



Thakur Educational Trust's (Regd.)

**THAKUR RAMNARAYAN**  
**COLLEGE OF ARTS & COMMERCE**  
NAAC Accredited & ISO 21001:2018 Certified



Thakur Ramnarayan Educational Campus, S.V. Road, Dahisar (East), Mumbai - 400 068  
Tel: 022 2828 1200 | Fax: 022 2828 1300 | www.trcac.org.in

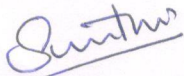
### FORMATION OF INTERNAL COMPLAINTS CELL (ICC)

The Internal Complaints Committee (ICC) has been constituted for the Academic Year 2025 - 26 as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the College is constituted to deal with complaints relating to Sexual harassment at the work place as per The Vishakha Guidelines (1997).

Sr. No.	Name	Designation	Position
1	Dr. Sushma Shukla	Assistant Professor	Presiding Officer
2	Dr. Rupali Alone	Assistant Professor	Female Member
3	Ms. Ranjeeta Prajapati	Assistant Professor	Female Member
4	Mr. Aman Joshi	Assistant Professor	Male Member
5	Ms. Tejasvini Karande	Junior Clerk	Non Teaching Staff
6	Dr. Narayan Iyer	-	Member from NGO
7	Ms. Ankita Jitendra Singh	-	Student Representative
8	Ms. Mansi Hede	-	Student Representative
9	Mr. Vedant Pravin Shelar	-	Student Representative

The Committee must work to ensure a safe and inclusive environment, preventing harassment, and promoting the well-being of all students and staff.



  
Principal

**INTERNAL COMPLAINTS CELL (2025-26)  
MINUTES OF THE MEETING**

VENUE: Conference Room

DATE: 24/06/2025

TIME: 02:30 pm

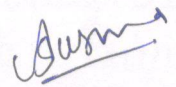
The Internal Complaints Committee meeting was conducted. The meeting was attended by the following members of the Internal Complaints Cell.

Sr. No.	Name	Designation	Position
1	Dr. Sushma Shukla	Assistant Professor	Presiding Officer
2	Dr. Rupali Alone	Assistant Professor	Female Member
3	Mr. Aman Joshi	Assistant Professor	Male Member
4	Ms. Tejasvini Karande	Junior Clerk	Non Teaching Staff
5	Ms. Mansi Hede	-	Student Representative

**Discussions and Decisions:**

1. The Meeting was chaired by Dr. Sushma Shulka as the Presiding Officer.
2. The committee acknowledged the receipt of a formal grievance from Ms. Shreya Maulick against the accused Ms. Rubina Fernandes and Mr. Linus Fernandes.
3. All involved parties were given a fair opportunity to narrate their version of the incident.
4. The parents of the concerned students were informed and the proceedings were carried further in their presence.
5. Upon thorough review of the statements and available context, the committee found Ms. Rubina Fernandes and Mr. Linus Fernandes guilty of violating the code of conduct pertaining to respectful behaviour and student safety.
6. The committee decided to suspend Ms. Rubina Fernandes from (24/06/2025 - 08/07/2025) and Mr. Linus Fernandes from (24/06/2025 - 01/07/2025)
7. A written apology was to be mandated from the accused as a part of the resolution and the decision of the committee was informed to the concerned parties.



  
Presiding Officer

To Principal,  
Thakur Ramnarayan College of Arts and Commerce  
Dahisar East.

24<sup>th</sup> June, 2025

Subject - My daughter has been abused - Complaint letter

Respected Madam,

Myself Anupam Maulick want to do a complaint regarding the abuse to my daughter Shreya Maulick from FYBAMMC. Yesterday, my daughter was waiting ~~at~~ the college gate for her auto on 23<sup>rd</sup> June, 2025 at 2:30 pm. Suddenly a girl named Rubina Fernandes came and asked my daughter "What did you said to Linus?" and as my daughter didn't know that girl she replied "I have said nothing and who are you?" then that girl slapped my daughter in front of everyone there and ran away, my daughter tried to catch her but she disappeared. AS that girl Rubina told Linus Fernandes's name, so my daughter shreya asked Linus about who was she and why she took his name. At first Linus denied to know that girl but when later my daughter told she would take this matter to Principal, Linus replied with "Jaa jisko bolna hai bol, jo karn hai woh kar". Even he ran away. I want strict action to be taken on both the students

Rubina Fernandes and Linus Fernandes as both of the students abused my daughter and Linus even said bad words as MC, BC, etc. to my daughter. Both the students belong to FXBAMMC, the same class as my daughter Shreya Maulick. That girl Rubina hit my daughter so hard that her mobile fell down from her hands. I demand strict action to be taken on both of the students.

