



**KHADKI EDUCATION SOCIETY'S**  
**TIKARAM JAGANNATH ART, COMMERCE AND SCIENCE COLLEGE**  
**KHADKI**

# **POLICY**

# **DOCUMENT**



  
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Tikaram Jagannath Arts Commerce &  
Science College, Khadki, Pune-411003.

# POLICY DOCUMENT

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## Quality Policy

Reaching highest quality standards of the higher education sector is the sole motto of the college in its prevailing circumstances.

1. Adequate opportunities to be provided to all the learners in recognizing their potential and leveraging it to achieve uppermost standards in their respective programs.
2. The learners to be assured about their safety in the college campus by clear communication.
3. There must be no discrimination on the basis of religion, caste, creed, race, nationality, language or region and treatment of all in the campus has to be fair and equal.
4. The dissemination of knowledge, skills and expertise in all programs is to be critically designed to ensure that the learners are casted into good citizens with principled attitude.
5. The process of quality assurance, enhancement systems and procedures must be perpetual and binding on all stake holders. It has to rigorously evaluate strengths and weaknesses to explore and implement counter measures for improvement.
6. The quality system to target enhancement in standards of learning, teaching and assessment by the ways of monitoring, reviewing and developmental measures.
7. Interaction with the employers and their feedback including that of students and other stake holders to be considered to evaluate the service trails of the college learners in the corporate and industrial market. Based on these inputs, quality system is to be periodically mended by the college management.
8. Sufficient care to be taken in ensuring that the academic standards in the college are at par with the requirements of higher education sector and quality of learning opportunities provided under various programs is gradually enhanced.
9. Teachers to be encouraged for perpetually upgrading their teaching and learning methods preferably by using the latest ICT tools available.
10. The infrastructural facilities being the skeletal of the college, adequate care is to be taken in propping up timely addition, renovation and maintenance.
11. Faculty are to be encouraged for carrying out quality research and publish their findings in reputed journals and file patents wherever possible.



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12. Seminars, conferences, workshops, etc. on quality issues to be organized on a regular basis.
13. Orientation programs for teachers and students to be conducted regularly for upgrading the quality of teaching and learning.
14. MOUs and collaborations with reputed institutions, industries and organizations to be developed for widening the scope of activities and opportunities.
15. Consistency of Research Centre's outcomes to be ensured by appropriate planning of academic activities and extension lectures.

### **Grievance Redressal Policy**

Tikaram Jagannath Arts, Commerce & Sc. College, Khadki is committed to providing a safe environment for all its employees, students and their parents / guardians free from discrimination on any ground and from harassment at work.

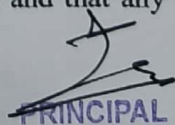
The aim of these rules is to create and maintain an effective, timely, fair and equitable grievance handling system for its employees, students and their parents / guardians.

Tikaram Jagannath Arts, Commerce & Sc. College, Khadki will operate a zero-tolerance policy for any form of harassment in the College campus, treat all incidents seriously and promptly investigate all allegations of harassment.

Any person found to have harassed or discriminated another will face disciplinary action, up to and including dismissal from employment.

#### **The key operative principles:**

- a) To develop a culture of understanding, addressing and providing quick redress to any grievances and take steps to prevent recurrence of such incidents.
- b) To set in place a grievance handling system that is student / employee focused.
- c) To ensure that any grievance is resolved promptly, objectively and with sensitivity and in complete confidentiality as best as possible.
- d) To ensure that the views of each complainant and respondent are respected and that any party to a grievance is neither discriminated against nor victimized.



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e) To ensure that there is a consistent response to grievances.

All complaints of harassment or discrimination will be taken seriously and treated with respect and in confidence. No one will be victimised for making such a complaint

### **Admission Policy**

1. For admission to each class/year of the course, admission committee of faculties and authorities is to be constituted to facilitate of the process of admission with one or two members being designated as Admission In-Charge/s.

2. The admission of courses is to be officially announced on the college website along with the name/s of Admission In-charge/s along with their contact numbers with the link for online form filling and submission of admission and payment of fees.

3. The admission committee will be responsible for counseling in the choice of subject selection on the basis of the performance of the candidate in the qualifying examination.

4. Admission to various courses run by the college would be granted on "First come First serve" basis subject to availability of vacant seats for the course.

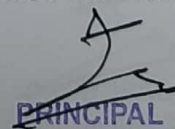
5. Admission to courses affiliated to the Savitribai Phule Pune University will be granted only if the candidate desirous of seeking admission satisfies the eligibility criteria prescribed by the university.

6. Admission granted to the candidates by the college would be purely provisional. It will be confirmed after the due process of eligibility is completed by the candidate with the assistance of the college eligibility section and the affiliating university verifying and granting eligibility approval to each candidate for each course.

7. The rules for cancellation of admission/refund of fees would be as per the rules prescribed by the affiliating university.

