

**S.S.A.'s Arts and Commerce College, Solapur**  
Grievances Redress Committee

**2017-2018**

Prin. Dr. M. A. Dalal ( chairman)

Dr. I.J.Tamboli ( conveor)

Dr. A. A. Gadwal ( member)

Dr. N. A. Kakade ( member)

Dr. G. N. Shaikh ( member)

Dr. J.K. Mulla ( member)

Mr. Altaf Hotgi ( member)

Miss. Kotwal Fatima Harun Rashid ( student member)

Qureshi Dawood ( student member)

**S.S.A.'s Arts and Commerce College, Solapur**  
Grievances Redress Committee

**2022-2023**

Prin. Dr. I.J. Tamboli ( chairman)

Dr. A. A. Gadwal (convenor )

Dr. N. A. Kakade ( member)

Dr. G. N. Shaikh ( member)

Dr. J.K. Mulla ( member)

Mr. Altaf Hotgi ( member)

Miss. Pathan Nilofar ( student member)

Nadaf Siraj Riyaz ( student member)

S.S.A.'s Arts and Commerce College, Solapur  
Grievances Redress Committee

**NOTICE**

Date:12/12/2022.

A meeting of the Grievance redressal committee is called on 15/12/2022  
at 11:30 in the staff staff room members are requested to attend

Dr. A. A. Gadwal

(convenor)

Prin. Dr. I.J. Tamboli (chairman)

Dr. J.K. Mulla (IQAC Coordinator )

Dr. A. S. Khan - (Ladies Rep.)

Mr. Altaf Hotgi (Non-teaching Rep.)

Nilofar Pathan (Student Rep.)

Nadaf Siraj Riyaz (Student Rep).

Agenda:1. to read and confirm the minutes of the last meeting.

2. To see if any complaint in the box or mailed complaint.

3. To see any grievance received by the committee by the committee

Application by Dr. T. B. Ladaf for the eater filter in the staff room

Application by the Dr. Mohammad Shaikh for the colour printer in the staff room.

4. Any other subject by permission of chair

S.S.A.'s Arts and Commerce College, Solapur  
Grievances Redress Committee

**Agenda**

Date: 15/12/2022

Meeting of the grievance redress committee was called on 15/12/2022 at 11:30. members unanimously agreed to work upon following minutes.

Minutes: 1. Minutes of the last meeting were read and confirmed

2. Water filter implanted in the staff room

3. Reading room for the student.

**Action taken:** 1. the complaint box opened, found there was no complain.

2. Dr. T.B. Ladaf gave an application demanding water filter in the staff room , Water filter machine implanted in the staff room.

3. Application by Dr. Mohammad Shaikh for colour printer is under consideration.

4. As there is no other subject the meeting concluded with vote of thanks.

Dr. A. A. Gadwal

Convenor

Prin. Dr. I.J. Tamboli (Chairman)

Dr. J.K. Mulla (IQAC( Coordinator )

Dr. A. S. Khan ( Ladies Rep.)

Mr. Altaf Hotgi ( Non-teaching Rep.)

Nilofar Pathan ( student Rep.)

Nadaf Siraj Riyaz ( Student Rep.)

S.S.A's Arts and Commerce College, Solapur Grievance Redressal  
Committee

**NOTICE**

Date: 20/3/2023

A meeting of the Grievance Redressal committee is called on  
22/3/2023 in the principal's cabin at 12:30 all are requested to attend

**Agenda:**

1. To read and confirm the minutes of the last meeting
2. To see if there are any grievances of the teacher and non-teaching
3. Any other subject by permission of chair

Convener

Dr. A. A. Gadwal

Prin. Dr. I.J. Tamboli (Chairman)

Dr. J.K. Mulla (IQAC( Coordinator )

Dr. A. S. Khan ( Ladies Rep.)

Mr. Altaf Hotgi ( Non-teaching Rep.)

Nilofar Pathan ( Student Rep.)

Nadaf Siraj Riyaz ( Student Rep.)

S.A's Arts and Commerce College, Solapur  
Grievance Redressal Committee

Date:22/3/2023

**Minutes of the Meeting**

A meeting of the Grievances Redressal committee was called on 22/3/2023 to discuss and act upon the agenda in the notice

Minutes of the meeting:

1. Minutes of the previous meeting were read and confirmed
2. The committee search if there are any grievances, and found there were no grievances of teacher and non-teaching
3. As there is no other subject the meeting concluded with thanks to the chair

Dr. A. A. Gadwal

Convenor

Prin. Dr. I.J. Tamboli (Chairman)

Dr. J.K. Mulla (IQAC( Coordinator )

Dr. A. S. Khan ( Ladies Rep.)