- Anupam Maulick

Amenin

I am Shreya Maulick from FYBAMMC and after college ~~at~~ on 23<sup>rd</sup> June, 2025 at 2:30 pm, I was standing outside the college gate for my Ola Auto which I booked and just then a girl named Rubina came and asked me that what I said to Linus Fernandes and he was standing right there and I said I don't know what she is talking about then she slapped me in front of everyone and ran away then as I saw Linus Fernandes standing right over there, I asked him who is she and why she too your name. He started abusing me and left and also said "tere ko jo karna hai karle aur jisko bolna hai bolde I don't care". I want a strict action against her. Thank you.

9324085863  
Linus Fernandes  
8856828121  
Rubina Fernandes

Shreya Maulick  
FYBAMMC  
9820624130 (my)

Cover  
23/6/2025

Dear Principal,

Date - 24/06/26

I, Linus Fernandes ~~am~~ am terribly sorry for my actions and what I did.

I ~~unter~~ understand that my action could put the reputation of the college at stake.

I promise to be on my best behaviour till the time I am in this college.

I am so sorry ma'am.

Yours truly

Linus Fernandes.

~~reg~~

Dear Shreya

I want to start by saying I'm truly sorry  
I know I've hurt you and I hate my words or  
actions caused pain that was never that I have  
intended I've had time to think and I understand  
now where I went wrong I made a mistake  
and I take full responsibility for it

I know saying sorry doesn't automatically fix  
things but I hope it shows you that I'm not  
done it intentionally "I couldn't" control my  
anger sorry once again

Rubira Fernandes.

~~Rubira~~



Ref. No.: TRCAC/DC/16/2025-2026

Date: 24/06/2025

**NOTICE**  
**(DC)**

The following students are hereby suspended as mentioned below in the Academic Year 2025-2026 on the grounds of misconduct.

Sr. No.	Name of the student	Course	Roll No.	Dates
1.	Fernandes Rubina Marian	FYBAMMC	2502017	24/06/2025 TO 08/07/2025
2.	Fernandes Linus Custadio	FYBAMMC	2502016	24/06/2025 TO 01/07/2025

In future, any type of indisciplinary act from their part will cause rustication of these students without any notice.



*S. S. S.*  
Principal

Copy to:

1. Student Notice Boards
2. Staff Notice Board
3. Exam Room
4. Administrative office



## INTERNAL COMPLAINTS CELL (2025-26)

### MINUTES OF THE MEETING

VENUE: Conference Room

DATE: 24/06/2025

TIME: 03:00 pm

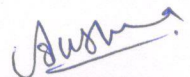
The Internal Complaints Committee meeting was conducted. The meeting was attended by the following members of the Internal Complaints Cell.

Sr. No.	Name	Designation	Position
1	Dr. Sushma Shukla	Assistant Professor	Presiding Officer
2	Dr. Rupali Alone	Assistant Professor	Female Member
3	Mr. Aman Joshi	Assistant Professor	Male Member
4	Ms. Tejasvini Karande	Junior Clerk	Non Teaching Staff
5	Ms. Mansi Hede	-	Student Representative

#### Discussions and Decisions:

1. The Meeting was chaired by Dr. Sushma Shukla at the scheduled time
2. The committee acknowledged the receipt of the written complaint by Ms. Sakshi Prajapati regarding body-shaming and offensive remarks made by Ms. Gayatri Shetty and Ms. Shreya Maulick.
3. The concerned students were called individually to recall and narrate the incident.
4. Based on their narration and behaviour during the inquiry, the students were found to indulge in hurtful conduct.
5. The involved parties were issued a strict warning and were made to understand the seriousness of their actions and the consequences of repeated behaviour.
6. The committee concluded the meeting with a reminder of the institution's zero tolerance policy towards disrespect, bullying and body shaming.



  
Presiding Officer

Respected Mam,

On Saturday 21 June, I entered the class and sat down with my friend Ranjana Singh, we were talking and then a girl named Disha comes to me and says "did you bodyshame me? You pointed at me" I said I never point at people or talk about them, plus I don't even know that girl, I don't even remember her face and I didn't even know her name until this incident. I was talking about my past experiences in Junior at treac and how people are in film industry, then this girl makes a disgust expression and walks to Shreya Maulick, a girl who created all this mess. Shreya Maulick had messaged some bad words in our unofficial group at 20<sup>th</sup> June Friday. To stop the constant backfiring of bad words I stepped in and told them to talk maturely and Shreya Maulick responded with bad attitude I messaged that she is a CR not a principal, then she corrects my spelling mistake of principal, I messaged that instead of correcting my mistakes she should look at herself because she gave many bad words for no reason, later this topic was disclosed by other people. I soon forgot about it too, but late coming back to this day 21 June, after Disha went to Shreya, Shreya talked bad things about me to few girls, she started saying that Sakshi is this and that, later Gayatri Shetty enters the class those girls then badmouthed about me to ~~them~~<sup>her</sup>. Then Gayatri comes to me with 3 to 4 girls standing beside her with attitude, then Gayatri started threatening me saying that, "khudko dekha hai

