened by the chairperson, on 29st March 2019.

Agenda of the meeting: to discuss the Annual return on cases of Sexual Harassment at SGT University, during the period of 1st April 2018- 31st March 2019.

Members present: Dr. GN Suma, Dr. Uma Sharma, Dr Nudrat, Mrs. Mamatha, Mr. Sohan

Minutes: It was noted that during the period no complaints were lodged.


Chairperson
ICC, SGT University
Gurugram
Date: 29.3.2019


Registrar
SGT University
Budhera, Gurugram

SGT UNIVERSITY, GURGAON

INTERNAL COMPLAINTS COMMITTEE

Committee reports. 2018-2019

The number of Complaints registered under Internal complaints committee are nil for the year 2018-19.

A meeting was convened by the chairperson, on 30th March 2019, to discuss the Annual return on cases of Sexual Harassment at SGT University, during the period of 1st April 2018-31st March 2019. Members present: Dr. GN Suma, Dr. Uma Sharma, Dr Nudrat, Mrs. Mamatha. It was noted that during the period no complaints were lodged.

G.N. Suma

Chairperson
ICC, SGT University
Gurugram.
Date:30.3.2019

[Signature]
Registrar
SGT University
Budhera, Gurugram



SGT University

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Report of the Internal Complaints Committee

In reference to the complaint received from Ms. Reena Sheoran and Ms. Neha Yadav, MBBS, 2013 Batch (Interns.) dated 13th Nov-19

Meetings of the Internal Complaints Committee were held on following dates:

14th November, 2019

6th December, 2019

7th December, 2019

9th December, 2019

During the meetings the complainant and the respondent were called before the committee. The Committee members interacted with the Complainants Ms. Reena Sheoran and Ms. Neha Yadav; they also submitted their written statements, duly signed before the committee. CD of Call Records was also submitted by Ms. Reena Sheoran before the Committee. The Committee also interacted with the respondent Dr. Navdeep Malik, PG 1st Year Student General Medicine; and he had also submitted his written statement, duly signed before the Committee. On the basis of the statement of Ms. Reena Sheoran; Ms. Priyanka (MBBS, 2013 Batch Intern) was also called as witness and she had also recorded her statement before the committee.

Observation:

On the basis of the statements of the complainant i.e Ms. Reena Sheoran and Ms. Neha Yadav, and phone recordings also, it was observed that the respondent was mentally harassing the complainants by calling them repeatedly over their mobile phones and used highly objectionable abusive language with Ms. Reena Sheoran, which falls under the ambit of sexual harassment (the call recordings are hereby submitted as a proof). Because of the abusive language used by the respondent, the complainants are under severe stress and trauma. Moreover, the respondent Dr. Navdeep Malik had extreme indulgence in the alcohol consumption as verbally admitted by him before the committee members and has shown no sign of remorse and has been in a denial mode, therefore his presence in the campus and on duty may cause further indiscipline / harm to the fellow colleagues / patients.

Recommendations:

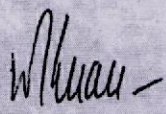
On the basis of the above observations based on investigations conducted through various meetings and submitted telephone recordings, the Committee members unanimously recommend that:

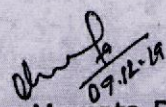
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SGT University
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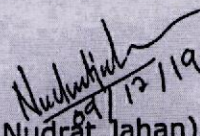


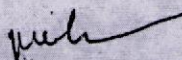
SGT University

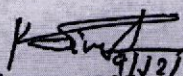
Dr Navdeep Mailk, PG 1st year student, General Medicine, Faculty of Medicine & Health Science, should be immediately expelled from the University with reference to the UGC Act No. F.19-1/2013(TFGS) (Prevention, Prohibition & Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 notified on 2nd May-2016.

