



V. M. SALGAOCAR INSTITUTE
of
INTERNATIONAL HOSPITALITY EDUCATION

Manora Raia, Salcete, Goa – 403720 India
Tel: +91 (832) 6623000 Fax: +91 (832) 6623111
Email: info@vmsihe.edu.in Web: www.vmsihe.edu.in

Criteria V- Student Support and Progression

KEY INDICATOR-5.1 Student Support

5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

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Established by Vastwa Saraswati Society (Reg. No. 10/Goa/2007)

20/07/2022

ANTI-RAGGING SQUAD

The Anti-Ragging Squad has been constituted w.e.f. 20th July 2022 for a period of one year.

1. The Anti-Ragging Squad will maintain vigil and stop incidences of ragging if any.
2. The Anti-Ragging Squad is empowered to conduct surprise raids on hostel and other places vulnerable to incidents of ragging.

Following are the members of the Anti-Ragging Squad:

1. Prof. Irfan S. Mirza	- Chairperson	7720023201
2. Dr. Marie Raj	- Member	9890651680
3. Mrs. Martha Rebello	- Member	7720023202
4. Mrs. Sujatha Madhavan	- Member	9004469317
5. Ms. Megha Bagde	- Member	9096060286
6. Mr. Dewaraj Hirekurabar	- Member	9552433818

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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ANTI-RAGGING COMMITTEE

In view of the directions of the Hon'ble Supreme Court in the matter of "University of Kerala v/s Council, Principals Colleges and others, in Civil appeal and in consideration of the determination of the Central Government and the UGC, to prohibit, prevent and eliminate the scourge of ragging including any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing ,treating or handling with rudeness a fresher or any other student or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardships, or psychological harm or to raise fear or apprehension thereof, if any fresher or any other student, or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely effect the physique or psyche of such fresher or any other student with or without an intent to drive a sadistic pleasure or showing off power authority or superiority by a student over any fresher or any other student, in all higher education institution in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students, the UGC, in consultation with the councils, bring forth this regulation.

A. In brief, ragging constitutes one or more of any of the following acts:

1. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
2. indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
3. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
4. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
5. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
6. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
7. any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
8. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
9. any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

B. The Anti-Ragging Committee for VMSIHE is constituted with members nominated on the committee for a period of two years w.e.f. 20th July, 2015

1. Prof. Irfan S. Mirza - Chairperson
2. Mrs. Martha Rebello - Convener cum Secretary
3. Mrs. Sujata Madhavan - Member
4. Ms. Nelissa Alcasoas - Member
5. Ms. Valerie Jacques - Counselor
6. Ms. Gauri Patil - Member
7. Ms. Aishwarya Dharangutti - Member

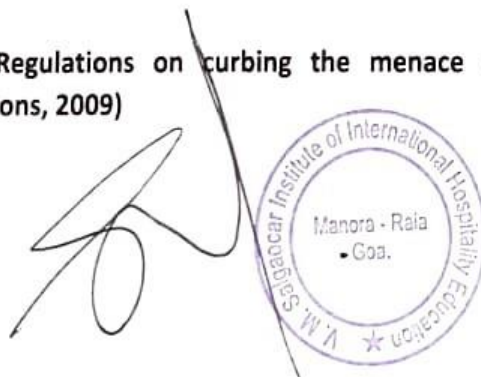
• The committee shall be re-constituted from time to time.

C. Functions of the Anti-Ragging Committee

1. The Anti-Ragging Committee, shall be responsible for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all time.
2. It shall be the duty of the Anti- Ragging Committee to ensure compliance with the provisions of these regulations as well as the provisions of any law for the time being in force concerning ragging, and also to monitor and oversee prevention of ragging in the institute.
3. The Committee can conduct on- the- spot enquiry into any incident of ragging referred to it by the Head of the Institute, or any member of the faculty or any member of the staff or any student or any parent/guardian or any employee of a service provider or any other person, as the case may be, and the enquiry report along with recommendations shall be submitted to the Head of the institute for action under clause (a) of Regulation 9.1. of the gazette of India, July, 4 2009.
4. The committee should provide with the names and contact numbers of members to the students and staff of the institute, to enable a student or students to communicate to the members of the Anti -Ragging committee.
5. The committee should take a written complaint from a student or students, before initiating any inquiry.
6. The Anti-ragging committee shall submit a report every month, to the head of the institute.