8. Admission to any course would be granted by the college only after payment of prescribed course fees.

9. However if the candidate is unable to pay full fees, he/she will have to apply for the installment facility with the assistance of the admission committee which will recommend the

  
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installment amounts with their due dates to the Principal who will finally approve the installment request.

10. The original fee receipts /transaction details of the admission fee paid will have to be preserved by the candidate till he or she fully passes out the concerned course.

11. Concession in admission fees is available to the students of State and National level Sports and students participated cultural activity

### **Examination Policy**

The policy for the conduct of Examination and internal evaluation is exclusively framed to provide learners with multiple options to track assessment and assuring quality. The consistency of quality quotient is ensured by providing multiple assessment techniques by the college.

1. The college to appoint a senior faculty to serve as College Examination Officer (CEO) to supervise and execute all examination related work and procedures. The CEO is to be relieved from all extra-curricular assignments so as to concentrate on examination related work.

2. The University Examinations to be conducted by scrupulously following all the norms and regulations of the affiliating university including the appointment of staff in different capacities.

3. The announcements related to examination form acceptance dates, fees details, schedules (timetable) to be published on the website and/or displayed on the notice boards well in advance, leaving convenient time for the students to take note and comply within the stipulated time. Such information to be also communicated to the students using other means such as, WhatsApp groups, etc

4. The first year UG practical examinations are conducted by the college by appointment of internal and external examiners from the college faculty.

5. The second/final year UG and PG practical examinations are conducted by the affiliating university which appoints external examiner from outside the college.



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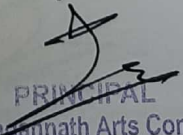
6. The Internal Examination of the college to be conducted in either in a centralized fashion (in streams or subjects with larger number of students) or at the departmental level (in streams or subjects with comparatively lesser number of students).
7. Transparency, consistency and fairness in the internal evaluation are to be maintained at all costs with accessibility to all learners.
8. The internal assessment is to be healthy and extensive in providing a fair estimate of learner's ability and attainment supporting their progress efficiently.
9. Consistency, validity and reliability in results of internal assessment must be ensured.
10. The internal assessment to precede and conclude before the commencement of University examinations leading to adequate preparation and practice for university level.
11. To ensure parity of performance, supplementary tests/class tests/surprise tests/modular assignments to be conducted as per the feasibility.
13. Wherever possible tutorials, seminars and assignments are to be allotted to learners for ensuring their active participation in the learning process.
14. In addition to the above modalities, work based assessment; formative and summative assessments are to be evaluated with care and precision.
15. The internal assessment mechanism is to be periodically reviewed for it's easy interpretation of learners and assessors.

### **Study Tour Policy**

Study tours are an excellent source of enhancing experiential learning of students.

The following procedures are adopted by the college in organizing study tour programs and guidance to faculty and students.

1. The government rules, directives and policies in matters of study tours must be given highest precedence ensuring that they are scrupulously followed.
2. Before organizing study tours, the purpose and specific educational objectives of the proposed study tour must be identified for development.
3. During the study tour, the tour participants must be compulsorily oriented to help them achieve appropriate personal, social, and academic development.
4. The staff/student ratio and involvement of staff competent to deal with contingencies must be adequately identified and considered before deputation of the staff for study tours. The

  
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staff members, who are competent to supervise, control and guide the participants during the study tours must be handpicked for deputation.

5. Before embarking on the study tours, the necessary arrangements (such as transportation, accommodation, food, finances etc.) and other support services should be well planned and brought to the information of college authorities. Only after it is effectively done, the green signal for proceeding on the study tour is to be given.

## **Environment Policy**

### **Waste Management Processes**


The Tikaram Jagannath College strives to have a minimal impact on the environment and is dedicated to reduce and manage the waste generated by the college campus. The following specific procedures will be undertaken to ensure the Tikaram Jagannath contribution in protecting the environment

#### **Solid waste management**

- Use of sanitary disposal machine is one of the best practices adopted by the college towards eco friendly disposal mechanisms.
- Collected solid waste is picked up by KCB regularly.
- 4 'R' principles are continuously followed viz., refuse, reduce, reuse and recycle.
- Ruined metal and wooden furniture are given to KES approved vendor for disposal.
- Minimal use of paper to be practiced by using electronic platforms for academic and administrative purposes.

#### **Liquid Waste Management**

- Maintain leak proof water fixtures.
- Continued maintenance to take immediate steps to stop any water leakage through taps, pipes, tanks and toilet flush etc.
- Liquid waste is diverted to outlet of KCB drainage.

  
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### **E-Waste Management**

The Tikaram Jagannath College ensures that its usage of technology and generation of e-waste does not impact the environment. For this purpose, the college plans to strive towards:

- Usable parts of nonworking computers are reused to restore another computer.
- Scrap computers and equipment are given to approved vendor for disposal.