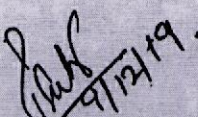

(Dr. Waheeda Khan)
Chairperson

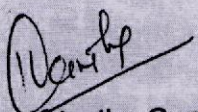

(Ms. Akoljam Mamata Devi)
Member


(Dr. Nudrat Jahan)
Member


(Ms. Mahima Kaushik)
Member

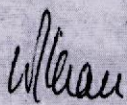

(Mr. Karamveer)
Member

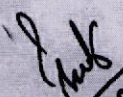

(Ms. Preeta Singh)
Member Secretary


(Ms. Kanika Gupta)
Student Member

Enclosed:

1. Complaint dated 13-11-19 by Ms Reena Sheoran
2. Complaint dated 13-11-19 by Ms Neha Yadav
3. Submission of Complaint through Dean to Registrar dated 13-11-19
4. Request for Action on earlier complaint by Ms Reena Sheoran & Ms Neha Yadav on 27-11-19
5. Minutes of the ICC meeting and attendance dated 06-12-19
6. Written statement from Dr Navdeep Malik dated 06-12-19
7. Call Recording from Ms Reena Sheoran dated 06-12-19
8. Minutes of the ICC meeting and attendance dated 07-12-19
9. Written statement from Ms Neha Yadav & Ms Priyanka dated 07-12-19
10. Minutes of the ICC meeting and attendance dated 09-12-19
11. Written statement from Ms Reena Sheoran dated 09-12-19


9.12.19.


9/12/19


Registrar
SGT University
Budhera, Gurugram



SGT University

21/12/19

Minutes of the Internal Complaints Committee meeting held on 06-12-19 at Dental Committee Room at 10.30am

The following members were present:

Dr. Waheeda Khan, Chairperson
Dr. Nudrat Jahan, Member
Ms. Mahima Kaushik, Member
Mr. Karamveer, Member
Ms. Kanika Gupta, Student Member
Ms. Preeti Singh, Member Secretary

In the absence of Dr Sarla Hooda, Chairperson, the meeting was presided by Dr Waheeda Khan, Professor of Psychology, Faculty of Behavioural Sciences.

At the outset, Chairperson welcomed all the present members of the committee and the proceedings of the meeting were as follows:

1. The complainant, Ms Reena Sheoran was called before the committee and the committee had recorded her verbal statement
2. The complainant had also submitted the call recordings in CD
3. The Respondent, Dr Navdeep Malik, was also called before the committee and the committee had recorded his verbal statement
4. The respondent had also submitted his written statement before the committee
5. The complainant, Ms Neha Yadav was also called before the committee but could not present before the committee as she was not present

W Khan
(Prof. Dr. Waheeda Khan)
Chairperson.
6.12.19.

Registrar
SGT University
Budhera, Gurugram

Preeti Singh
(Preeti Singh)
Member Secretary.

(2) (7)

Date
6/12/19

Sno.

Name

Designation

Sign

Navdeep

12:20 PM
6/12/19

1

Dr Navdeep
Malik

PA - Ist year

Navdeep
6/12/19


Registrar
SGT University
Budhera, Gurugram

5/12/19

<u>Sno.</u>	<u>Name</u>	<u>Designation</u>
1.	Dr. Waheeda Khan	Professor & Dean (Chairperson)
2.	Dr. Nidhat Jahan	Member Chancellor
3.	Malique Sharma	Member
4.	Kautilya Gupta	Phd Scholar
5.	Karanvir Attari	Sports Officer
6.	Preeta Singh	Asst. Registrar
7.	Reena Sheoran Intern MBBS v.p.o Badhra, Charkhi Daddi	Complainant

Sign. 6.
6/12/19
Nidhat Jahan
Member
Chancellor
Kautilya
Karanvir
Preeta
Reena
6/12/19
11:30 am

Registrar
SGT University
Budhera, Gurugram

6/12/19



SGT University

19

Minutes of the Internal Complaints Committee meeting held on 07-12-19 at E Block, Committee Room at 12.00pm

The following members were present:

Dr. Waheeda Khan, Chairperson
Ms. AkiJam Mamata Devi, Member
Dr. Nudrat Jahan, Member
Ms. Mahima Kaushik, Member
Mr. Karamveer, Member
Ms. Kanika Gupta, Student Member
Ms. Preeta Singh, Member Secretary

In the absence of Dr Sarla Hooda, Chairperson, the meeting was presided by Dr Waheeda Khan, Professor of Psychology, Faculty of Behavioural Sciences.