tune, humlog ko bodyshame karti hai, tu college ke bahar  
mil tereko batate hain, tereko dikhate hain", then  
she says "dikhate hain isko" then she says to those  
other girls that they would write notes about me  
and RECORD me as they beat me. Later she  
called me a "bitch" and sat down and few of  
her friends started clapping, since all this  
was happening a guy named Deependra continued  
saying the word "maari jayegi". I didn't say  
anything and sat quietly because I didn't wanted  
to make an issue. My perspective on this is  
why did shreya tell all these people to threaten  
me? If she had problem with me she should  
have talked to me about <sup>it</sup> personally. It's sickening  
to get these threats even when I never said  
or did anything ~~was~~ wrong. Especially to those  
girls whom I don't even know their faces and  
names they were with gayatri to threaten me.  
Gayatri reassured shreya that hum hain dekit  
Kann kisko kya bolenge dikadenge sab. I have  
the screenshots of chat and those girls who  
threatened me for no reason. I kindly request  
you to take strict action about this and will  
file a police report because I can't risk of my life  
and the college would take responsibility if anything  
happens to me. These were the people - Gayatri  
Shetty, Shreya Maulick, Disha mandaviya, Riya,  
Vriti selhi, and Deependra.

Yours Sincerely,  
Sakshi Prajapati

When I entered the class I sat down with my friend ranjana, we were talking and then a girl comes to me and says "why did you bodyshame me and you pointed at me" I said I never do all this I don't point at people and say things and I was talking about my past experiences in the college and film industry how people are there in it, so she gave a disgust expression and went to shreya, shreya started saying things to those girls like Sakshi is this and that, later gayatri enters the class and shreya tells her some things and then she and 3 to 4 girls stood beside her as gayatri started threatening me that tu college ke bahar mil tereko dikhate hai and then she said Ki tu dekhi hai khudko dusro ko kya bolti hai, then she sat down calling me a 'bitch' and few of her friends started clapping, later a guy named deependra kept repeating the words "maari jayegi", I didn't say anything and sat quietly because I didn't wanted to make an issue. They even decided to write some notes about me and record me to upload it and bully me.

Sakshi Prajapati  
Fybamme.

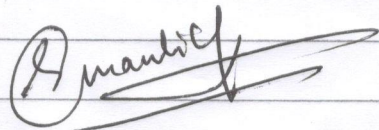
To,  
The Principal,  
Thakur Ramnarayan college of Arts  
and Commerce,  
Dahisar East.  
24<sup>th</sup> June, 2025

Subject: Apology letter for abusing.

Respected Madam,  
I, Shreya Maulick from class FYBAMM  
apologise for using abusive language  
in the college unofficial whatsapp  
group. I admit that it was my  
mistake to join in the abusing  
and I am sorry for that.

I also apologise for lying to  
the faculties because I was  
scared. I assure it will never  
happen again by my side.

Yours sincerely,  
Shreya Maulick.  
FYBAMMC.



Dear Sir,

I Craytri Shetty from class FYBAMMC have a complaint about a student from our class her name is Sakshi, I don't know her personally but she is mistreating me and other students by bodyshaming them and defaming us by talking about our character all students have witnessed it about how she is

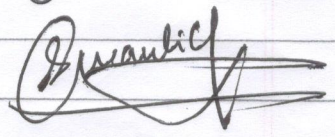
treating me and my friends and such behaviour is not acceptable also we all are feeling uncomfortable because of her also one of my friends got anxiety attack because of her. And nobody gave the rights to her to speak ill about us. And I request you to please look after this matter and take a strict action towards it. and also we have no personal grudges towards her

Thanking you,  
Craytri Shetty

I, Shreya Maulick, a student of FYBAMMC has suffered bodyshaming and anxiety attack because of a student Sakshi Prajapati. She has continuously harassed me but I chose to not make this an issue but she has bodyshamed me saying "See your face in the mirror" and also commented on my appearance including other girls.

