

**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

**Vidyasagar Principal K.M. Kundnani Bandra Campus**

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai - 050*

*Re-Accredited "A" Grade by NAAC - 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**DATE: 12.06.2023**

**Ref No. 412A**

**NOTICE**

***Internal Complaints Committee  
2023-24***

This is to inform all members of the Internal Complaints Committee that a meeting will be held on 19.06.2023 at Principal's meeting Room from 11.30 a.m to discuss the complaints or cases reported (if any) for the academic year 2023-2024.

**AGENDA**

- 1) Welcome and Introduction
- 2) Review of the minutes of previous meeting
- 3) Discussion on Complaints or cases reported
- 4) Discussion on awareness programs and training sessions for employees.
- 5) Any Other Matter with the permission of the chair
- 6) Vote of Thanks

All members are requested to attend the meeting on time.

All members are requested to attend the meeting on time.

Thanking you,

  
**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College of Commerce and Economics**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus  
Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)  
Permanently Affiliated to University of Mumbai  
Recognized under Section 2(f) and 12(b) of UGC Act*



**Minutes of the Meeting of the Internal Complaints Committee**

**Date:** 19.06.2023

**Time:** 11.30 am

**Venue:** Principal's Meeting Room

**Present :**

<b>Members</b>	<b>Position</b>	<b>Email id</b>
Ms. Ravneet Syan	Chairperson & Presiding Officer	ravneet.syan@mmk.edu.in
Dr. Manikandan Iyer	Faculty Member	sharon.menezes@mmk.edu.in
Ms. Sharon Menezes	Faculty Member	megha.somani@mmk.edu.in
Mr. Shrinivas Aiyar	Faculty Member	shrinivasaiyar1973 @gmail.com
Ms. Akanksha Talreja	Non-Teaching Member	akanksha.talreja@mmk.edu.in
Mr. Vinod Pawar	Non-Teaching Member	vinod.pawar@mmk.edu.in
Mr. Sudhir Widge	NGO Member	sudhirwidge@yahoo.com
Ms. Saakshi Bindra	Student Representative	saakshibindraa@mmk.edu.in
Mr. Leander Fonseca	Student Representative	leander1744@mmk.edu.in

**Agenda Item 1: Welcome Address**

The meeting was called to order by Presiding officer Ms. Ravneet Syan, who welcomed all members and briefed them on the agenda.



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**Agenda Item 2: Review of Previous Meeting Minutes**

The minutes of the previous meeting held on 21.6.22 were reviewed and approved by the members.

**Agenda Item 3: Discussion on Complaints or cases reported**

It was noted that there were no grievances or complaints received for the period from 21.06.2022 to 18.6.23 of academic year 2023-2024. The committee noted that the workplace continues to maintain a safe and respectful environment.

**Agenda Item 4: Discussion on awareness programs and training sessions**

The committee discussed the following initiatives:

- Conducting training sessions for employees on workplace harassment policies.
- Circulating existing policies or guidelines on workplace harassment.
- Encouraging employees to provide feedback on workplace safety.
- Members shared suggestions on improving employee awareness and participation in ICC initiatives.

**Agenda Item 5: Other Matters**

No other matters were raised by any of the committee members.

**Agenda Item 6: Vote of Thanks**

The meeting was concluded with a vote of thanks by Ms. Ravneet Syan, Presiding Officer, expressing appreciation for the committee's work and the active engagement of all departments in preventing grievances.

Meeting Adjourned at: 12 pm

**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**DATE: 05.09.2023**

**Ref No. 1090A**

**NOTICE**

**Internal Complaints Committee  
2023-24**

This is to inform all members of the Internal Complaints Committee that a meeting will be held on 12.09.2023 at Principal's meeting Room from 11.30 a.m to discuss the complaints or cases reported (if any) for the academic year 2023-2024.

**AGENDA**

- 1) Welcome and Introduction
- 2) Review of the minutes of previous meeting
- 3) Discussion on Complaints or cases reported
- 4) Discussion on awareness programs and training sessions for employees.
- 5) Any Other Matter with the permission of the chair
- 6) Vote of Thanks

All members are requested to attend the meeting on time.

All members are requested to attend the meeting on time.

