



**SANDIP
UNIVERSITY**

Mahiravani, Trimbak Road, Nashik – 422 213

Website: <http://www.sandipuniversity.edu.in> Email : info@sandipuniversity.edu.in

Ph: (02594) 222 541/42 Fax: (02594) 222 555

STAFF GRIEVANCE AWARENESS PROGRAM (2023-2024)

Date: 13/07/2023 (Thursday)

Time: 11:00 A.M to 1:00 P.M

Venue: Conference Hall, "O" Building, Sandip University

Chairperson: Dr. Amit Aggrawal

Speaker: Prof. Ananya Verma

Objectives:

- To introduce the updated staff grievance redressal policy.
- To provide information about escalation procedures for unresolved grievances.
- To ensure staff understand their rights and the grievance redressal process.

Description:

The awareness program was chaired by Dr. Amit Aggrawal, with Prof. Ananya Verma leading the session. Prof. Verma introduced the updated staff grievance redressal policy, highlighting recent improvements aimed at ensuring a more efficient process.

She also discussed the procedures for escalating grievances if they are not resolved at the initial level, ensuring that staff members understood their rights to fair treatment. The importance of documenting grievances and maintaining transparency throughout the process was emphasized. Staff members were encouraged to reach out to the grievance committee for any issues they faced in the workplace.

Outcome:

- Staff gained knowledge of the updated grievance redressal policy.
- Improved understanding of escalation procedures for unresolved issues.
- Increased trust in the grievance resolution process through transparency and accountability.





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Prasad Baviskar

Dr. Prasad Baviskar
REGISTRAR



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STAFF GRIEVANCE AWARENESS PROGRAM (2023-2024)
ATTENDANCE

Sr No	Name
1.	Dr. Razia Kutty
2.	Dr. Purushottam Rohidas Patil
3.	Yogesh Bhawarker
4.	Dr. Subodh Anil Gangurde
5.	Dr. Ram Kumar Kanhi Singh Solanki
6.	Dr. Prakash Gajananrao Burade
7.	Dr. Anand Singh Rajawat
8.	Dr. Sunita Sumit Deore
9.	Dr. Sushil Prabhakar Narkhede
10.	Dr. Sumit Ramakant Deore
11.	Dr. Vivek V. Byahatti
12.	Dr. Ankamreddi Rama Mohan
13.	Dr. Ramdas Tukaram Dolas
14.	Dr. Vibha Kapoor
15.	Dr. Taruna Rajpurohit
16.	Dr. Abhijeet Dattatraya Kulkarni
17.	Harshal Rajendra Chaughule
18.	Dr. Vipin Yashavant Borole
19.	Dr. Makarand Suresh Gambhire
20.	Dr. Nirmal Halder
21.	Dr. Sarika Ashok Kondekar
22.	Prof. (Dr.) Rajendra Sinha
23.	Dr. Arif Kadir Mansuri
24.	Dr. Vishal Narayanrao Sulakhe
25.	Dr. Renu Praveen Pathak
26.	Dr. Pawan Ravikesh Bhaladhare





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27	Dr. Vaibhav Pandurang Sonaje
28	Dr. Samadhan Ashok Bundhe
29	Dr. Razia Kutty
30	Dr. Purushottam Rohidas Patil
31	Yogesh Bhawarker
32	Dr. Subodh Anil Gangurde
33	Dr. Ram Kumar Kanhi Singh Solanki
34	Dr. Prakash Gajananrao Burade
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45	Harshal Rajendra Chaughule
46	Dr. Vipin Yashavant Borole
47	Dr. Makarand Suresh Gambhire
48	Dr. Nirmal Halder
49	Dr. Sarika Ashok Kondekar
50	Dr. Parag Prabhakar Chavan
51	Dr. Amardeep Bansidhar Bajpai

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STAFF GRIEVANCE AWARENESS PROGRAM (2022-2023)

Date: 16/09/2022 (Thursday)

Time: 2:00 P.M to 4:00 P.M

Venue: Conference Hall, "O" Building, Sandip University

Chairperson: Dr. Nissar Ahmad Reshi

Speaker: Dr. Kavita Rao

Objectives:

- To inform staff members about the newly introduced grievance redressal tools and processes.
- To emphasize the importance of timely reporting of grievances.
- To create awareness about support systems for staff dealing with workplace issues.

Description:

The program was chaired by Dr. Nissar Ahmad Reshi, with Dr. Kavita Rao as the speaker. Dr. Rao informed staff members about the newly introduced tools and processes for grievance redressal, including updated digital portals for submitting complaints. She highlighted the importance of timely reporting to ensure swift and effective action. Staff members were also introduced to the various support systems available to assist them in dealing with workplace issues, such as counseling services and mentorship programs. Dr. Rao stressed that grievances should be reported without fear of retribution and that confidentiality is maintained throughout the process.