She has also said "If I want to be a CR I can be in just I minted but I didn't raised my hand because I don't want to be a servant". She called me a servant directly but I let go. She also blamed me for no reason and made me suffer a anxiety attack

- Shreya Maulick





## INTERNAL COMPLAINTS CELL (2025-26)

### MINUTES OF THE MEETING

VENUE: Conference Room

DATE: 05/07/2025

TIME: 02:30 pm

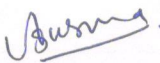
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2	Dr. Rupali Alone	Assistant Professor	Female Member
3	Mr. Aman Joshi	Assistant Professor	Male Member
4	Ms. Ankita Jitendra Singh	-	Student Representative
5	Ms. Mansi Hede	-	Student Representative

#### Discussions and Decisions:

1. The meeting was chaired by the Presiding Officer to investigate and address an incident of inappropriate physical behavior involving two students on the college premises.
1. The committee acknowledged the receipt of written apologies from Arya Jha and Sunil S. Bhati for indecent behavior.
2. Apologies were also received from Sidhhi Gupta, Jhanvi Shah, Shloka Yadav, Manya Mehta, Nancy Vala, and Soumya Bhatt for unauthorized presence in the EDC Cell/Lab, despite not being members or without appropriate permission.
3. The committee thoroughly reviewed all submitted apologies and noted that the students had accepted responsibility for their actions. Accordingly, a formal warning was issued to each of them, and the matter was considered closed.



  
Presiding Officer

To

The Chairperson

Thakur Ramnarayan College of Arts and Commerce.

Mumbai - 400068

Subject:- Apology for Misbehaving.

Respected, Ma'am.

I sincerely apologise for my recent behaviour which was inappropriate and disrespectful. I deeply regret my actions and understand that they were against the discipline and values of our institution.

It was never my intention to cause any trouble or disrespect. I take full responsibility for my behaviour and assure you that I have learned from this incident. I promise that such behavior will never be repeated in the future.

I request you to kindly forgive me for this mistake and give me an opportunity to correct myself.

Thank you for your time and understanding.

Sincerely,

Sunil. S. Bhat

B.M.S. / S.Y.

Arya Jha  
102, C/46, Grishma,  
Shanti-nagar, Mira-road,  
Thane - 401107.

09 July 2025.

To,  
Sonalī Mam,  
Chairperson - EDC,  
Thakur Ramnayan college of Arts & Commerce,  
Thane - Maharashtra,  
401107.

Subject :- Apology letter for Misbehaving in Campus.

Respected Mam,

I Arya Jha Student of your Department of College. I have write this letter to you for apologizing for my Misbehaviour in college campus. I'm really guilty for my mistake. This was my very first and last mistake it won't happen again.

I request you to give me the last chance. I'll give my best for studies and in college for rest of three years. I won't be doing any Nuisance in the Campus or Anywhere in College. I'll repair my spoiled reputation for sure. I'm really sorry for all the difficulties you faced due to me. Forgive me for my Misbehaviour.

Thanking you,  
yours Obdiently,  
Arya Jha.

Siddhi . A . Gupta  
vimal classic

Mumbai , Maharashtra (W)

40/203

7 July 2025

Sonali (MA'AM)

EDC chairperson

~~At~~ Thakur ramnarayan collage of Arts &  
commerce Wair (East)

Subject :- Apologize to Ma'am

I deeply regret my mistake and understand  
How many it effected . I am really sorry  
It will never den happened again I  
take full responsibility for my behavior .  
I assure you ma'am that I have  
learned from this experience it does not  
happen again : please accept my heartfelt  
apology .

Thank you for giving a chance .

Thanking you  
yours sincerely  
siddhi gupta

SYBMS

6  
Ghanu Shah  
G104 Neminath Nagar,  
Achale Road,  
Nallasopara (E)

7<sup>th</sup> July, 2025

To,  
Sonali Ma'am  
EDC Chairperson  
Thakur Ramnarayan College of Arts & Commerce  
Dahisar (E)

Subject - Apology for the inconvenience caused.

Dear Ma'am,  
I Ghanu Shah from SY(BMS) A writing this letter to sincerely apologize for my actions. I regret the inconvenience caused and assure you it won't happen again. I deeply regret my actions and the impact they may have had on you and the college.

Thanking You,  
Yours Sincerely.

To,  
The principal Mam  
Thakur Ramnarayan College of Arts and Commerce  
Dahisar (E)

Date :-> 7<sup>th</sup> July 2025

Subject :-> To apologize for misbehaviour.

Mam,

I Manya Mehta from FYBAMMC wants to apologize for my Saturday's behaviour. I knew we were not allowed to go to EDC lab but we went due to our friend and I am sorry for that. From next time if anything will happen we will sort it out of the college and we will not create any of wrong example for the other students. I am extremely sorry for the behaviour.

Sincerely,  
Manya Mehta  
FYBAMMC

Manya

Date: 7/7/2025

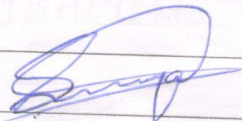
To,  
The Principle,  
Thakur Ramnarayan College of Arts and Commerce  
Dahisar East.

Subject: Apology for my Misbehaviour.

Respected Madam,

I Soumya Bhatt Studying in SYBAMMC  
Apologizing for my recent Behaviour on  
5<sup>th</sup> July 2025 Saturday. I was sitting in  
EDC late without any permission. I realize  
that my actions were disrespectful and  
not in line with the discipline and  
Values of our College. I regret my  
mistake and assure you that such  
behaviour will not happen again.