Mr. Altaf Hotgi ( Non-teaching Rep.)

Nilofar Pathan ( student Rep.)

Nadaf Siraj Riyaz ( Student Rep.)

S.S.A's & COMMERCE COLLEGE, SOLPUR

**REPORT**

Grievance Redress Cell

2017-2018

The grievances redressal committee in the college is working to listen and solve the grievances of the staff and student.. grievances received in the year 2017-2018 are solved in the following manner.

**1]Grievance:** Girl student of B.A-III, in application dated 5/9/2017 put the grievance for incumbency of the vending machine, and wanted it in operation for them

**Action:** The committee recommended and forwarded the application to the Principal to resolve the problem, he on his part call the men and get the machine repair for use.

**2] Grievance:**Dr. T. B. Ladaf ( assistant professor of Economic) in his application dated: 10/9/2017put his grievance demanding the Ceiling Fan in the staff room.

**Action:** The committee forwarded the application to the principal and recommended for the installation; the principal in his action installed a ceiling fan and grievance is solved.

**3] Grievance:** The water supplied in the staff room is not potable, Dr. Mohammad Shaikh ( assistant professor Geog)in his application 2/2/2018 applied for the installation of water purifier in the staff room.

**Action:** The committee forwarded the application to the principal and recommended for the installation of water purifier. The principal in his authority installed the water purifier. The purifier device is supplying purified water

**4]Grievance:** Girl student of B.A-III, in application dated 24/2/2018 put the grievance for incumbency of the vending machine, and wanted it in operation for them

**Action:** The committee recommended and forwarded the application to the Principal to resolve the problem, he on his part call the men and get the machine repair for use. The machine is repaired and is in use.



S.S.A's & COMMERCE COLLEGE, SOLPUR

**REPORT**

Grievance Redress Cell

2018-2019

The grievance-redressal committee received the following grievances of students and teachers. The committee members unanimously solve the issues through proper channel. A report of the grievances and their solution is as under.

1] **Grievance:** The librarian of the college in his application dated: 10/9/2018 complained of insufficient lights and fans in the library reading hall, he want extra tube light and fan to be installed in the library

**Action:** The grievance redressal committee after going through the grievance of the librarian forwarded his application to the principal and recommended for the tube light and fan. The principal in his authority installed a fan and tube light in the library, it is serving light and air in the library

2] **Grievance:** The student of B.A-II in their application dated: 11/9/2018 complained for the broken benches with creaking noises. Their grievance is to get the benches repaired immediately

**Action :** the committee members after going through he application of the aggrieved student forwarded the same to the principal for the necessary action. The principal in return called the carpenter and got the benches repaired.

3] **Grievance:** the student of the department of English and Geography on 1/3/2019 gave complaint in writing that, the ceiling fans in their class are not in working, they want to get it repaired for use.

**Action:** The committee after going through the application forwarded the same to the principal for the immediate action to repair the fans and to give comfort to the student, the principal in return got the ceiling fan repaired from the electrician.

S.S.A's & COMMERCE COLLEGE, SOLPUR

**REPORT**

Grievance Redress Cell

2019-2020

The grievance-redressal committee received the following grievances of students and teachers. The committee members unanimously solve the issues through proper channel. A report of the grievances and their solution is as under.

1] **Grievance:** Sahebrao Kshirsagar ( peon in the college) in his application dated: 12/9/2019 complained for the unclean water tank at the roof of the college, he want the tank must be cleaned for safe drinking water,

**Action:** the committee members understood the seriousness of his complaint, the application forwarded to the principal and recommended for the wash and cleaning of the water tank. The principal in his turn called the professional men for water tank and got it cleaned.

2] **Grievance :**A. Rahim Maniyar ( peon in the college) complained for the uncontrolled growth grass and herbal garbage in the college premises. He requested the grievance cell to get both the matters cleaned and keep the premises clean.

**Action:** The committee too saw and felt the uncontrolled growth of grass and garbage, wanted it to be cleaned, the application is forwarded to the principal for his advice and help. The principal consulted the NSS volunteer and cleaned the premises under the My India Clean India, the entire premises is cleaned and garbage is loaded into Municipal Corporation Cart.

S.S.A's & COMMERCE COLLEGE, SOLPUR

**REPORT**

Grievance Redress Cell

2020-2021

The grievance-redressal committee received the following grievances of students and teachers. The committee members unanimously solve the issues through proper channel.

**COVID-19      and      LOCKDOWN**

S.S.A's & COMMERCE COLLEGE, SOLPUR

**REPORT**

Grievance Redress Cell

2021-2022

The grievance-redressal committee is constituted in the college to see into the grievances of teachers and students and to bring a proper solution. The committee for the year 2021-2022 received the following grievances. In its drive for redressal the committee unanimously solve the issues through proper channel.