### **Water Management**

All living things depend on water, a valuable resource, to survive. Tikaram Jagannath College, Khadki, Pune understands the need of conserving water. Environmental issues have arisen as a result of the growing population and industrialization, which has significantly increased the demand for water. The college has put the following strategies into place to support sustainable water management and conserve water.

#### **Rain Water Harvesting**

The institute has a rainwater harvesting system. In campus the rain water is collected and stored in Bore well. The Collected water is then used for watering trees and plant in summerseason.

#### **Bore well Recharge:**

There are one bore-well in the college campus. These bore well are recharged during the Monsoon season. The rain water is collected in bore well so water level of the bore- wells increases automatically. The capacity of underground Bore well is 10,000 liters.

#### **Waste water recycling:**

Waste water pipelines connected to KCB main drainage line

#### **Maintenance of water bodies and distribution system in the campus:**

Drinking water is stored in the tank on the terrace of the main Building, Water purifier machine are installed for students. The regular maintenance of the tank, taps and pipeline is done by local plumber. Thus any leakage of water is prevented.

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## Research Policy

The college lays pivotal importance on research and related activities. The college research policy provides guidelines for the conduct and publication of high quality research work by all the staff

1. The college research policy adheres to the ethics of research, publication and academic integrity of the University Grant Commission (UGC) and the affiliating university.
2. The Research Committee of the college comprising of faculty members has to promote and sustain the research tempo of the college. This Committee has to support decision making in matters related to research which are critically important for the institution and is headed by Academic and Research Coordinator (ARC).
3. In case of funding received from government agencies such as Department of Science and Technology – Funds for Improvement of Science and Technology (DST-FIST), the project implementation group (PIG) to be constituted of faculty members as per the directives of the funding agency. This group has to ensure that the funds received must be utilized by the institution in only those heads for which it is released and that too within the stipulated time of its usage.
4. The conduct of research related programs such as seminars, conferences, symposia, workshops and other regular events etc. is highly encouraged.
5. The faculty members who are interested in attending research related events such as seminars, conferences, symposia, workshops etc. which is being conducted outside the college, in the same city or any other location in India would be reimbursed complete registration fee, transport allowance (T.A.), dearness allowance (D.A.) as applicable.
5. In case of any faculty member being interested in attending an event being organized in the college itself, then subsidy in the registration fee would be offered. However no T.A./D.A. would be applicable in such case.
6. The research being conducted in the college should be defined, prioritized and ensured that the focus area is contemporary and relevant.
7. The college acknowledges the research achievements of its faculty in different disciplines.



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8. The essential infrastructure support for the research work would be provided by the college and the research facilities will be augmented in the departments whenever and wherever possible.
9. The allocation of financial and other support for research will be based on objective, transparent, merit based decision-making system.
10. The faculty research outcome has to reflect by incorporating it into teaching process so as to benefit student learning and outcomes.
11. Faculties are to be encouraged for carrying out quality research and publish their findings in reputed journals and file patents wherever possible.
12. The college encourages the faculty members to take up research projects by extending all possible support.
13. With the motto of benefitting the society from the expertise available in the college, the college encourages conduct of outreach programs and non-financial consultancy services offer to the industry, Government and Non-Government Organizations.
14. Establishment of research collaborations and linkages with foreign universities is highly encouraged by the college.
16. Faculty/Student exchanges between institutions for research are highly encouraged to enrich them with quality, national and international exposure.
17. Memorandum of Understanding (MOUs) and collaboration with reputed, institutions, industries and organizations is to be made for facilitation of faculty and students to undertake research projects and internships in collaboration with them.

### Financial Management and Resource Mobilization Policy

1. The college encourages each section of the institution to apply for various grants given by affiliating University as well as various other funding agencies or to find out sponsors towards meeting the expenses for organizing any event and activities.
2. All faculty members are encouraged to apply and avail themselves of different research project funds which is offered by various agencies



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3. The new constructions and maintenance work are to be sanctioned only after conducting a feasibility study under the guidance of IQAC
4. The activities planned by various departments, committees, individual staff members has to submit the proposal to the college internal quality assurance cell ( IQAC) which will monitor the need of such proposal
5. After analyzing the need of proposed activity the IQAC would either recommend sanction or rejection of activity, after that send it to principal for final decision
- 6 . In cases of disaster relief and social outreach program being planned by the college on humanitarian ground, an appeal for sponsorship from general public, well-wishers and philanthropic institutions may also be made, wherever possible

### **Anti Ragging Policy**

The college policy is in agreement with the UGC regulations on curbing the menace of ragging in higher educational institutions, 2009 and it is committed to keep the campus ragging free.

1. As per the UGC ragging regulations, 2009, state and central government directives, anti ragging undertakings from students and parents are to be collected at the admission entry level itself making them aware of the consequences of its violation.
2. Considering ragging as a cognizable offence, all the provisions of central and state government acts are to be scrupulously followed.
3. The Anti-ragging cell is to be constituted by the college principal which has to work under his/her direct supervision.
4. On receipt of ragging complaint by the Anti-ragging cell, the college has to seriously deal with such cases as per the university regulations which may include reporting and registering it at the nearest law and order department.