(Reference:- UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009)

Anti-Ragging Committee, 2015
Updated 23/06/2016
Updated 01/07/2016



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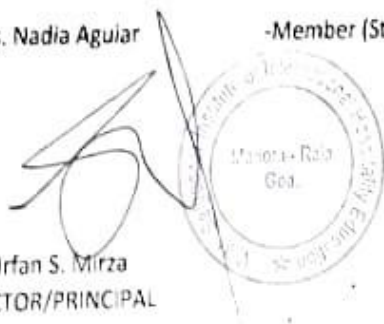
01/02/2018

ANTI RAGGING COMMITTEE

The Anti-Ragging Committee for VMSIHE has been re-constituted with members nominated on the committee w.e.f. 1st February, 2018 to 30th April, 2019.

- | | |
|-------------------------|-------------------------|
| 1. Dr. Marie Raj | -Chairperson |
| 2. Mrs. Martha Rebello | -Convener cum secretary |
| 3. Mrs. Sujata Madhavan | -Member |
| 4. Ms. Nelissa Alcasoas | -Member |
| 4. Ms. Valerie Jacques | -Counselor |
| 5. Ms. Gauri Patil | -Member |
| 6. Ms. Nadia Aguiar | -Member (Student) |

Prof. Irfan S. Mirza
DIRECTOR/PRINCIPAL





Lysette Dsouza <lysette.dsouza@vmsiie.edu.in>

Fwd: Anti ragging report for the month of January, 2018

1 message

Tue, Apr 23, 2024 at 9:25 AM

Martha Rebello <martha.rebello@vmsiie.edu.in>
To: Lysette Dsouza <lysette.dsouza@vmsiie.edu.in>

----- Forwarded message -----

From: **Martha Rebello** <DBBEC81F790421DAACF9C2615F759AF-MARTHA@vmsiie.edu.in>
Date: Mon, Feb 26, 2018 at 2:14 PM
Subject: Anti ragging report for the month of January, 2018
To: Assistant Registrar(Col) <arcolg@unigoa.ac.in>

Dear Sir,

Sub:- Report on Anti-Ragging for the month of January, 2018
Ref: V.M. Salgaocar Institute of International Hospitality Education

-
We are glad to inform, that our campus environment is free from ragging, and that no incident of ragging has been reported for the month of January, 2018.

Further the entire campus is under CCTV surveillance having 65 cameras in and around the campus and the Head security and the Director monitors the security and safety of students from time to time.

-
Thanks & regards,

Martha Rebello
Compliance Officer/Academic Co-ordinator
V. M. Salgaocar Institute of International Hospitality Education
Manora Raia, Salcete, Goa – 403720 India
Tel : +91 (832) 6623000 Fax : +91 (832) 6623111
Email : martha.rebello@vmsiie.edu.in
Web : www.vmsiie.edu.in





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ANTI-RAGGING COMMITTEE

In view of the directions of the Hon'ble Supreme Court in the matter of "University of Kerala v/s Council, Principals Colleges and others, in Civil appeal and in consideration of the determination of the Central Government and the UGC, to prohibit, prevent and eliminate the scourge of ragging including any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing ,treating or handling with rudeness a fresher or any other student or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardships, or psychological harm or to raise fear or apprehension thereof, if any fresher or any other student, or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely effect the physique or psyche of such fresher or any other student with or without an intent to drive a sadistic pleasure or showing off power authority or superiority by a student over any fresher or any other student, in all higher education institution in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students, the UGC, in consultation with the councils, bring forth this regulation.