Yours sincerely,  
Soumya Bhatt,  
SYBAMMC 2402007.



Subject: Apology letter.

Dear Principle,

I am writing to sincerely apologize for my recent behavior and disappointment it may have caused. I realize that my actions were inappropriate and not in line with the value and expectations of our collage.

I deeply regret my mistake and take responsibility for what happened. This will never happen again. It was never my intention to disrespect you, my teachers, or the collage's rules. I understand the importance of maintaining discipline. It would never happen again.

Thankyou for your time, patience and understanding. I truly appreciate the opportunity to make things right.

Sincerely,  
Nancy vala  
FYBAMMC

~~Nancy~~

1. Shloka Yadav

02. 1405/B2 Poonam

Estate Cluster - 2,

Mira Road, (E)

7th July, 2025

To,  
Sonali Ma'am,  
Edc Chairperson,  
Thakur Ramnarayan College of Arts & Commerce  
Dahisar (E),

Subject :- Sincere Apology For My  
Actions

Dear Ma'am,

I Shloka Yadav from Second Year  
BMS Department of A Section and Also  
a Edc Member.

I Sincerely apologies for my actions  
that I put my bag into edc. Also





## INTERNAL COMPLAINTS CELL (2025-26)

### MINUTES OF THE MEETING

VENUE: Room no. 803

DATE: 23/07/2025

TIME: 01:30 pm

The Internal Complaints Cell meeting was conducted. The meeting was attended by the following members of the Internal Complaints Cell.

Sr. No.	Name	Designation	Position
1	Dr. Sushma Shukla	Assistant Professor	Presiding Officer
2	Dr. Rupali Alone	Assistant Professor	Female Member
3	Ms. Ruchi Mali	Assistant Professor	Female Member
4	Ms. Tejasvini Karande	Junior Clerk	Non Teaching Staff
5	Mr. Vedant Pravin Shelar	-	Student Representative

#### Discussions and Decisions:

1. The Meeting was chaired by Dr. Sushma Shukla at the scheduled time.
1. All five students were called on 23rd July 2025 to present their version of the incident.
2. Both Anika Nag (FYBA – Psychology) and Vedika Penekar (FYBA – Psychology) submitted written complaints detailing the verbal harassment they experienced.
3. The three male students – Harsh Singh (FYBCom), Riyaz Shaikh (FYBCom), and Hiten Sharma (FYBAMMC) – acknowledged their inappropriate verbal behavior and submitted apology letters.
4. The matter was discussed thoroughly in the presence of ICC members and the students involved.
5. A formal verbal warning was issued to Harsh Singh, Riyaz Shaikh, and Hiten Sharma.
6. All students were reminded about the college's strict policy on maintaining dignity, safety, and mutual respect on campus.
7. As the complainants agreed to accept the apologies and showed no intention of pursuing the matter further, the issue was formally closed.



*Sushma*  
Presiding Officer

23<sup>rd</sup> July, 2025.

To the Respected Principal,  
of Thakur Ramnarayan College,  
22 July after the lectures we were in  
the canteens and these Boys were  
following us wherever we were going. They  
were also passing comments. They were  
checking us out. The comments specifically  
were 'Yeh Tujhse nahi Pategi, Tu koi aur  
dekh le'. One of our friend was Boycut  
hairstyle. They passed a comment saying  
no Boycut wali ko dekh. We were  
ignoring them thinking maybe they are  
looking everywhere but things out cleared  
as once we went to order they came  
near the other stall and started looking  
at us from our head to toe. It was  
very uncomfortable we took a video and  
left, one of the guy followed us out and  
we also asked him not to come near  
us and even if its a sorry.  
We hope strict actions will be  
taken against them.

Yours Truly,  
Anika Rajesh Nag.

FYBA.

Roll no: 60

Psychology Major

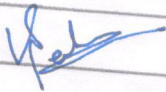
Anika Nag

23<sup>rd</sup> July, 2025

To the Respected Pricipal,  
of the college Thakur Ramnarayan  
college of Arts & Commerce,

On Tuesday 22<sup>nd</sup> July, 2025, me and my friends went to the canteen to get some food for us. These group of boys and specifically, saw three of them, they were teasing us and trying to get close. We heard the passing comments about us like "Ye tujhse nahi pategi" "tu dusri wali pakad". We were uncomfortable around them so we took a video of them looking at us so that we can atleast inform the fact faculty. When we were leaving, we were at the gate of our college, one of them came to us saying why did you take our video and all that. We were telling ~~the~~ ~~to~~ him to go as we were not comfortable talking <sup>to</sup> about them, he kept asking us about the same.

Yours Truly,  
Vedike Surendra Penekar,  
FYBA, Psychology,  
Roll no. 77.