At the outset, Chairperson welcomed all the present members of the committee and the proceedings of the meeting were as follows:

1. The complainant, Ms Neha Yadav was called before the committee and the committee had recorded her verbal statement
2. The complainant had also submitted her written statement before the committee
3. The Witness, Ms. Priyanka, was also called before the committee and the committee had recorded her statement
4. The complainant, Ms Reena Sheoran was also called before the committee but could not present before the committee as she was not present

Registrar
SGT University
Budhera, Gurugram

Waheeda Khan
(Prof. Dr. Waheeda Khan)
Chairperson
7.12.19

Preeta Singh
(Preeta Singh)
Member Secretary
7/12/19

(17)

Details of the members present in the
Internal Complaints Committee Meeting held
on 7/12/2019 at 12 pm under chairmanship
of Dr. Wakeeda Khan, Professor, Faculty of Behavioural Science

<u>Sno.</u>	<u>Name</u>	<u>Designation</u>	<u>Sign</u>
1.	Kanika Gupta	Phd. Scholar	<u>Wakeeda</u>
2.	Preet Singh	Member Secretary (AR)	<u>Preet Singh</u>
3.	A.K. Manita	Member	<u>Manita</u>
4.	Karanvir	Member	<u>Karanvir</u>
5.	Mahima Kaushik	Member	<u>Mahima</u>
6.	Dr. Nudrat (Sharma)	Member	<u>Nudrat</u> 07.12.19

Registrar
SGT University
Budhera, Gurugram

Wakeeda
7/12/19.

Details of the complainant & witness

7/Dec/2019 , 1:35 Pm

<u>Name</u>	<u>Course</u>	<u>Sign</u>	<u>Phone No.</u>
Priyanka	M.B.B.S, Intern	Priyanka	9871218133
Asha Yadav	MBBS Intern	Asha	7082020282

Asha
7/12/19.

Registrar
SGT University
Budhera, Gurugram



SGT University

Minutes of the Internal Complaints Committee meeting held on 09-12-19 at E Block, Committee Room at 10.30am

The following members were present:

Dr. Waheeda Khan, Chairperson
Ms. Akoijam Mamata Devi, Member
Dr. Nudrat Jahan, Member
Ms. Mahima Kaushik, Member
Mr. Karamveer, Member
Ms. Kanika Gupta, Student Member
Ms. Preeta Singh, Member Secretary

In the absence of Dr Sarla Hooda, Chairperson, the meeting was presided by Dr Waheeda Khan, Professor of Psychology, Faculty of Behavioural Sciences.

At the outset, Chairperson welcomed all the present members of the committee and the proceedings of the meeting were as follows:

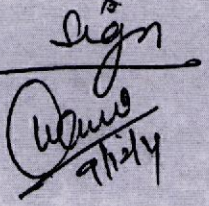
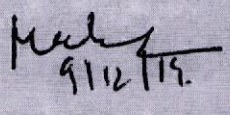
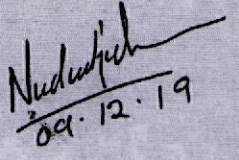
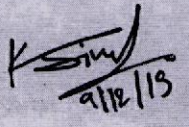
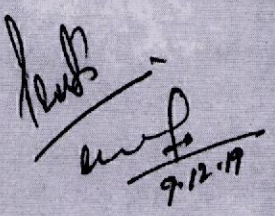
1. The complainant, Ms Reena Sheoran was called before the committee and she had submitted her written statement
2. After a detailed discussion among the committee members based on the statements and facts submitted by the complainant, it was observed that the respondent had mentally & sexually harassed the complainant, Ms Reena Sheoran by calling repeatedly over phone & passing abusive verbal remarks over the phone
3. The respondent had mentally harassed, Ms Neha Yadav also by calling her repeatedly over the phone
4. The committee members unanimously recommended the immediate expulsion of the respondent, Dr Navdeep Malik from the University