Thanking you,

  
**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College of Commerce and Economics**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus  
Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)  
Permanently Affiliated to University of Mumbai  
Recognized under Section 2(f) and 12(b) of UGC Act*



**Minutes of the Meeting of the Internal Complaints Committee**

**Date:** 12.9.2023

**Time:** 11.30 am

**Venue:** Principal's Meeting Room

**Present :**

<b>Members</b>	<b>Position</b>	<b>Email id</b>
Ms. Ravneet Syan	Chairperson & Presiding Officer	ravneet.syan@mmk.edu.in
Dr. Manikandan Iyer	Faculty Member	sharon.menezes@mmk.edu.in
Ms. Sharon Menezes	Faculty Member	megha.somani@mmk.edu.in
Mr. Shrinivas Aiyar	Faculty Member	shrinivasaiyar1973 @gmail.com
Ms. Akanksha Talreja	Non-Teaching Member	akanksha.talreja@mmk.edu.in
Mr. Vinod Pawar	Non-Teaching Member	vinod.pawar@mmk.edu.in
Mr. Sudhir Widge	NGO Member	sudhirwidge@yahoo.com
Ms. Saakshi Bindra	Student Representative	saakshibindraa@mmk.edu.in
Mr. Leander Fonseca	Student Representative	leander1744@mmk.edu.in

**Agenda Item 1: Welcome Address**

The meeting was called to order by Presiding officer Ms. Ravneet Syan, who welcomed all members and briefed them on the agenda.



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

**Vidyasagar Principal K.M. Kundnani Bandra Campus**

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**Agenda Item 2: Review of Previous Meeting Minutes**

The minutes of the previous meeting held on 19.6.23 were reviewed and approved by the members.

**Agenda Item 3: Discussion on Complaints or cases reported**

It was noted that there were no grievances or complaints received for the period from 20.6.23 to 11.9.23 of academic year 2023-2024. The committee noted that the workplace continues to maintain a safe and respectful environment.

**Agenda Item 4: Discussion on awareness programs and training sessions**

The committee discussed the following initiatives:

- Conducting training sessions for employees on workplace harassment policies.
- Circulating existing policies or guidelines on workplace harassment.
- Encouraging employees to provide feedback on workplace safety.
- Members shared suggestions on improving employee awareness and participation in ICC initiatives.

**Agenda Item 5: Other Matters**

No other matters were raised by any of the committee members.

**Agenda Item 6: Vote of Thanks**

The meeting was concluded with a vote of thanks by Ms. Ravneet Syan, Presiding Officer, expressing appreciation for the committee's work and the active engagement of all departments in preventing grievances.

Meeting Adjourned at: 12 pm

**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**DATE: 18.12.2023**

**Ref No. 1784A**

**NOTICE**

***Internal Complaints Committee***

**2023-24**

This is to inform all members of the Internal Complaints Committee that a meeting will be held on 23.12.2023 at Principal's meeting Room from 11.30 a.m to discuss the complaints or cases reported (if any) for the academic year 2023-2024.

**AGENDA**

- 1) Welcome and Introduction
- 2) Review of the minutes of previous meeting
- 3) Discussion on Complaints or cases reported
- 4) Discussion on awareness programs and training sessions for employees.
- 5) Any Other Matter with the permission of the chair
- 6) Vote of Thanks

All members are requested to attend the meeting on time.

All members are requested to attend the meeting on time.

Thanking you,

  
**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College of Commerce and Economics**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*



*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)  
Permanently Affiliated to University of Mumbai  
Recognized under Section 2(f) and 12(b) of UGC Act*

**Minutes of the Meeting of the Internal Complaints Committee**

**Date:** 23.12.2023

**Time:** 11.30 am

**Venue:** Principal's Meeting Room

**Present :**

<b>Members</b>	<b>Position</b>	<b>Email id</b>
Ms. Ravneet Syan	Chairperson & Presiding Officer	ravneet.syan@mmk.edu.in
Dr. Manikandan Iyer	Faculty Member	sharon.menezes@mmk.edu.in
Ms. Sharon Menezes	Faculty Member	megha.somani@mmk.edu.in
Mr. Shrinivas Aiyar	Faculty Member	shrinivasaiyar1973 @gmail.com
Ms. Akanksha Talreja	Non-Teaching Member	akanksha.talreja@mmk.edu.in
Mr. Vinod Pawar	Non-Teaching Member	vinod.pawar@mmk.edu.in
Mr. Sudhir Widge	NGO Member	sudhirwidge@yahoo.com
Ms. Saakshi Bindra	Student Representative	saakshibindraa@mmk.edu.in
Mr. Leander Fonseca	Student Representative	leander1744@mmk.edu.in

**Agenda Item 1: Welcome Address**

The meeting was called to order by Presiding officer Ms. Ravneet Syan, who welcomed all members and briefed them on the agenda.





