



# H. J. THIM TRUST'S THEEM COLLEGE OF ENGINEERING

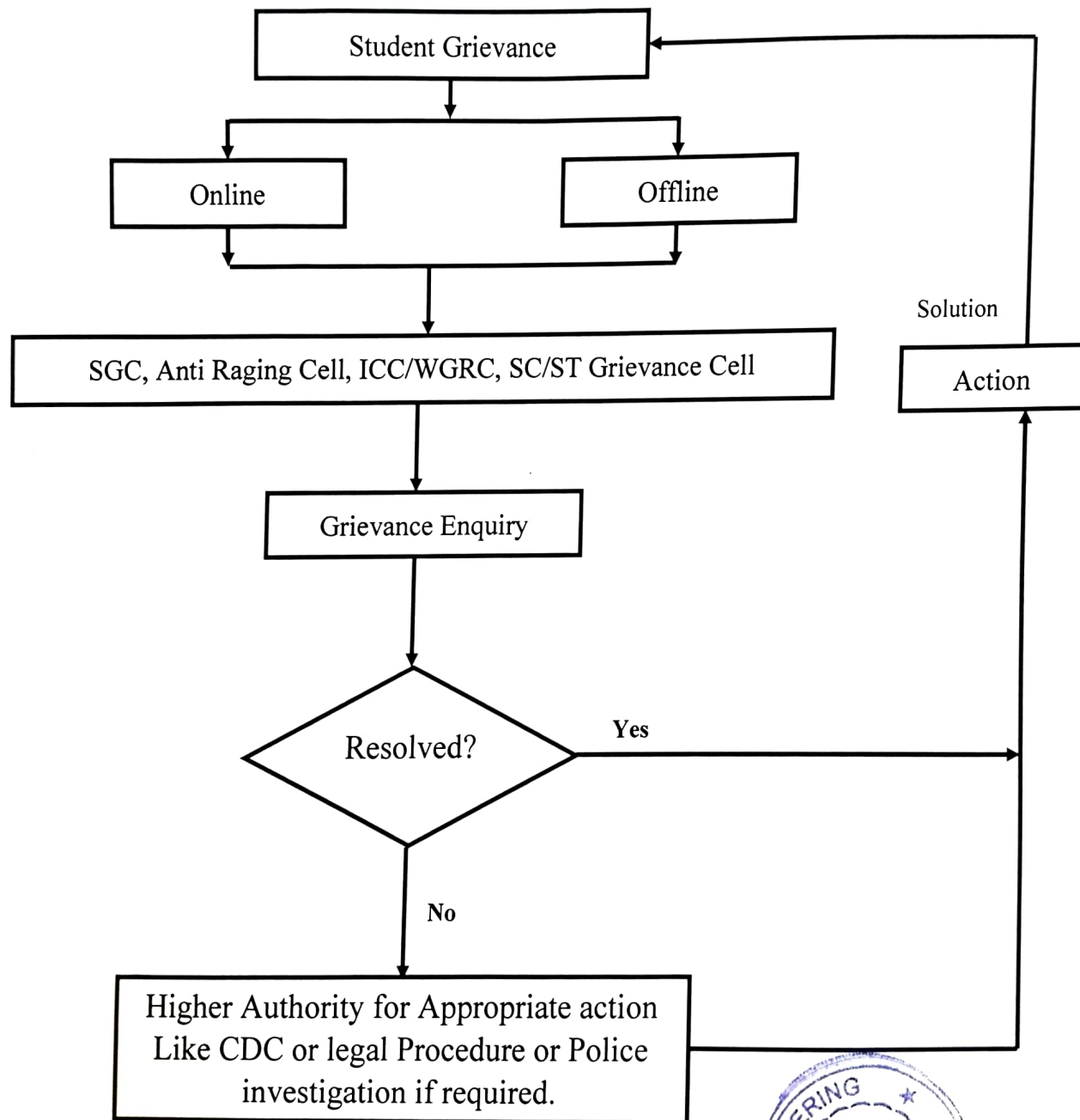
Approved by AICTE (New Delhi), Government of Maharashtra & DTE, Affiliated to University of Mumbai & MSBTE, Estd. 2009

NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.

Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

## Grievance Redressal Mechanism



  
PRINCIPAL

THEEM COLLEGE OF ENGINEERING  
At. Village Betagaon, Boisar Chilhar Road  
Boisar (East) Tal. & Dist. Palghar - 401 501





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## Zero Tolerance Policy

As part of a "Zero Tolerance Policy", Theem College Campus (TCOE) intends to take appropriate disciplinary action for every disruptive behavior. A Zero-Tolerance Policy facilitates an imposition of punitive measures based on the individual circumstances. It encompasses any prohibited behavior as being intolerant. TCOE may also take disciplinary action for certain violations reported off campus if these violations have any impact on the college and its reputation. This includes but is not confined to violations that pose a danger to students or may cause harm to the campus community, including violent crimes, hate crimes, disturbing or threatening actions and illegal conduct.

Unfitting behaviors include, but not confined to:

- Threats to destroy or the actual destruction of property
- Violation of college safety rules.
- Verbal or written abuse to harass or discriminate the student or staff
- Acts of harassment/discrimination to include sexual harassment/discrimination bias or prejudice on grounds of colour, race, ethnicity, disability towards people often hailing from minor communities
- Acts of stalking and bullying or ragging
- Any potential acts or participatory feat towards destructive provocation
- Acts or actions which can be interpreted as physical assault
- Hazing or dangerous initiations
- Threat or act towards assault of any kind be it mental or physical
- Threats or actions to harm others and self or endanger the safety of others
- Behaviors or actions interpreted as potential for violence and/or acts of aggression
- Consumption of drugs and/or alcohol/ tobacco or any substance of intoxication (to include being under the influence of prohibited drugs or alcohol)



## REPORTING

TCOE anticipates to provide a safe and pleasant environment for Teaching-Learning and to facilitate it; any breach in disciplinary acts is taken very seriously. It is our collective responsibility to report all threatening statements and actions immediately. We assure that any intimation or actions reported to us would be kept confidential and appropriate measures would be taken immediately to mitigate it. We request all the students to cooperate and abide by the rules and regulations as it is our fundamental responsibility to each other as well as to the society. Zero-Tolerance Policy is enforced to foster an environment which is conducive to learning and is safe for every student. If you experience peril or know of any instance implicating threats or violence, you may report it immediately to the College authorities (any Faculty member or directly to the Principal) and prompt investigation and action will be taken by The Threat Assessment Team.

To report any violations contact us on **Dr.Sayyed Layak Babamiya** Call No:-7769976109/8668994862/layak.sayyed@theemcoe.org



  
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**THEEM COLLEGE OF ENGINEERING**  
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[Click here for Grievance google form](#)

<https://forms.gle/SoPq28qbJFh8nwdg9>





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## Theem College of Engineering, Boisar

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Boisar Chilhar Road, Boisar (E), Taluka Palghar, Dist. Thane – 401 501. Tel: - (02525) 284909  
Tele Fax No: - (02525) 284927\* Email: [info@theemcoe.org](mailto:info@theemcoe.org) \* Website: [WWW.theemcoe.org](http://WWW.theemcoe.org)

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### Student Grievance Cell

**Introduction:** The institute has a Students' Grievance Cell and its committee members look after the complaints lodged by any student and judges its merit and they are also empowered to look into matters of harassment. Anyone with a genuine grievance may approach the Students' Grievance Cell Committee members in person. In case the person is reluctant to appear in self, grievances may be sent in writing. Suggestion/complaint box has been installed in front of administrative block in which the students who wants to remain anonymous put in writing their grievances and their suggestion for improving the academics/administration in the college.

#### Objectives:

1. Support the dignity of the college by ensuring strife free atmosphere in the campus through promoting cordial relation between students and between student and teacher, etc.
2. Encourage students to express their grievances/problems freely and openly, without any fear of being victimized.
3. Advising all the students to refrain from provoking students against other students, teachers and college administration
4. Ragging in any form is strictly prohibited in and outside of the institution. Any violation of ragging and disciplinary rules should be urgently brought to the notice of the Principal.

(Prof. Sayyad Layak)  
Coordinator



(Dr. N. K. Rana)

Principal

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Ref No. TCE/EST/18-19/38A

Date: 19/07/2018

### Office Order

As per AICTE, DTE, University of Mumbai and MSBTE norms, Theem College of Engineering has constituted the "Student Grievance Cell" to deal with the redressal of any of their grievances regarding academic, administrative or social problems.

Sr. No.	Name	Nomination
1	Dr. N. K. Rana	Chairman
2	Prof. Sayyad Layak	Coordinator
3	Prof. Rajesh Mahajan	Member –Teaching Staff
4	Prof. Jyothikumari	Member –Teaching Staff
5	Prof. Rosy Bhoi	Member –Teaching Staff
6	Dr. Salim Surve	NGO Representative

This shall come into force with immediate effect till further orders.

(Dr N. K. Rana)  
Principal



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