A. In brief, ragging constitutes one or more of any of the following acts:

1. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
2. indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
3. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
4. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
5. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
6. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
7. any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
8. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
9. any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

B. The Anti-Ragging Committee for VMSIHE is constituted with members nominated on the committee for a period of two years w.e.f. 20th July, 2015

1. Prof. Irfan S. Mirza - Chairperson
2. Mrs. Martha Rebello - Convener cum Secretary
3. Mrs. Sujata Madhavan - Member
4. Ms. Nelissa Alcasoas - Member
5. Ms. Valerie Jacques - Counselor
6. Ms. Gauri Patil - Member
7. Ms. Aishwarya Dharangutti - Member

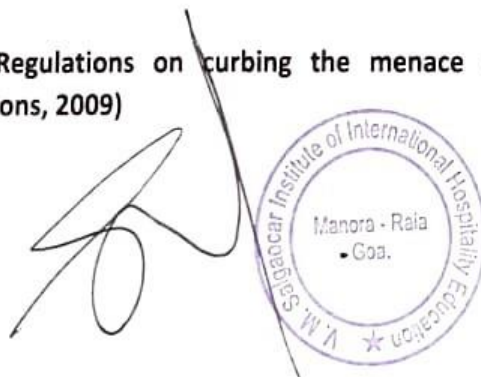
• The committee shall be re-constituted from time to time.

C. Functions of the Anti-Ragging Committee

1. The Anti-Ragging Committee, shall be responsible for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all time.
2. It shall be the duty of the Anti- Ragging Committee to ensure compliance with the provisions of these regulations as well as the provisions of any law for the time being in force concerning ragging, and also to monitor and oversee prevention of ragging in the institute.
3. The Committee can conduct on- the- spot enquiry into any incident of ragging referred to it by the Head of the Institute, or any member of the faculty or any member of the staff or any student or any parent/guardian or any employee of a service provider or any other person, as the case may be, and the enquiry report along with recommendations shall be submitted to the Head of the institute for action under clause (a) of Regulation 9.1. of the gazette of India, July, 4 2009.
4. The committee should provide with the names and contact numbers of members to the students and staff of the institute, to enable a student or students to communicate to the members of the Anti -Ragging committee.
5. The committee should take a written complaint from a student or students, before initiating any inquiry.
6. The Anti-ragging committee shall submit a report every month, to the head of the institute.

(Reference:- UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009)

Anti-Ragging Committee, 2015
Updated 23/06/2016
Updated 01/07/2016



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01/07/2019

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4. Ms. Valerie Jacques -Counselor
5. Ms. Gauri Patil -Member
6. Ms. Tanya Dsouza -Member (Student)

Prof. Irfan S. Mirza
DIRECTOR/PRINCIPAL



Martha Rebello

From: Martha Rebello
Sent: 02/12/2019 11:21 AM
To: 'Assistant Registrar(Col)'
Subject: FW: Anti ragging report for the month of October, 2019

Dear Sir,

Sub:- Report on Anti-Ragging for the month of November, 2019
Ref: V.M. Salgaocar Institute of International Hospitality Education

We are glad to inform, that our campus environment is free from ragging, and that no incident of ragging has been reported for the month of November, 2019.

Further the entire campus is under CCTV surveillance having 64 cameras in and around the campus and the Head security and the Director/Principal monitors the security and safety of students from time to time.