**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**Agenda Item 2: Review of Previous Meeting Minutes**

The minutes of the previous meeting held on 12.9.23 were reviewed and approved by the members.

**Agenda Item 3: Discussion on Complaints or cases reported**

It was noted that there were no grievances or complaints received for the period from 12.9.23 to 22.12.23 of academic year 2023-2024. The committee noted that the workplace continues to maintain a safe and respectful environment.

**Agenda Item 4: Discussion on awareness programs and training sessions**

The committee discussed the following initiatives:

- Conducting training sessions for employees on workplace harassment policies.
- Circulating existing policies or guidelines on workplace harassment.
- Encouraging employees to provide feedback on workplace safety.
- Members shared suggestions on improving employee awareness and participation in ICC initiatives.

**Agenda Item 5: Other Matters**

No other matters were raised by any of the committee members.

**Agenda Item 6: Vote of Thanks**

The meeting was concluded with a vote of thanks by Ms. Ravneet Syan, Presiding Officer, expressing appreciation for the committee's work and the active engagement of all departments in preventing grievances.

Meeting Adjourned at: 12 pm

**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*  
*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*  
*Permanently Affiliated to University of Mumbai*  
*Recognized under Section 2(f) and 12(b) of UGC Act*



**DATE: 05.02.2024**

**Ref No. 2047A**

**NOTICE**  
**Internal Complaints Committee**  
**2023-24**

This is to inform all members of the Internal Complaints Committee that a meeting will be held on 12.02.2024 at Principal's meeting Room from 11.30 a.m to discuss the complaints or cases reported (if any) for the academic year 2023-2024.

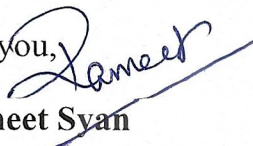
**AGENDA**

- 1) Welcome and Introduction
- 2) Review of the minutes of previous meeting
- 3) Discussion on Complaints or cases reported
- 4) Discussion on awareness programs and training sessions for employees.
- 5) Any Other Matter with the permission of the chair
- 6) Vote of Thanks

All members are requested to attend the meeting on time.

All members are requested to attend the meeting on time.

Thanking you,

  
**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College of Commerce and Economics**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus  
Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)  
Permanently Affiliated to University of Mumbai  
Recognized under Section 2(f) and 12(b) of UGC Act*



**Minutes of the Meeting of the Internal Complaints Committee**

**Date:** 12.02.2024

**Time:** 11.30 am

**Venue:** Principal's Meeting Room

**Present :**

<b>Members</b>	<b>Position</b>	<b>Email id</b>
Ms. Ravneet Syan	Chairperson & Presiding Officer	ravneet.syan@mmk.edu.in
Dr. Manikandan Iyer	Faculty Member	sharon.menezes@mmk.edu.in
Ms. Sharon Menezes	Faculty Member	megha.somani@mmk.edu.in
Mr. Shrinivas Aiyar	Faculty Member	shrinivasaiyar1973 @gmail.com
Ms. Akanksha Talreja	Non-Teaching Member	akanksha.talreja@mmk.edu.in
Mr. Vinod Pawar	Non-Teaching Member	vinod.pawar@mmk.edu.in
Mr. Sudhir Widge	NGO Member	sudhirwidge@yahoo.com
Ms. Saakshi Bindra	Student Representative	saakshibindraa@mmk.edu.in
Mr. Leander Fonseca	Student Representative	leander1744@mmk.edu.in

**Agenda Item 1: Welcome Address**

The meeting was called to order by Presiding officer Ms. Ravneet Syan, who welcomed all members and briefed them on the agenda.



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**Agenda Item 2: Review of Previous Meeting Minutes**

The minutes of the previous meeting held on 23.12.23 were reviewed and approved by the members.

**Agenda Item 3: Discussion on Complaints or cases reported**

It was noted that there were no grievances or complaints received for the period from 23.12.23 to 11.02.24 of academic year 2023-2024. The committee noted that the workplace continues to maintain a safe and respectful environment.

**Agenda Item 4: Discussion on awareness programs and training sessions**

The committee discussed the following initiatives:

- Conducting training sessions for employees on workplace harassment policies.
- Circulating existing policies or guidelines on workplace harassment.
- Encouraging employees to provide feedback on workplace safety.
- Members shared suggestions on improving employee awareness and participation in ICC initiatives.