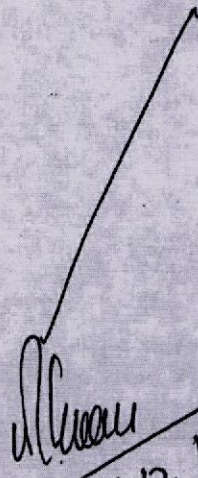
Waheeda Khan
(Prof. Dr. Waheeda Khan)
Chairperson
9.12.19

Registrar
SGT University
Budhera, Gurugram

Preeta Singh
9/12/19
(Preeta Singh)
Member Secretary

Details of the members present in the Internal Complaints Committee Meeting held on 9/12/19 at 10:30 am under Chairmanship of Dr. Waheeda Khan, Professor, Faculty of Behavioural Science.

<u>Sno</u>	<u>Name</u>	<u>Designation</u>	<u>Sign</u>
1.	Kanika Gupta	Phd (lector)	 9/12/19
2.	Mahima Kaur (Sharma)	Member	 9/12/19
3.	Nardhat Sahan	Member	 09.12.19
4.	Karamvir (Member)		 9/12/19
5.	Preeti Singh	Member Secretary (AR)	 9/12/19
6.	AK. Mamata Devi	Member	


9/12/19


Registrar
SGT University
Budhera, Gurugram




SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) – 122505 Ph. : 0124-2278183, 2278184, 2278185

2018


Registrar
SGT University
Budhera, Gurugram

SGT UNIVERSITY, GURGAON
INTERNAL COMPLAINTS COMMITTEE
Minutes of meeting held on 27st March 2018

A meeting was convened by the chairperson, on 27st March 2018.

Agenda of the meeting: to discuss the Annual return on cases of Sexual Harassment at SGT University, during the period of 1st April 2017- 31st March 2018.

Members present: Dr. GN Suma, Dr. Uma Sharma, Dr Nudrat, Mrs. Mamatha

Minutes: It was noted that during the period no complaints were lodged.


Chairperson
ICC, SGT University
Gurugram
Date: 27.3.2018


Registrar
SGT University
Budhera, Gurugram



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC Approved)

Gurugram, Delhi-NCR

Budhera, Gurugram-Badli Road, Gurugram (Haryana) - 122505 Ph. : 0124-2278183, 2278184, 2278185

2017

Registrar
SGT University
Budhera, Gurugram

SGT UNIVERSITY, GURGAON
INTERNAL COMPLAINTS COMMITTEE
Minutes of meeting held on 28st March 2017

A meeting was convened by the chairperson, on 28st March 2017.

Agenda of the meeting: to discuss the Annual return on cases of Sexual Harassment at SGT University, during the period of 1st April 2016- 31st March 2017.

Members present: Dr. GN Suma, Dr. Uma Sharma, Dr Nudrat, Dr. Ashutosh

Minutes: It was noted that during the period one complaint was lodged. Ref letter no.1741, dated 12.11.16, received from registrar office.

And the annual return report for the same was prepared and sent to the Registrar, SGT University, for the needful.

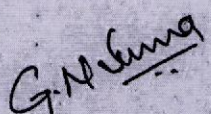

Chairperson
ICC, SGT University
Gurugram
Date: 28th March 2017


Registrar
SGT University
Budhera, Gurugram

SGT UNIVERSITY, GURGAON
INTERNAL COMPLAINTS COMMITTEE
Committee reports. 2017-2018

The number of Complaints registered under Internal complaints committee are nil for the year 2017-18.

A meeting was convened by the chairperson, on 27st March 2018. to discuss the Annual return on cases of Sexual Harassment at SGT University, during the period of 1st April 2017-31st March 2018. Members present: Dr. GN Suma, Dr. Uma Sharma, Dr Nudrat, Mrs. Mamatha. It was noted that during the period no complaints were lodged.


Chairperson
ICC, SGT University
Gurugram
Date: 28.3.2019


Registrar
SGT University
Budhera, Gurugram