  
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5. Strict vigilance on student activities especially during the admission period at the beginning of the academic year is to be stringently maintained.
6. Counseling facility to be provided by the Anti-ragging cell or in house counselors or by professional counselors, if need be. Their reports are to be submitted to the college principal regularly.
7. The faculty to be also directed to identify potential violators and susceptible victims by visible stress and palpable tension. Such cases are to be communicated to the college anti-ragging cell for the quick disposal of solution.
8. On receipt of ragging related instructions/information from central, state, UGC and court orders, the college anti-ragging cell to update the stake holders regularly.
9. During the first few weeks or months of the academic year, special sessions may be arranged for new college entrants to prepare them for their socio-academic life in the campus.
10. All the locations in the college campus with higher possibility of ragging are to be identified by the college anti-ragging cell and such locations must be under constant vigil and watch.
11. The anti-ragging policy of the college is to be prominently displayed on the college website as well as included in the college prospectus and mentioned in the admission related documents in addition to the display of anti-ragging slogans using electronic and print media available in the campus.
13. The college anti-ragging cell may be supplemented with faculty squad, if need be, for deputation at vulnerable locations and times.
14. The anti-ragging cell has to ensure sensitization of parents about the rights and safety of their children/wards by leveraging the opportunities when they are likely to meet and interact and if needed, special sessions may be conducted.

### **Physical facilities Sharing and Maintenance Policy**

The college infrastructure being the backbone of an institution serves a vital support to the range of activities that are executed in it. Due to this pivotal role of the infrastructure, the college is committed to create new infrastructure whenever and wherever possible,



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enhance/renovate/maintain the existing one in the best interest of the college lending a constructive support to everything that happens here.

1. To ensure optimum utilization of the resources, the college infrastructure, including labs has to be used for academic and research activities by the faculty and students thereby contributing in the nation building effort.
2. Common facilities like ground, auditorium, conference halls, seminar halls, and multipurpose indoor facilities etc. may be provided for the conduct of academic events to other institutions, organizations after due evaluation of their prior request.
3. The college has a sports ground, shooting range facility, open (gymnasium) for the use of staff and students for maintaining their physical fitness and training for competitive events.
4. The college may serve as venue for the conduct of local and national level examinations such as UPSC, MPSC, ICAI, SET, ICWA railways, bank recruitment drives, state government directorates etc.
5. The college to also serve as an Examination center for the Annual and End-semester Examinations of the affiliated University.
6. To ensure proper maintenance of the college infrastructure, the services of electricians, mechanics, plumbers and gardeners are to be made available in the college campus compulsorily during the office hours and quick response in case of emergencies during odd hours.
7. Few of the college non-teaching staff members are identified and trained to provide such professional services in addition to their routine work.
8. Since the line voltage fluctuations and power failures is likely to cause greater harm, proper care is taken for the safeguard and steady functioning of IT infrastructure, sensitive and expensive equipment by providing with necessary back up and support systems.
9. For the maintenance of advanced or expensive hardware, the services of reputed and reliable vendors subscribed by signing an Annual Maintenance Contract (AMC).
10. The funds obtained from the state/central government bodies, UGC, and the college management for the up gradation, maintenance and upkeep of infrastructure and support facilities are to be utilized for the same purpose only. Enough care to be taken that these funds are utilized during their allotted time frame.

  
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11. The college is committed to share its infrastructural facilities for events such as blood donation camp, relief and e-waste collection centers etc. which are exclusively for the betterment of the society.

### Extension Activities Policy

To sensitization the students about social issues, and to imbibe a sense of social responsibility for their holistic personality development, the extension activities plays a pivotal role. Hence the college must consider these extension activities in high regard by a centralized approach towards them.

1. All the extension activities conducted by the College through NSS, NCC, committees, departments etc., are to be critically designed for contributing towards bringing about social change and community upliftment, finally leading to holistic development of students.

2. The departments are encouraged to undertake extension activities either independently or jointly with other entities in collaboration with government or non-government organizations in all possible domains including need-based training programs and consultancy.

3. Community development activities and educational enrichment of school children must be targeted by the college wherever and whenever possible.

4. Enrichment areas may include science popularization, social justice group, mock parliament session, mock UN body session, one act plays, drama productions, debating, public speaking, and entrepreneurship development etc.

5. Achievement of hands-on experience in specific areas by the college students may be targeted by the extension and outreach activities.

6. These activities serve as medium to students for displaying their talents and to utilize their knowledge and skills for the societal development.

7. By means of extension activities, the college also has to focus on national integration and communal harmony by involvement of Govt. agencies and local bodies wherever possible.

