

COLLEGE OF ENGINEERING

(Approved by AICTE New Delhi, D.T.E. Mumbai and D-BATU Lonere/MSBTE Mumbai)

Shreemant Shivajiraje Nagar, Kurawali Road, Thakurki, Tal. Phaltan, Dist. Satara Pin 415 523

E-mail : coeprincipal@yahoo.in | Website : www.coe-phaltan.edu.in

Accredited with NAAC 'A' Grade

Hon. Shreemant Sanjivraje Naik Nimbalkar
Secretary, P. E. S.

Prof. Dr. M. V. Dalvi
Principal

Grievance Redressal Cell

The Committee's objectives are:

1. Maintaining College Dignity:

We aim to keep the college atmosphere calm, respectful, and friendly by promoting good relationships between students and teachers.

2. Freedom to Express Problems:

Students are encouraged to share their problems or complaints openly and honestly, without fear of punishment or negative action.

3. Avoiding Unnecessary Conflicts:

Students are advised not to create disputes or file complaints without a proper reason against fellow students, teachers, or the college administration.

4. Positive and Supportive Behaviour:

All staff members will treat students with care and support. No staff member will behave in a harsh, threatening, or revengeful manner toward students.

Online/Offline Grievance Redressal Mechanism:

Students, parents, or stakeholders can submit their grievances through the following methods:

1. In person
2. By filling out the online grievance through the Institute Website at
<https://www.coe-phaltan.edu.in/GRC.htm>
3. By writing an email to any member of the grievance cell.



- Upon receiving a grievance, the chairperson of the committee will assign other members to investigate the matter thoroughly.
- The committee will work diligently to identify the root cause of the grievance and propose effective solutions.
- The recommendations of the committee will be communicated to the concerned student, parent, or stakeholder by the Chairperson.

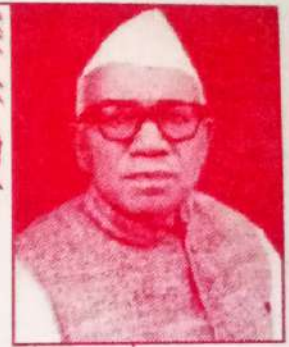
Student, Parent or Stakeholder Grievance Redressal Process

1. When the college receives an online complaint from a student, parent or stakeholder, it is sent to the Grievance Redressal Committee (GRC) within 15 days, along with the college's remarks.
2. After receiving the complaint, the GRC fixes a date for hearing and informs the concerned student, parent or stakeholder about it.
3. All written complaints received from student, parent or stakeholder are handled promptly and fairly.
4. The GRC carefully reviews each complaint and takes appropriate action as per the rules.
5. The Committee submits a report to the college authorities, mentioning the complaints that have been resolved and any pending cases that need further guidance from higher authorities.
6. After resolving the complaint or after taking necessary action for the satisfaction of the student, parent or stakeholder, the GRC informs the student, parent or stakeholder about the decision.



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Prof. Dr. M. V. Dalvi
Principal

Ref. No. : COE-691-17/25-26

Date : 11/12/2025

Office Order

The **Student Griveance Redressal Committee** is constituted with following members for Academic Year 2025-26 till next further order

Sr. No.	Name of Member	Designation	Mobile No.	E-Mail
1	Dr. M. V. Dalvi	Chairman	9623580975	coeprincipal@yahoo.co.in
2	Mr. A. S. Nikam Management Representative	Member	9422038375	pessociety123@yahoo.com
3	Prof. Ms. D. S. Bhoite	Member Secretary	9921308186	hod.degreecivil01@gmail.com
4	Prof. Ms. D. D. Jadhav	Member	9075090257	dipalijadhav12@gmail.com
5	Prof R. A Pisal	Member	9822681398	pisalra@gmail.com
6	Prof. A. A. Hipparkar	Member	9975696396	abhi.a.hipparkar@gmail.com
7	Prof G. V. Thombare	Member	9834337686	thombare.govind@gmail.com
8	Prof. S. V. Kalel	Member	8600403663	Shan02chem@gmail.com
9	Mr. N. S. Pawar	Member	7588561485	neelpawarphaltan@gmail.com
10	Adv. Shirin Shaha	Member	9660380820	shahshirin1008@gmail.com