**Agenda Item 5: Other Matters**

No other matters were raised by any of the committee members.

**Agenda Item 6: Vote of Thanks**

The meeting was concluded with a vote of thanks by Ms. Ravneet Syan, Presiding Officer, expressing appreciation for the committee's work and the active engagement of all departments in preventing grievances.

Meeting Adjourned at: 12 pm

**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai - 050*

*Re-Accredited "A" Grade by NAAC - 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**DATE: 10.06.2024**

**Ref No. 459A**

**NOTICE**

***Internal Complaints Committee  
2024-25***

This is to inform all members of the Internal Complaints Committee that a meeting will be held on 18.06.2024 at Principal's meeting Room from 11.30 a.m to discuss the complaints or cases reported (if any) for the academic year 2024-25

**AGENDA**

- 1) Welcome and Introduction
- 2) Review of the minutes of previous meeting
- 3) Discussion on Complaints or cases reported
- 4) Discussion on awareness programs and training sessions for employees.
- 5) Any Other Matter with the permission of the chair
- 6) Vote of Thanks

All members are requested to attend the meeting on time.

All members are requested to attend the meeting on time.

Thanking you,

  
**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College of Commerce and Economics**



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus  
Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*



*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)  
Permanently Affiliated to University of Mumbai  
Recognized under Section 2(f) and 12(b) of UGC Act*

**Minutes of the Meeting of the Internal Complaints Committee**

**Date:** 18.06.2024

**Time:** 11.30 am

**Venue:** Principal's Meeting Room

**Present :**

<b>Members</b>	<b>Position</b>	<b>Email id</b>
Ms. Ravneet Syan	Chairperson & Presiding Officer	ravneet.syan@mmk.edu.in
Dr. Manikandan Iyer	Faculty Member	sharon.menezes@mmk.edu.in
Ms. Sharon Menezes	Faculty Member	megha.somani@mmk.edu.in
Mr. Shrinivas Aiyar	Faculty Member	shrinivasaiyar1973 @gmail.com
Ms. Akanksha Talreja	Non-Teaching Member	akanksha.talreja@mmk.edu.in
Mr. Vinod Pawar	Non-Teaching Member	vinod.pawar@mmk.edu.in
Mr. Sudhir Widge	NGO Member	sudhirwidge@yahoo.com
Ms. Saakshi Bindra	Student Representative	saakshibindraa@mmk.edu.in
Mr. Leander Fonseca	Student Representative	leander1744@mmk.edu.in

**Agenda Item 1: Welcome Address**

The meeting was called to order by Presiding officer Ms. Ravneet Syan, who welcomed all members and briefed them on the agenda.

**Agenda Item 2: Review of Previous Meeting Minutes**

The minutes of the previous meeting held on 12.2.24 were reviewed and approved by the members.



**SMT. MITHIBAI MOTIRAM KUNDNANI COLLEGE OF  
COMMERCE AND ECONOMICS**

*Vidyasagar Principal K.M. Kundnani Bandra Campus*

*Adv. Nari Gursahani Road, TPS-III, Off. Linking Road, Bandra (West), Mumbai – 050*

*Re-Accredited "A" Grade by NAAC – 3<sup>rd</sup> Cycle (May 2017)*

*Permanently Affiliated to University of Mumbai*

*Recognized under Section 2(f) and 12(b) of UGC Act*



**Agenda Item 3: Discussion on Complaints or cases reported**

It was noted that there were no grievances or complaints received for the period from 12.2.24 to 17.6.24 of academic year 2023-2024. The committee noted that the workplace continues to maintain a safe and respectful environment.

**Agenda Item 4: Discussion on awareness programs and training sessions**

The committee discussed the following initiatives:

- Conducting training sessions for employees on workplace harassment policies.
- Circulating existing policies or guidelines on workplace harassment.
- Encouraging employees to provide feedback on workplace safety.
- Members shared suggestions on improving employee awareness and participation in ICC initiatives.

**Agenda Item 5: Other Matters**

No other matters were raised by any of the committee members.

**Agenda Item 6: Vote of Thanks**

The meeting was concluded with a vote of thanks by Ms. Ravneet Syan, Presiding Officer, expressing appreciation for the committee's work and the active engagement of all departments in preventing grievances.

Meeting Adjourned at: 12 pm

**Ms. Ravneet Syan**

**Presiding Officer, ICC**

**Smt. M.M.K. College**