Thanks & regards,

Martha Rebello
Compliance Officer/Academic Co-ordinator
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ANTI-RAGGING COMMITTEE

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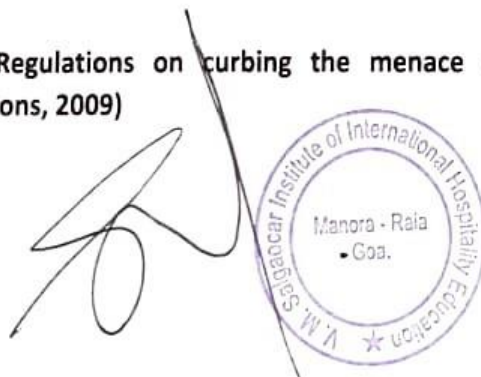
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Anti-Ragging Committee, 2015
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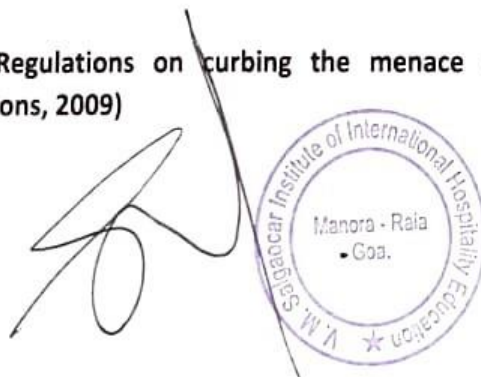
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01/07/2021

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| 4. Ms. Nelissa Alcasoas | -Member |
| 4. Ms. Valerie Jacques | -Counselor |
| 5. Ms. Gauri Patil | -Member |
| 6. Ms. Rozann Cardoso | -Member (Student) |

Prof. Irfan S. Mirza
DIRECTOR/PRINCIPAL



Martha Rebello

From: Martha Rebello
Sent: 05 April 2022 16:44
To: 'arcolg@unigoa.ac.in'
Subject: Anti ragging report for the month of March, 2022

Dear Madam/Sir,

Sub:- Report on Anti-Ragging for the month of March, 2022
Ref: V.M. Salgaocar Institute of International Hospitality Education

We are glad to inform, that our campus environment is free from ragging, and that no incident of ragging has been reported for the month of March, 2022.

The 1st year , 2nd year and 3rd year students are on campus.

Further the entire campus is under CCTV surveillance having 84 cameras in and around the campus and the Head security and the Director/Principal monitors the security and safety of students from time to time.

Thanks & regards,

Martha Rebello

Compliance Officer/Academic Co-ordinator

V. M. Salgaocar Institute of International Hospitality Education

Manora-Raia, Salcette, Goa - 403720 India

Tel: +91 832 6623000 Fax: +91 832 6623111

martha.rebello@vmsiihe.edu.in

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V. M. SALGAOCAR INSTITUTE
of
INTERNATIONAL HOSPITALITY EDUCATION

ANTI-RAGGING COMMITTEE

In view of the directions of the Hon'ble Supreme Court in the matter of "University of Kerala v/s Council, Principals Colleges and others, in Civil appeal and in consideration of the determination of the Central Government and the UGC, to prohibit, prevent and eliminate the scourge of ragging including any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing ,treating or handling with rudeness a fresher or any other student or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardships, or psychological harm or to raise fear or apprehension thereof, if any fresher or any other student, or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely effect the physique or psyche of such fresher or any other student with or without an intent to drive a sadistic pleasure or showing off power authority or superiority by a student over any fresher or any other student, in all higher education institution in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students, the UGC, in consultation with the councils, bring forth this regulation.

A. In brief, ragging constitutes one or more of any of the following acts:

1. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
2. indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
3. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
4. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
5. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
6. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
7. any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
8. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
9. any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

B. The Anti-Ragging Committee for VMSIHE is constituted with members nominated on the committee for a period of two years w.e.f. 20th July, 2015

1. Prof. Irfan S. Mirza - Chairperson
2. Mrs. Martha Rebello - Convener cum Secretary
3. Mrs. Sujata Madhavan - Member
4. Ms. Nelissa Alcasoas - Member
5. Ms. Valerie Jacques - Counselor
6. Ms. Gauri Patil - Member
7. Ms. Aishwarya Dharangutti - Member