8. The extension activities of the college to also serve as a direct interface of the College with the corporate sector, the industry, public sector undertakings, social welfare



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## Students Activities Policy

The college is committed to molding of its students into ideal citizens with integrity, human values and intellect during their course of study/association. To realize this, the college should take special care and attention during their academic career for ensuring their holistic development and constructive contribution in the nation building.

1. The rights and duties of the students and their support in achieving the institutional goals and objectives must be ensured.
2. The college strictly adheres to the rules, regulations and directives of the Central/State Government, UGC, affiliated University and the higher educational policies of the college management in all matters related to higher education.
3. The college encourages subscription to the best practices in the higher education sector wherever and whenever possible provided these align with the college values and vision. It is also open to comply with any changes in the legislation.
4. Clear, comprehensive and accurate information of all the programs, courses being conducted in the college along with their entry requirements is provided to all those interested, without any filtration or hiding.
5. The academically able, motivated and eligible students are promoted in all spheres of education irrespective of their backgrounds namely caste, creed, religion, region etc.
6. All matters relating to the admission, mentoring, academic formation and recruitment will be under the supervision of concerned teachers. HODs, mentors, IQAC and the Principal. The students can approach the principal if they have any issues which they consider to be brought to the notice of the principal.
7. The differently abled students (including those with disabilities) are entitled to avail special services in the campus. Any lacunae or shortcoming in these may be brought to the notice of college authorities for its quick and instant disposal.
8. The college expects its students to strictly observe their code of conduct in the college campus observing all the college rules and regulations. Any violation of these will be dealt

  
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with as per pertinent laws. The code of conduct of all stake holders is available on the college website.

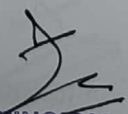
9. The following considerations are intended by the college to ensure student centric atmosphere in the college campus.

- (i) Value based education to all students upholding morality and ethics.
- (ii) Fairness and transparency in admission, examination, campus placements, etc.
- (iii) The practice of sharing to be imbibed by visible practices of infrastructure Sharing among various departments and sharing of knowledge by various sections students
- (iv) Guidance about future careers and employment opportunities to be provided to students.
- (v) Financial support to needy students by way of installments, concessions etc.
- (vi) The psychological wellness of every student is ensured and counseled wherever disordered. organizations, government agencies, media houses and other educational institutions.

### **Alumina activities Policy**

The college alumni comprises of all those people who have successfully undergone one or more courses of study (of minimum 1 year) during their lifetime. These courses include graduation, post-graduation. The college alumni association is formed with the noble objective of maintaining a lively relation between the alumni and the alma mater which may prove to be of any help to either or both of them. It has its own constitution/bye laws which govern all the activities, functioning and resolutions of this association.

- 1. The prime objective of alumni association is to develop camaraderie (friendly relation) in advancing the college vision, mission and core values.
- 2. An alumnus of the college represents the alma mater (college) in his/her sphere of influence and contact. The association promotes bonhomie by maintaining relationships which are mutually beneficial to both alumni and the alma mater.

  
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3. The college warmly recognizes the alumni accomplishments in various fields. This is possible only if there is a channel of communication such as alumni association exists between the alumni and alma mater.
4. The alumni association keeps the college updated about the alumni achievements in all spheres. The alumni who rise to prominence can effectively serve as role models to the college students and their interactions are likely to boost the morale of student class. It is with intension that alumni meets are regularly organized and during these events, prominent alumni are duly felicitated.
5. The college maintains the centralized database of its alumni with every department also having their departmental alumni database. The information of these databases is held confidential and never to be shared by any third party organizations.
6. There are various ways in which the alumni can contribute. The following lists them.
  - i) Expert guidance in the field of their expertise and student-alumni interaction.
  - ii) Assistance in placements and career guidance by interfacing with corporate /industries.
  - iii) Expert coaching of college sports teams, sponsorship of events.
  - iv). Contribution as honorary member in various college academic and non-academic advisory bodies. Their participation brings professional experience to these bodies which are beneficiary
  - v) Financial contribution in infrastructure development at the association level or individual level.
  - vi). Contribution in college fund raising campaigns during calamities/disasters etc. for relief.
  - vii) Financial contribution in scholarships to the needy and deserving students of the college. This has to be in liaison with college recommendations, either at the association level or individual level.
7. The alumni association is responsible for keeping highest level of transparency in the utilization of these alumni donations/association funds.

  
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## Anti Harassment Policy

The college is committed to nurture an environment that of proper conduct and respect between all the stake holders ensuring that none of them is subjected to any sort of harassment. This is to be achieved by enforcement of anti-harassment policy and complaint procedures at all levels to make the environment absolved of discrimination, harassment, retaliation and/or sexual assault.