To the principal

Thakur Ramvaran college  
Mumbai - 68

Date :- 23/07/25

Subject:- Apology formisbehaving  
Respected Mam.

I am writing this letter to apologize to you for

This misbehaviour on college campus. we were having are for  
in center and having fun in our Group. It was a misunderstanding  
for them. we make sure that this wouldn't happen again we  
all are sorry for whatever happened there.

Please accept for my sincere apologies. I am committed  
to learning for this mistake and improving myself.

Thankyou for your time and understanding

your obediently  
Riyaz malik Shaikh

F. Y. B. com (B)

2503233

Signature

To the Principal,  
Thakur Ramnarayan College,  
Mumbai - 400068.

Date - 28/07/2025.

Subject :- Apology for misbehaving.

Respected Mam,

I am writing this letter to apologize to you for this misbehaviour on college campus. We were having a food in canteen and having fun in our group. It was a his understanding for them. We make sure that this wouldn't happen again. We all are sorry for whatever happened there.

Please accept my sincere apologies. I am committed to learning for this mistake and improving myself.

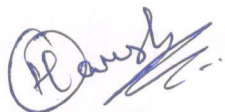
Thank you for your time and understanding.

Yours obediently

Harsh Singh.

FY. B.Com.

2503249.



Date -

To the principal  
Thakur Ramnarayan college.

Mumbai - 400068

Date - 23/7/25

Subject - Apology for misbehaving

Respected Mam,

I am writing this letter to apologize to you for this misbehaviour on college campus. We were having our food in canteen and having fun in our group. It was a misunderstanding for them. We make sure that this wouldn't happen again we all are sorry for whatever happened there.

Please accept my sincere apologies. I am committed to learning from this mistake and improving myself.

Thank you for your time and understanding

Yours obediently,

Hiten Sharma

F.Y. B.A. M.M.C.

2502086





## INTERNAL COMPLAINTS CELL (2025-26)

### MINUTES OF THE MEETING

VENUE: Room no. 803

DATE: 30/07/2025

TIME: 10:30 am

The Internal Complaints Cell meeting was conducted. The meeting was attended by the following members of the Internal Complaints Cell.

Sr. No.	Name	Designation	Position
1	Dr. Sushma Shukla	Assistant Professor	Presiding Officer
2	Mr. Aman Joshi	Assistant Professor	Male Member
3	Ms. Tejasvini Karande	Junior Clerk	Non Teaching Staff
4	Ms. Ankita Jitendra Singh	-	Student Representative
5	Ms. Mansi Hede	-	Student Representative
6	Mr. Vedant Pravin Shelar	-	Student Representative

#### Discussions and Decisions:

1. The meeting was chaired by the Presiding Officer to investigate and address an incident of inappropriate physical behavior involving two students on the college premises.
2. On Monday, 28th July 2025 at approximately 2:00 PM, a case of inappropriate physical intimacy was observed on the college terrace. The students involved were Nitesh Singh (TYBSc – Computer Science) & Ayesha Ahmed (TYBSc – Information Technology)
3. The incident was brought to the attention of the college authorities on the same day, i.e., 28th July 2025.
4. Both students were called for a meeting with the Internal Complaint Cell on Wednesday, 30th July 2025.
5. During the interaction, both students acknowledged their misconduct.
6. Each submitted a written apology letter addressed to the Principal, expressing regret and promising not to repeat such behavior in the future.
7. Each submitted a written apology letter addressed to the Principal, expressing regret and promising not to repeat such behavior in the future.
8. The matter was discussed in detail with all ICC members present.



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9. Both Nitesh Singh and Ayesha Ahmed were suspended from the college for a period of 15 days, effective from 30th July 2025 to 13th August 2025.
10. The students were strictly warned about adhering to the code of conduct within the college campus.
11. A final reminder was given that any further misconduct would lead to more severe disciplinary action.
12. Considering the immediate acknowledgment of the misconduct, written apologies, and commitment to abide by college norms in the future, the matter was closed.



*Aswina*

**Presiding Officer**

To,

The Principal OF  
TRCAC,

Dahisar (E)

Date: 28-07-25

Subject: Apology letter for Misbehaving in  
College Premises.

Respected Madam,

I Sincerely apologize for my inappropriate  
behaviour that took place within the college  
premises on 28-07-25. I realize that my  
actions were unacceptable and against the  
discipline and code of conduct expected  
from a student of this institution.


Please consider this letter as a genuine  
request for forgiveness. I am truly sorry  
for any inconvenience or disappointment  
I may have caused.

Thankyou for your understanding.

Yours sincerely,

Ayesha Ahmed 2306002

T.Y.B.Sc. J.T.



To,  
The principal of  
TKCAC  
Dahisar (E)  
Date: 28-7-2025

Subject: Apology letter for misbehaving in  
college premises.