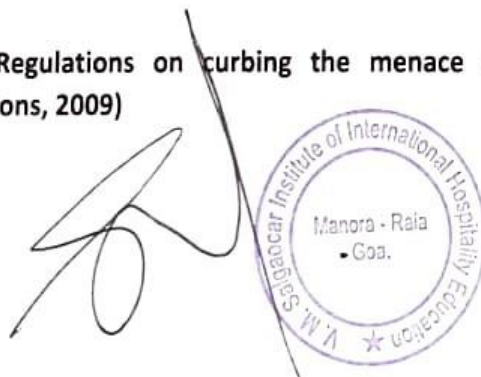
• The committee shall be re-constituted from time to time.

C. Functions of the Anti-Ragging Committee

1. The Anti-Ragging Committee, shall be responsible for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all time.
2. It shall be the duty of the Anti- Ragging Committee to ensure compliance with the provisions of these regulations as well as the provisions of any law for the time being in force concerning ragging, and also to monitor and oversee prevention of ragging in the institute.
3. The Committee can conduct on- the- spot enquiry into any incident of ragging referred to it by the Head of the Institute, or any member of the faculty or any member of the staff or any student or any parent/guardian or any employee of a service provider or any other person, as the case may be, and the enquiry report along with recommendations shall be submitted to the Head of the institute for action under clause (a) of Regulation 9.1. of the gazette of India, July, 4 2009.
4. The committee should provide with the names and contact numbers of members to the students and staff of the institute, to enable a student or students to communicate to the members of the Anti -Ragging committee.
5. The committee should take a written complaint from a student or students, before initiating any inquiry.
6. The Anti-ragging committee shall submit a report every month, to the head of the institute.

(Reference:- UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009)

Anti-Ragging Committee, 2015
Updated 23/06/2016
Updated 01/07/2016





V. M. SALGAOCAR INSTITUTE
of
INTERNATIONAL HOSPITALITY EDUCATION


Manora Raia, Salcete, Goa - 403720 India
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Established by Vishwa Saraswati Society (Reg. No. 10/Goa/2007)

01/07/2022

ANTI RAGGING COMMITTEE

The Anti-Ragging Committee for VMSIHE has been re-constituted with members nominated on the committee w.e.f. 1st July, 2022 to 30th June, 2023.

- | | |
|-------------------------|-------------------------|
| 1. Dr. Marie Raj | -Chairperson |
| 2. Mrs. Martha Rebello | -Convener cum secretary |
| 3. Mrs. Sujata Madhavan | -Member |
| 4. Ms. Nelissa Alcasoas | -Member |
| 4. Ms. Valerie Jacques | -Counselor |
| 5. Ms. Gauri Patil | -Member |
| 6. Ms. Azriel Gracias | -Member (Student) |


Prof. Irfan S. Mirza
DIRECTOR/PRINCIPAL



Martha Rebello

From: Martha Rebello
Sent: 29 September 2022 15:15
To: 'Assistant Registrar(Col)'
Subject: FW: Anti ragging report for the month of September, 2022

Dear Madam/Sir,

Sub:- Report on Anti-Ragging for the month of September, 2022
Ref: V.M. Salgaocar Institute of International Hospitality Education

We are glad to inform, that our campus environment is free from ragging, and that no incident of ragging has been reported for the month of September, 2022. The 1st year and the 3rd year students are on campus w.e.f. 20th July, 2022. The M.Sc. IHTM students are on campus w.e.f. 16th August, 2022.

Further the entire campus is under CCTV surveillance having 84 cameras in and around the campus and the Head security and the Director/Principal monitors the security and safety of students from time to time.

Thanks & regards,

Martha Rebello

Compliance Officer/Academic Co-ordinator

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16/07/2018

The Student Grievance Committee has been constituted with effect from 16th July, 2018 to 30th April, 2021.