Outcome:

- Staff became familiar with newly introduced grievance redressal tools.
- Improved awareness of the importance of timely reporting and the available support systems.
- Increased staff confidence in using the grievance redressal channels without fear.



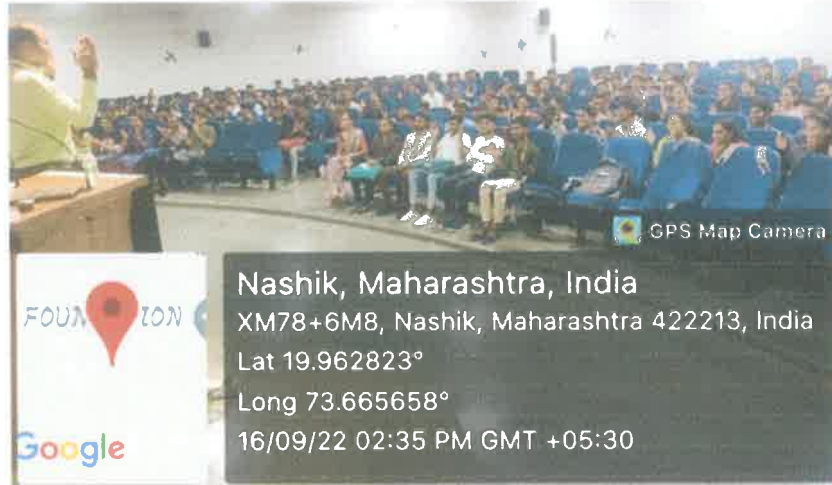


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STAFF GRIEVANCE AWARENESS PROGRAM (2021-2022)

Date: 17/08/2021 (Tuesday)

Time: 1:00 P.M to 3:00 P.M

Venue: Conference Hall, "O" Building, Sandip University

Chairperson: Dr. Arun Kumar Dwivedi

Speaker: Prof. Nikhil Tiwari

Objectives:

- To reintroduce staff to the grievance redressal procedure post-pandemic.
- To provide a platform for staff to express their challenges and concerns.
- To ensure transparency in the grievance resolution process.

Description:

Dr. Arun Kumar Dwivedi, the Chairperson, led the session with Prof. Nikhil Tiwari as the speaker. Prof. Tiwari reintroduced the staff grievance redressal procedure and discussed how staff members could raise concerns effectively. He highlighted the importance of maintaining a safe and inclusive workplace and explained the role of the grievance committee in upholding staff rights.

The session provided staff members with a platform to express their challenges and concerns post-pandemic, ensuring that their voices were heard by the administration. Emphasis was placed on maintaining transparency in all grievance-related activities to build trust among the staff.

Outcome:

- Staff members were reintroduced to the grievance procedures and available channels.
- Increased transparency and clarity regarding the grievance resolution process.
- Improved communication between staff and the administration regarding their concerns.





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- Improved communication between staff and the administration regarding their concerns.



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STAFF GRIEVANCE AWARENESS PROGRAM (2021-2022)
ATTENDANCE

Sr No	Name
1.	Prof. (Dr.) Rajendra Sinha
2.	Dr. Ravikiran Sukdeo Pagare
3.	Dr. Nissar Ahmad Reshi
4.	Dr. Arif Kadir Mansuri
5.	Neetu Murari Sharma
6.	Dr. Mahendra Devidas Shinde
7.	Dr. Mahesh Suresh Endait
8.	Dr. Sachin Balkrishna Mulay
9.	Harshal Ratan Shelar
10.	Rohan Kumar Choudhary
11.	Shishir Dadhich
12.	Dr. Nitin Nathalal Bharadiya
13.	Dr. Leena Nilesh Patil
14.	Dr. Swati Ashok Patil
15.	Dr. Mangesh Dindayal Nikose
16.	Dr. Vishal Narayanrao Sulakhe
17.	Dr. Renu Praveen Pathak
18.	Dr. Pawan Ravikesh Bhaladhare
19.	Dr. Vaibhav Pandurang Sonaje
20.	Dr. Samadhan Ashok Bundhe
21.	Dr. Razia Kutty
22.	Dr. Purushottam Rohidas Patil
23.	Yogesh Bhawarker



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STAFF GRIEVANCE AWARENESS PROGRAM (2020-2021)

Date: 09/11/2020 (Monday)

Time: 10:00 A.M to 12:00 P.M

Venue: Conference Hall, "O" Building, Sandip University

Chairperson: Dr. Nissar Ahmad Reshi

Speaker: Dr. Rekha Joshi

Objectives:

- To guide staff members on how to effectively raise their grievances.
- To educate staff on the grievance redressal policy and related rights.
- To address concerns related to working conditions during the pandemic.

Description:

The session, chaired by Dr. Nissar Ahmad Reshi, was led by Dr. Rekha Joshi, who presented the university's grievance redressal policy and discussed how staff members could raise issues effectively. Dr. Joshi addressed specific concerns about working conditions during the pandemic and the measures taken by the university to ensure staff well-being.