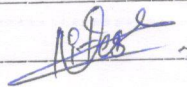
Respected Madam,

I sincerely apologize for my  
inappropriate behaviour that took place within  
the college premises on 28-7-2025. I realise  
that my actions were unacceptable and  
against the discipline and code of conduct  
expected from a student of this  
institution.

Please consider this letter as a  
genuine request for forgiveness. I am  
truly sorry for any inconvenience or  
disappointment I may have caused.

Thank you for your understanding

Yours Sincerely  
Nitesh Singh 2427004  
T.Y. B.Sc. CS



Thakur Ramnarayan College of Arts & Commerce

29 July 2025

To  
The Principal,  
Thakur Ramnarayan College,  
Thakur Dahisar.

Subject: Formal Apology Letter

Respected Sir/Madam,

We, the members of the Cultural Committee, sincerely apologize for the mistake that occurred on 27th July 2025, We understand that this oversight caused inconvenience and did not meet the standards expected from our committee and the college.

The error happened due to miscommunication, and we take full responsibility for it. We assure you that we have taken the necessary steps to ensure that such an incident does not happen in the future.




We deeply regret any trouble caused to you, the staff, and our fellow students, and we seek your forgiveness for this lapse. Kindly accept our sincere apologies.


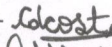
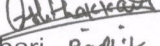





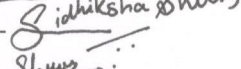

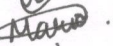


We, the undersigned, as the head members of the Cultural Committee, sign this letter as a commitment to uphold the values and responsibilities entrusted to us.

Thank you for your understanding.


Yours faithfully,

Cultural Committee HOD Members:

Pratik Kedar -   
Jerson Pereira -   
Melvern Arunagiri - 

Kaushal Patil -   
Cleon D'costa -   
Aish Sharma -   
Radhika Karabhari -   
Armaan Ali -   
Atharva purav -   
Soham khapre -   
Anish Khan -   
Sidhiksha Shetty -   
Shreya Shetye -   
Velma Remedios -   
Maria Ajmerval -   
Manav Sahu - 

\*\*\*\*\*

  
29/07/25



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Ref. No.: TRCAC/DC/32/2025-2026

Date: 30/07/2025

**NOTICE**  
**(DC)**

The following students are hereby suspended for 15 Days (30/07/2025 to 13/08/2025) in the Academic Year 2025-2026 on the grounds of misconduct.

Sr. No.	Name of the student	Course	Roll No.
1.	AHMED AYESHA HASEEB AAYAT	TYBSC IT	2306002
2.	SINGH NITESH CHANDRADEV	TYBSC CS	2427004

In future, any type of in disciplinary act from their part will cause rustication of these students without any notice.



*Shrinu*  
Principal

Copy to:

1. Student Notice Boards
2. Staff Notice Board
3. Exam Room
4. Administrative office



## INTERNAL COMPLAINTS CELL (2025-26)

### MINUTES OF THE MEETING

VENUE: Room no. 803

DATE: 12/08/2025

TIME: 09:30 am

The Internal Complaints Cell meeting was conducted. The meeting was attended by the following members of the Internal Complaints Cell.

Sr. No.	Name	Designation	Position
1	Dr. Sushma Shukla	Assistant Professor	Presiding Officer
2	Ms. Ruchi Mali	Assistant Professor	Female Member
3	Mr. Prashant Kamble	Assistant Professor	Male Member
4	Ms. Ankita Jitendra Singh	-	Student Representative
5	Ms. Mansi Hede	-	Student Representative

#### Discussions and Decisions:

1. The meeting was chaired by the Presiding Officer to investigate and address the incident.
2. On 11th August 2025, during class hours, the following male students Roopak Singh (FYBSc-IT) and Rajnish Goswami (FYBSc-IT) were reported for eve-teasing by passing inappropriate comments and rating female classmates based on their looks while sitting on the first bench.
3. The female students affected were Riddhi Jain (FYBA), Apurva Shelar (FYBAF) and Dhvani Jha (FYBAMMC).
4. Both accused male students, as well as the complainants, were present.
5. During the interaction, both students acknowledged their misconduct.
6. Faculty members and ICC representatives listened to the statements of all involved parties.
7. The female students expressed that the comments made them feel uncomfortable, insulted, and disrespected.
8. Both male students admitted to their misconduct after initial hesitation and expressed regret for their actions.
9. Both Roopak Singh and Rajnish Goswami were issued a written warning and asked to submit apology letters addressed to the complainants and the Principal.



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10. They were informed that any repetition of such misconduct will result in suspension and further strict disciplinary action.
11. A counseling session was recommended for both accused students to sensitize them towards gender respect and appropriate classroom behavior.
12. The female students were assured of the college's commitment to providing a safe and respectful learning environment.
13. The Internal Complaint Cell strongly condemned the incident and emphasized the zero-tolerance policy towards eve-teasing and harassment. Preventive awareness sessions on gender sensitization will be scheduled for all first-year batches.
14. The matter was considered resolved with immediate action and warnings in place.