The members are as follows: -

1. Ms. Nelissa Andrea Alcasoas - Chairperson
2. Ms. Alethea Baracho - Member Secretary
3. Martha Rebello - Member
4. Ms. Valarie Jacques - Counsellor
5. Ms. Simonlle Eliana Fernandes - Student
6. Mr. Roel Andrade - Student
7. Mr. Dharmaja Kamat - Student

Functions of the Committee members: -

1. The Student Grievance Committee attempts to address genuine problems and complaints of students whatever be the nature of the problem, as the students are free to approach the members of the committee and express their grievances in writing.
2. All grievances received, shall be routed through the member secretary and placed before the committee for a formal meeting.
3. The Committee shall peruse/examine the grievances of students, including grievances relating to the marking of answer-scripts or evaluation of tests. The Committee may also consider any other matter in general or matter related to conduct & delivery of the program.
4. The decision of the Student Grievance Committee shall be communicated to the student within one week of his/her filing of the grievance.
5. The Committee shall treat all complaints with sensitivity and confidentiality.

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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19/07/2021

The Student Grievance Committee has been constituted with effect from 19th July, 2021 to 30th April, 2024.

The members are as follows: -

- | | | |
|----|---------------------------|--------------------|
| 1. | Ms. Gauri Patil | - Chairperson |
| 2. | Ms. Alethea Baracho | - Member Secretary |
| 3. | Ms. Valarie Jacques | - Counsellor |
| 4. | Ms. Martha Rebello | - Member |
| 5. | Mr. Keith Vaz | - Student |
| 6. | Ms. Simran Parulekar | - Student |
| 7. | Ms. Shazia Maria Carvalho | - Student |

Functions of the Committee members: -

1. The Student Grievance Committee attempts to address genuine problems and complaints of students whatever be the nature of the problem, as the students are free to approach the members of the committee and express their grievances in writing.
2. All grievances received, shall be routed through the member secretary and placed before the committee for a formal meeting.
3. The Committee shall peruse/examine the grievances of students, including grievances relating to the marking of answer-scripts or evaluation of tests. The Committee may also consider any other matter in general or matter related to conduct & delivery of the program.
4. The decision of the Student Grievance Committee shall be communicated to the student within one week of his/her filing of the grievance.
5. The Committee shall treat all complaints with sensitivity and confidentiality.

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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1/02/2018

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee for Prevention of Sexual Harassment of Women at workplace at VMSIHE has been re-constituted with members nominated on the committee w.e.f. 1st February, 2018 to 30th April, 2019.

- | | |
|---------------------------|---|
| 1. Dr. Marie Raj | - Presiding Officer (Administrator) |
| 2. Mr. Bhaskar Nayak | - Member (Advisor) |
| 3. Ms. Martha Rebello | - Member (Compliance Officer/ Acad. Co-ordinator) |
| 4. Ms. Supriyanka Govekar | - Member (Faculty) |
| 5. Ms. Valarie Jacques | - Member (Counsellor) |
| 6. Ms. Alethea Baracho | - Member (Counsellor) |
| 7. Ms. Sahil Essani | - Member (Student) |

Prof. Irfan S. Mirza
DIRECTOR/PRINCIPAL





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1/07/2019

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee for Prevention of Sexual Harassment of Women at workplace at VMSIHE has been re-constituted with members nominated on the committee w.e.f. 1st July, 2019 to 30th June, 2020.

- | | |
|---------------------------|---|
| 1. Dr. Marie Raj | - Presiding Officer (Administrator) |
| 2. Mr. Peter D'silva | - Member (Advisor) |
| 3. Ms. Martha Rebello | - Member (Compliance Officer/ Acad. Co-ordinator) |
| 4. Ms. Supriyanka Govekar | -Member (Faculty) |
| 5. Ms. Valarie Jacques | - Member (Counsellor) |
| 6. Ms. Alethea Baracho | - Member (Counsellor) |
| 7. Mr. Anuj Hoskoti | -Member (Student) |

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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10/07/2020

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee for Prevention of Sexual Harassment of Women at workplace at VMSIHE has been re-constituted with members nominated on the committee w.e.f. 10th July, 2020 to 30th June, 2021.