Staff members were also given information about the timeframes for grievance resolution and how to escalate their issues if not resolved satisfactorily. Dr. Joshi emphasized that the staff grievance committee is committed to resolving issues fairly and impartially.

Outcome:

- Staff gained a better understanding of their rights and how to report grievances.
- Increased awareness of support measures for staff during the pandemic.
- Enhanced trust in the grievance redressal process due to transparency and clear guidelines.



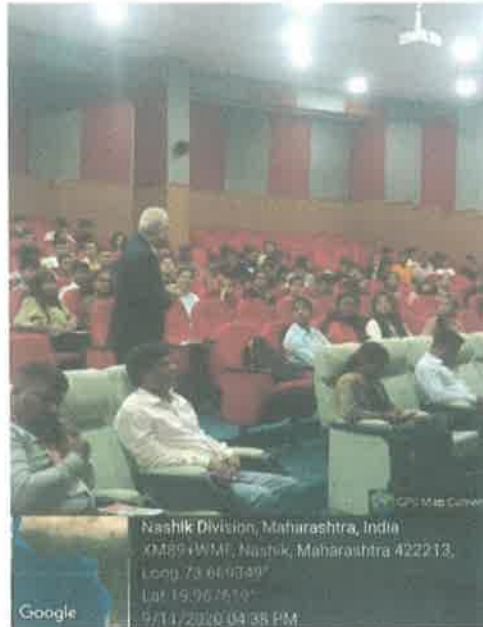


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STAFF GRIEVANCE AWARENESS PROGRAM (2020-2021)

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Sr No	Name
1.	Dr. Ravikiran Sukdeo Pagare
2.	Dr. Nissar Ahmad Reshi
3.	Neetu Murari Sharma
4.	Dr. Mahendra Devidas Shinde
5.	Dr. Mahesh Suresh Endait
6.	Dr. Sachin Balkrishna Mulay
7.	Harshal Ratan Shelar
8.	Rohan Kumar Choudhary
9.	Shishir Dadhich
10.	Dr. Nitin Nathalal Bharadiya
11.	Dr. Leena Nilesh Patil
12.	Dr. Swati Ashok Patil
13.	Dr. Mangesh Dindayal Nikose

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STAFF GRIEVANCE AWARENESS PROGRAM (2019-2020)

Date: 11/10/2019 (Friday)

Time: 3:00 P.M to 5:00 P.M

Venue: Conference Hall, "O" Building, Sandip University

Chairperson: Dr. Nissar Ahmad Reshi

Speaker: Prof. Suresh Chandra

Objectives:

- To raise awareness among staff members about the university's grievance redressal procedures.
- To inform staff about the various channels available for reporting grievances.
- To emphasize the importance of fair and transparent conflict resolution.

Description:

The awareness program, chaired by Dr. Nissar Ahmad Reshi, was conducted by Prof. Suresh Chandra, who focused on educating staff members about the grievance redressal mechanism at Sandip University. Prof. Chandra outlined the various channels available for lodging grievances, including the online portal, in-person meetings, and suggestion boxes.

The program emphasized the importance of fair and impartial handling of grievances to create a supportive work environment. Staff members were encouraged to raise concerns without fear of retaliation. Detailed information on the university's conflict resolution framework was provided to ensure transparency in the grievance process.

Outcome:

- Staff members became more aware of the channels available for lodging grievances.
- Increased trust in the university's grievance redressal system.
- Staff felt encouraged to voice their concerns to improve the work environment.



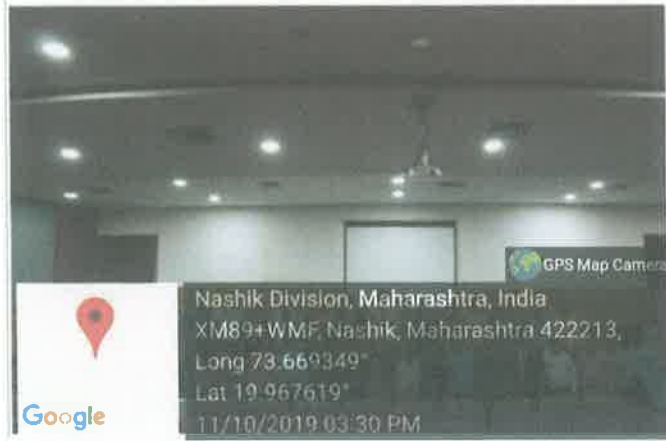


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ATTENDANCE

Sr No	Name
1.	Dr. Ravikiran Sukdeo Pagare
2.	Dr. Nissar Ahmad Reshi
3.	Harshal Ratan Shelar
4.	Rohan Kumar Choudhary
5.	Shishir Dadhich
6.	Dr. Nitin Nathalal Bharadiya


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