1. Discrimination, harassment (including sexual/gender harassment), sexual assault and retaliation against all the stake holders including contractors, interns and other third parties performing their assigned tasks is strictly prohibited in the college campus.
2. The higher tier personnel are expected to serve as role models of appropriate conduct for all other personnel but everyone will have to uphold higher standards of conduct.
3. As per the directives of Sexual Harassment of women at Workplace (Prevention, Prohibition and Redress) Act 2013, the college has to constitute a committee.
4. To sensitize students about the sexual and gender-based violence, its consequences and legal measures available to control it, special sessions of experts may be organized as per the prevailing situation in the campus and the need felt for the same.
5. To ensure gender equality, females to be adequately represented in all sections of the college.
6. Any stake holder who feels that he/she is subjected to any kind of harassment due to his/her sex/gender or is witness to any such violation, then the same must be immediately reported to the principal who is ex-officio head of the anti-harassment committee or anyone in hierarchy who is deemed to be reported.

## Faculty Empowerment Policy

The college teaching faculty has to play a greater role in the planning, decision-making and implementation of college policies. They are to be offered greater autonomy, confidence and freedom in making decisions making the system democratic in nature. This will empower



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them to work comfortably with all their colleagues and be responsible to their assigned duties without any follow up or supervision. The confidence acquired by the teachers in such a setup will help provide varied learning experiences to the students with ease and happiness.

The empowerment of the faculty is to be achieved through:

1. The process of planning and decision-making to involve the faculty members.
2. Timely dissemination of information through regular meetings, official communications etc.
3. Apprising of latest updates in the policies and demands in the higher education sector to be achieved through seminars and group discussion sessions. In the light of these, sessions on the plans, mission and goals of the college is also to be included.
4. The college work environment has to be conducive and competent to provide self fulfillment, satisfaction and promoting the inner drive.
5. To ensure reliable performances of routine works, feedback from the faculty may be taken whenever and wherever possible.
6. The faculty members who are interested in attending research related events such as seminars, conferences, symposia, workshops etc. which is being conducted outside the college, in the same city or any other location in India would be reimbursed complete/partial registration fee, transport allowance (T.A.), dearness allowance (D.A.) as applicable. This will be subject to the following conditions:
  - i. The request for permission and sanction of reimbursements (of registration fee, T.A., D.A. as applicable) is to be submitted in advance. The proposal would be sanctioned after due proposal feasibility evaluation/recommendation by the Principal.
  - ii. After the return from successful attendance at the event and subsequent submission of its report, the amount would be reimbursed.
  - iii. In case of any faculty member being interested in attending an event being organized in the college itself, then subsidy in the registration fee would be offered. However no T.A./D.A. would be applicable in such case.
7. In the wake of imminent and challenging societal changes, the mission of the college has to be realized at all cost. To impart consistency in such issues, special brainstorming sessions may be arranged.
8. Teachers to be encouraged for perpetually upgrading their teaching and learning methods preferably by using the latest ICT tools available.

  
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9. The infrastructural facilities being the skeletal of the college, adequate care is to be taken inpropping up timely addition, renovation and maintenance.

### **E-Governance Policy**

The college is committed to adopt, implement and practice e-governance in order to provide a simpler, robust and efficient system of governance. Extensive use of E-governance has to be incorporated into every sphere of college functioning. It is to be implemented at various levels to provide efficient system of governance within the institution leading to paperless administration at its best.

1. The college subscribes to e-governance in administrative matters, finance and accounts, library and examination related processes.
2. The college staff including administration, faculty, support staff and students to be electronically connected for instant disposal and receipt of messages, notices etc. This can be achieved by using messaging applications such as WhatsApp, and cloud based video communication applications (Zoom, Gmeet) etc.
3. Staff punctuality is to be ensured by electronic attendace (biometric) which is secure from tampering.
4. The website of the college is to be full-fledged and functional. It serves as the focal point of e-governance initiatives. If due to any technical reason, if it is becomes non-functional then all out efforts to be made to restore its functionality.
5. The college admission process to be carried out from the college website in a user-friendly manner. Proper notices, alerts, links for other procedures such as online fee payment is to be provided on the college website Separate login for students, teachers and alumni to be available. Students are to be able to operate through laptops and mobile phones too.
6. The college finance and accounts are to be maintained with help of the ERPsoftware named Vriddhi and the Tally software wherever possible.
7. The college library is computerized with catalog searching of books made available on OPAC terminals.
8. The college website has incorporated library related data with links to access E-learning facilities such as N- List, e-journals, e-books and periodicals.

  
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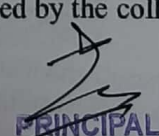
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9. The college website to provide online form for book recommendation and feedback.
10. A library advisory committee is constituted for the purpose of arbitrating library related issues and forwarding their recommendations/suggestions to the IQAC and Principal.
11. Training sessions for use of digitized library and e-learning resources to be provided to staff and the students.
12. The college website has to also provide facilities to alumni like alumni registration, information/notices of college activities, details of a few selected alumni, feedback and many other related issues.  
<https://tjcollege.org/about-us/>
13. The college examination process is automated by system using ERP software Vriddhi along with the exclusive examination portal provided by the affiliating university which ensures absolute confidentiality in hierarchical delegation of work, data entry and processing with ease.
14. In examination related matters, a committee headed by college examination officer (CEO) is constituted to supervise and conduct the examination process under the guidance of principal. Technical team (website maintenance committee) headed by system administrator is to be appointed to handle the technical issues related to digital online operations of the college.