- | | |
|---------------------------|---|
| 1. Dr. Marie Raj | - Presiding Officer (Administrator) |
| 2. Mr. Peter D'silva | - Member (Advisor) |
| 3. Ms. Martha Rebello | - Member (Compliance Officer/ Acad. Co-ordinator) |
| 4. Ms. Supriyanka Govekar | - Member (Faculty) |
| 5. Ms. Valarie Jacques | - Member (Counsellor) |
| 6. Ms. Alethea Baracho | - Member (Counsellor) |
| 7. Ms. Purva Sharma | -Member (Student) |

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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9/07/2021

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee for Prevention of Sexual Harassment of Women at workplace at VMSIHE has been re-constituted with members nominated on the committee w.e.f. 9th July, 2021 to 30th June, 2022.

- | | |
|---------------------------|---|
| 1. Dr. Marie Raj | - Presiding Officer (Administrator) |
| 2. Mr. Peter D'silva | - Member (Advisor) |
| 3. Ms. Martha Rebello | - Member (Compliance Officer/ Acad. Co-ordinator) |
| 4. Ms. Supriyanka Govekar | -Member (Faculty) |
| 5. Ms. Valarie Jacques | - Member (Counsellor) |
| 6. Ms. Alethea Baracho | - Member (Counsellor) |
| 7. Mr. Anslem Menezes | -Member (Student) |

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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20/07/2022

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee for Prevention of Sexual Harassment of Women at workplace at VMSIHE has been re-constituted with members nominated on the committee w.e.f. 20th July, 2022 for a period of one year.

- | | |
|-------------------------------|---|
| 1. Dr. Marie Raj | - Presiding Officer (Administrator) |
| 2. Mr. Peter D'silva | - Member (Advisor) |
| 3. Ms. Martha Rebello | - Member (Compliance Officer/ Acad. Co-ordinator) |
| 4. Ms. Supriyanka Govekar | -Member (Faculty) |
| 5. Ms. Valarie Jacques | - Member (Counsellor) |
| 6. Ms. Alethea Baracho | - Member (Counsellor) |
| 7. Ms. Tahira Marie Rodrigues | -Member (Student) |

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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04/11/2022

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee for Prevention of Sexual Harassment of Women at workplace at VMSIHE has been re-constituted with members nominated on the committee w.e.f. 4th November, 2022 for a period of three years.

1. Ms. Sujatha Madhavan - Presiding Officer (Associate Professor)
2. Ms. Supriyanka Govekar - Member (Faculty)
3. Mr. Frazer Rodrigues - Member (Faculty)
4. Ms. Valarie Jacques - Member (Counsellor)
5. Ms. Aditi Sawant - Member (Admin)
6. Ms. Auda Viegas - Member (NGO)
7. Ms. Raashi Jayesh Shetty - Member (Student UG)
8. Ms. Rutuja Jaywant Redekar - Member (Student PG)

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL





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25/11/2023

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee for Prevention of Sexual Harassment of Women at workplace at VMSIHE has been re-constituted with members nominated on the committee w.e.f. 25th November, 2023 for a period of three years.

- | | |
|-------------------------------|---|
| 1. Ms. Sujatha Madhavan | - Presiding Officer (Associate Professor) |
| 2. Ms. Gauri Patil | -Member (Faculty) |
| 3. Mr. Frazer Rodrigues | - Member (Faculty) |
| 4. Ms. Valarie Jacques | - Member (Counsellor) |
| 5. Ms. Aditi Sawant | - Member (Admin) |
| 6. Ms. Auda Viegas | - Member (NGO) |
| 7. Ms. Raashi Jayesh Shetty | -Member (Student UG) |
| 8. Ms. Rutuja Jaywant Redekar | - Member (Student PG) |

Prof. Irfan. S. Mirza
DIRECTOR/PRINCIPAL