1] **Grievance:** the IQAC coordinator Dr. J.K.Mulla in his application Dated: 6/12/2021 demanded to have computer, printer, wifi chair and table. The committee received the application in person.

**Action:** His requirement in the form of grievance for the computer, printer, wifi and chair and table is fair and needed to be fulfilled. The committee gone through his application and forwarded to the principal recommending for the installation of above electronic devices. The principal under his authority installed computer, printer wifi and arranged chairs and table in the IQAC room. The redressal of his grievance helped him to work in comfort.

2] **Grievance:** The girls of the college in their common application dated: 7/12/2021 demanded a space in the college to sit in no-lecture hours, and leasure time. They also demanded to install the physical exercise equipments in the college premises.

**Action:** by going through the grievance application of the girl student the committee acted to make an open space available for sitting in off time. Chairs,

table and drinking water facilities served. For the physical exercise equipments the committee requested the local Municipal Councillor to donate the equipments like jogger, double bar, and other exercise equipments. The counsellor donated the equipments, all girls students are availing the open space for sitting and gym equipments.

3] **Grievance:** The NSS programme office and NCC officer both the men in their grievance dated:5/2/2022 demanded a separate room for their office.

**Action:** the Grievance redressal committee gone through the application and felt it necessary to have a separate office to land equipments, charts, uniform, computer and other documents. The committee members in consultation with the principal sough an open space for NCC OFFICE on the third floor, the office is made of plywood and NCC office is inaugurated. Room No.5 on the first floor is allotted for the NSS office, all the activities of the NSS are operated from the room No.5. thus the problem of the both the officers is solved.

S.S.A's & COMMERCE COLLEGE, SOLPUR

**REPORT**

Grievance Redress Cell

2022-2023

S. S.A's Arts and Commerce College has constituted the Grievance redressal committee to hear and solve the grievances of the staff and students. The committee is active for the academic year 2022-2023 also. Following are the grievances received and solved.

1] Grievance: Dr. Yunus Pathan ( Asst. Prof. Deptt. of Geography) in his grievance dated: 10/12/2023 complained of not having Colour Printer. The colour printer is a good device to present the maps, graphs, photos, posters in multi colour.

**Action:** The grievance redressal committee after going through the grievance and importance of the colour printer. By keeping in view the use of printer the committee took the issue to the purchase committee and got it sanctioned. The colour printer is installed in the college.

2] **Grievance:** Dr.T. B. Ladaf Assistant Prof. In commerce is more conscious of health issues. In his grievance dated: 10/12/2022 he demanded the installation of the water purifier in the college staff room.

**Action:** the grievance redressal committee acknowledged the importance of filtered water, it is necessary for the unpolluted water to intake. The committee with the grievance letter recommended the principal to install water purifier in the

staff staff room. His grievance is resolved and a water filter filter machine is installed in the staff room

# Grievances Redressal Committee

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A **grievance** is a formal complaint that is raised by an employee towards an employer within the workplace. There are many reasons as to why a grievance can be raised, and also many ways to go about dealing with such a scenario. Reasons for filing a grievance in the workplace can be as a result of, but not limited to, a breach of the terms and conditions of an employment contract, raises and promotions, or lack thereof, as well as harassment and employment discrimination.<sup>[1]</sup>

According to Sean C. Doyle, in his work titled, *The Grievance Procedure: The Heart of the Collective Agreement*, the grievance process takes on certain secondary roles in countries such as Canada, United States and the United Kingdom that can include, but are not limited to, "a mechanism for the extension of the relationship between the parties, a union tactic to pressure management for strategic purposes, a diagnostic device to uncover underlying problems in the workplace, a mechanism for individual employees or union officials to challenge management over a range of working conditions, or even a forum for the communication of information".<sup>[2]</sup>

A grievance between an employee and employer can be dealt with either informally or formally, and sometimes both approaches are taken in search of a resolution. In the informal approach, an employee can informally bring forth a concern promptly to his or her employer. Here a discussion or similar between the two parties can result in a mutually agreed upon resolution. In the case that this step fails or is skipped altogether, a grievance can be raised formally, where formal meetings and options for appeals become available.

Workplaces that have trade union representation often file a grievance with an employer on behalf of an individual employees request. According to the *Union of Northern Workers*, "Grievances are filed by the union on behalf of its members. Most of the grievances filed by unions are filed on behalf of individual employees (individual grievances) or on behalf of a group of employees (group grievances). A third type of grievance is the policy grievance which deals with issues that affect all employees".