### **Consultancy and collaboration Policy**

In addition to the traditional teaching and learning process, the college has to promote the faculty in research, consultancy, extension, outreach and development of entrepreneurship cell to support student startups.

1. The college encourages the faculty members to take up research projects by extending all possible support and to file for patents.
2. With the motto of benefitting the society from the expertise available in the college, the college encourages conduct of outreach programs and consultancy services offer to the industry, Government and Non-Government Organizations.
3. The faculty members are encouraged to offer consultancy services and the necessary and needed infrastructural support such as laboratory facilities is to be provided by the college.

  
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4. The research committee of the college has to ensure that the expertise available in the departments.

5. Visit to foreign universities and establishment of collaborations and linkages with them is highly encouraged by the college.

6. Faculty exchanges between institutions for research, teaching and learning is highly encouraged to enrich them with quality, national and international exposure.

7. The college to take all efforts to provide internships and on-the-job training to students in reputed industries and organizations. This is to enable them to achieve competencies for jobs/career requirements and to successfully face the global challenges.

### **Code of Ethics Policy**

The college human values and professional ethics policy focuses on providing quality education to all students in the classroom without any kind of favoritism, discrimination, treating them equally with love, care and affection with a commitment to inculcate good values in them.


1. Exceptional concern to students must be shown by all teachers by motivating them wherever possible, to be acknowledged as role models by the students.

2. Absolute fairness in assigning marks/grades is to be exercised by the teachers during their internal and external assessments.

3. The rights and dignity of the students in expressing his/her opinion must be respected by all teachers.

4. The student community has varying levels of aptitude and capabilities with each student different from every other student. The teachers must recognize these differences and try to meet the needs and aspirations at individual level to the extent of possibility.

5. Human values and ethics play a distinctive role in molding the psyche of a student. These need to be touched upon by the teacher by means of presenting the importance of values by

  
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linking it to the subject being taught, at any stage of student interactions whether classroom teaching or practical sessions. This will have higher acceptability than dedicated sessions for the same.

6. Blood donation camps, visits to hospitals, old age homes, and orphanages can very effectively inculcate the spirit of generosity and sacrifice towards fellow humans. Hence such events are to be highly encouraged.

7. The college is committed to providing Divyangjan or differently abled students, equal opportunities for accessing all the facilities available in the campus as per the mandate under Rights for Persons, with Disabilities (RPWD) Act, 2016 and "Sugamya Bharat Abhiyan" of the Government.

8. Convenient locations of classrooms and examination rooms for the differently abled students are to be allotted.

9. Additional time during examinations along with service of scribes is to be provided for physically challenged students as per the Government rules and affiliating University.

10. For easy access to college buildings, ramps are provided for convenience.

11. A special toilet with additional fixtures is provided for the use of disabled students.


### Performance Appraisal Policy

Review of staff performance and evaluation of their skills and achievements, is achieved by the annual performance appraisal.

1. The performance appraisal implemented in the college is as per the applicable UGC guidelines, Government of Maharashtra regulations as well as directives of the affiliating university in this regard every year. It is applicable to faculty and non-teaching staff.

2. The demands from the vision and mission of the college is also considered in addition to UGC regulations in the performance appraisal.

3. The performance appraisal is done confidentially once every year. The appraisal of teaching staff will be carried out by the respective H.O.Ds who will forward it to the concerned Vice-Principal. Finally it will be forwarded to the Principal. At each stage, the

  
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appraisal will be scrutinized and remarks of the HODs, Vice-Principal and Principal through IQAC will be made.

4. The appraisal of all the HODs and Vice-Principals will be conducted by the Principal.
5. The performance appraisal of non-teaching and administrative staff is conducted by the college Registrar who finally forwards it to the Principal.
6. The performance appraisal data is analyzed quantifiably on the basis of documents submitted and feedbacks by IQAC.
7. After the analysis, the supervising authority scripts its remarks identifying the Exceptional/significant/satisfactory/unsatisfactory progress whatever the case may be, and finally mentions the appreciation and/or areas of focus/attention for the individual.
8. The findings and remarks of the supervising authority are communicated to the concerned without delay.
9. For Annual Performance Index (API) evaluation of teachers, their API forms are verified and scrutinized by the IQAC and forwarded to the Principal. Finally it is forwarded to the affiliating university/competent authority for final evaluation and certification.
10. Teacher who are due for promotion under Career Advancement Scheme (CAS), their Appraisals, API evaluation certificate along with other documents are submitted to the IQAC which verifies and scrutinizes them before sending them to the Principal. The Principal forwards the proposal to the competent authority/committee/institution which is designated by the university the same

## Gender Policy

As per the principle of gender equality which is enshrined in the Indian Constitution granting equality to women, and empowering the state to adopt measures of positive discrimination in women, the college is committed to be sensitive in the issues of gender. The college gender policy is framed as a commitment towards this objective in conformity with the Supreme Court guidelines in this matter.