*Ausha*

Presiding Officer

To,  
The principal  
Thakur Ramnarayan College  
Dahisar - (E)

11 August 2025

Subject - Complaint regarding eve teasing incident.

Respected Madam,

I am writing to formally bring to your attention a serious incident of eve teasing that occurred on 11 Aug '25 within the TRCAC college premises. Roopak Singh, Rajnish Gyanani from FY BS. (S(B)) Student, made inappropriate comments and gestures towards (cultural committee) PR member, name - Riddhi Jain, Apurva Shelar, Dhvani The causing Distress and humiliation.

Such Behaviour is not only unacceptable but also violates the rules and ethical standards of our institution. It has created an unsafe and uncomfortable environment for the victims and other female students.

I request you to take strict disciplinary action against the accused student after the investigation. And I hope you take strict action and look after the incident and provide safety.


Thanking you.

12/08/26

Myself Rupak Singh from FY BSCIT (B) 2506126. I sincerely apologize for my mistake. I realise it was inappropriate and may have caused inconvenience or disruption. I assure you it will not happen again, and I will be more mindful in the future. I deeply regret my behaviour and take full responsibility for it.

Please be assured that I have reflected on this incident and will make every effort to ensure it does not happen again. I value the respects and discipline for the classroom and I will act more responsibly moving forward.

Thank you for your patience and understanding.

Respectfully,  
Rupak Singh  
2506126 FY BSCIT  




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**INTERNAL COMPLAINTS COMMITTEE (2025-26)**  
**MINUTES OF THE MEETING**

VENUE: Seminar Hall

DATE: 25/03/2026

TIME: 2:00 pm

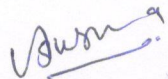
The Internal Complaints Committee meeting was conducted which marked the end of the academic year. The meeting was attended by the members of the Internal Complaints Committee to discuss the following agenda.

Sr. No.	Name	Designation	Position
1	Dr Sushma Shukla	Assistant Professor	Presiding Officer
2	Dr Rupali Alone	Assistant Professor	Female Member
3	Ms. Ranjeeta Prajapati	Assistant Professor	Female Member
4	Mr. Aman Joshi	Assistant Professor	Male Member
5	Ms. Tejasvini Karande	Junior Clerk	Non Teaching Staff
6	Dr. Narayan Iyer	CEO, Akshayshakti	Member from NGO
7	Ms. Ankita Jitendra Singh	-	Student Representative
8	Ms. Mansi Hede	-	Student Representative
9	Mr. Vedant Pravin Shelar	-	Student Representative

**Discussions and Decisions:**

1. Minutes of the previous meeting were read out and discussed in the meeting.
2. The committee noted that no cases of sexual harassment were reported during the even semester.
3. The meeting ended with the Presiding Officer proposing the vote of thanks.



  
Presiding Officer



**INTERNAL COMPLAINTS COMMITTEE (2025-26)**  
**ANNUAL REPORT**

VENUE: Conference Room

DATE: 23/04/2026

TIME: 10:00 am

The Internal Complaints Committee Annual Meeting was conducted to review the functioning of the committee as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the College is constituted to deal with complaints relating to Sexual harassment at the work place as per The Vishakha Guidelines (1997).

Sr. No.	Name	Designation	Position
1	Dr Sushma Shukla	Assistant Professor	Presiding Officer
2	Dr Rupali Alone	Assistant Professor	Female Member
3	Ms. Ranjeeta Prajapati	Assistant Professor	Female Member
4	Mr. Aman Joshi	Assistant Professor	Male Member
5	Ms. Tejasvini Karande	Junior Clerk	Non Teaching Staff
6	Dr. Narayan Iyer	CEO, Akshayshakti	Member from NGO
7	Ms. Ankita Jitendra Singh	-	Student Representative
8	Ms. Mansi Hede	-	Student Representative
9	Mr. Vedant Pravin Shelar	-	Student Representative

**Discussions and Decisions:**

1. The meeting commenced at the scheduled time with the presiding officer welcoming the attendees.
2. It was reviewed and found to be true that as per the Vishaka Guidelines, student members were nominated in the committee.
3. Selected students attested to keeping a watch on fellow students.



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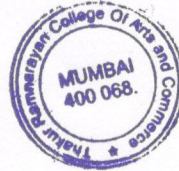
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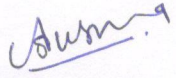


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4. Six complaints were received by the committee during the academic year
5. This complaint was discussed and resolved in a timely manner in compliance with the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.
6. The committee has resolved to conduct awareness sessions for both students and employees in the upcoming academic year.



  
**Presiding Officer**