  
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1. The college strives to guarantee the rights and safety of all women in the college premises including students, faculty, support staff, administration, stake holders and visitors.
2. The gender sensitization initiatives are to be applicable to all sections of the community - students, faculty in all disciplines, support staff and administration and not limited exclusively to students only.
3. The intrinsic ingredients of the college gender policy would be equality, dignity and the ability to live, work and study without fear of harassment. It has to be written and approved to guarantee the rights and safety of women employed in the institution.
4. The inequity in the staff pattern in the college to be addressed by giving more chance to female employees to get associated with the cause of the organization.
5. The college implements effective measures for the safety and security of all gender.
6. An accessible, active and unbiased grievance redressal cell to function in the college.
7. The college shall provide equal opportunity for all genders without any kind of discrimination.
8. The presence of women in all sections namely faculty, support staff etc. is ensured imparting a feeling of security and confidence in the girls students.
9. Signboards and posters for prevention of eve-teasing are to be fixed at focal locations in the college premises.
10. Talks, discussions on gender issues to be regularly organized and a certified consultant to be also invited for counseling and guidance in gender issues.
11. The various college bodies such as IQAC, anti-ragging cell, discipline committee and grievance redressal cell to work in synergetic manner for gender issues by creating social awareness about gender discrimination.

### **Disable friendliness Policy**

The college is committed to facilitate students, staff and visitors with Disabilities as per the guidelines of Department of Empowerment of Persons with Disabilities (Divyangjan) under Ministry of Social Justice & Empowerment.

The college has provided the following facilities to make them accessible to divyangjan.

  
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1. Accessible Parking - Reserved near the entrance with a clearly marked and prominent space with a safe connecting access route to the main building.
2. Accessible approach route - Right from the main outer gate till the entrance of the building, accessible route with tactile path is provided with the instructional and directional signage features.
3. Accessible reception area with an accessible counter manned by a trained receptionist for wheelchair bound persons as well as arrangement to provide information to those with visual or hearing impairment.
4. Accessible entrance to the building – ramp with sufficient width and gradual gradient.
5. Accessible Staircases having tactile tiles at the beginning and end for alerting persons with visual impairment and of appropriate height and thickness for comfortable climbing with durable handrails.
6. Accessible toilets – with customized wash-basins and commodes and retro-fittings such as Grab bars, Long/lever handles of taps, door handles to facilitate convenient toilet use.
7. Accessible corridors and tactile flooring wide enough for wheelchair users to pass easily, is well lit, and anti-skid flooring and appropriate signage displayed.
8. Facility of writer with additional time for those unable to write with normal pace

### Education and curriculum Policy

The policy for education and curriculum is framed for governing the development of educational programs which are need based and pertinent to be offered in the institution. It relates to design, promotion and offering of relevant programs for augmentation of students skills in a full-time and part-time manner or a combination of multiple programs as possible.

1. The sole objective of the curriculum would be to transform the learners into proficient and responsible citizens of the nation and investing knowledge, values and competencies in them to contribute in the national development.
2. Stringent safety norms to be taken for ensuring safety at all places in the institution.
3. Innovative techniques included in the curriculum must be relevant to the higher education sector.

  
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4. The certificate and Add-on skill development courses being offered is to be periodically evaluated for ensuring that the changing requirements in the career market are addressed.
5. Review of inclusive initiatives for slow and advanced learners to be periodically done.
6. To ensure parental awareness and support, regular feedback to be taken for consistent track record of learner's performance.
7. Synchronism with the proposed academic calendar to be compulsorily maintained.
8. The proposed academic calendar is to be prepared afresh every year and well in advance in consultation with all the departmental heads, faculty and mentors also leaving some scope of its modification due to any unforeseen circumstances.
9. The proposed course and program outcomes are strictly adhered to by constant monitoring.

### Scholarships and Awards Policy :

Objectives for awarding scholarships, prizes to students:

In order to financially assist:

(a) meritorious students coming from weaker economic background,

(b) Scheduled Castes (SC), scheduled Tribes (ST) and Other Backward Caste(OBC) students, the Institute may award

(i) Scholarships, (ii) Tuition Waivers(Freeships) facilities as per government policies and guide lines applicable at the time of the award.

2. The Institute provides special financial assistance to the students who are excellent in games and sports from its own funds.

3. In order to promote an outstanding or excellent academic performance, performance in cultural activities, participation and constructive leadership in social activities the Institute awards various prizes, medals either from its own funds or from funds obtained from other philanthropicalsourc



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