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Dr. M. V. Dalvi
Principal
College of Engineering, Phaltan



Phaltan Education Society's
COLLEGE OF ENGINEERING PHALTAN
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Affiliated to Dr.Babasaheb Ambedkar Technological University(BATU), Lonere



[Home](#) [Grievance Redressal Cell](#) [Cell](#) [Grievance](#) [GRC Login](#) [Your Solution](#)



Grievance RedressalLOGIN

Username*

Password*

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Captcha*

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Login

Grievance Redressal Cell

Put Your Grievance Here...

Your Name *

Your Email *

Contact No *

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Hon. Shreemant Sanjivraje Naik Nimbalkar
Secretary, P. E. S.

Prof. Dr. N. G. Narve
Principal

Ref. No. : COE-

Date : 12/02/2022

ESTABLISHMENT OF FACULTY GRIEVANCE REDRESSAL COMMITTEE (FGRC)

The **Faculty Grievance Redressal Committee (FGRC)** is established in the Institution to provide a structured, transparent, and fair mechanism for resolving grievances of teaching and non-teaching staff related to academic, administrative, service, and workplace matters.

The committee functions to ensure harmony, professional dignity, and a supportive institutional environment while adhering to the principles of natural justice and confidentiality

Objectives

- To provide opportunities for Redressal of grievances of faculty and staff working in the Institution.
- To develop an organizational framework to resolve faculty-related grievances in a fair and transparent manner.
- To provide a hassle-free, accessible, and confidential mechanism for grievance submission and resolution.
- To establish structured interaction channels to understand concerns related to service, workload, welfare, or workplace functioning.
- To promote a professional, ethical, and respectful work environment within the Institution.



- To strengthen trust, accountability, and institutional commitment among faculty and staff.

Policy Scope

The FGRC shall address grievances related to:

- Service conditions, workload allocation, leave or duty assignments
- Promotion, appraisal, or career advancement concerns
- Academic, administrative or departmental issues affecting staff
- Workplace ethics, discipline, behavioural concerns or harassment
- Facilities, welfare, safety or professional support provisions

Procedure

- The faculty/staff member shall submit a written application regarding the grievance to the **FGRC Chairperson**.
- The Chairperson shall convene a meeting of the FGRC to review and resolve the grievance.
- The committee shall follow the **principles of natural justice**, ensuring equal opportunity for hearing both sides
- The FGRC shall examine facts, records, and statements in a fair and unbiased manner.
- The Committee shall submit its report with recommendations, if any, to the competent authority, and a copy shall be provided to the aggrieved faculty/staff member **within 15-30 days** from the date of receipt of the grievance.
- Any faculty/staff member aggrieved by the decision of the FGRC may prefer an appeal to the **Higher/Institutional Appellate Authority** within 15 days from receipt of the decision.

Ethical Guidelines & Confidentiality

- All grievance proceedings shall be strictly confidential.
- No staff member shall be discriminated against or victimized for filing a grievance.
- Decisions shall be evidence-based, impartial, and recorded in writing.

Outcome & Implementation

- Recommendations made by the FGRC shall be communicated to the concerned authority for necessary action.
 - The Institution shall ensure timely implementation and monitoring of the resolution.
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College of Engineering

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Date: - 09/07/2025

This is to be informing all the staff grievances Redressal cell members that there will be a committee meeting at principal cabin on 11/07/2025. All the members are requested to attend the meeting without fail.

Agenda of meeting

1. Read The Minutes of last meeting
2. Create the Awareness about Staff Grievance cell among the institute academic and administrative unit.
3. communication By Members with Teaching and Non-Teaching.

Sr.No	Name	Designation and Department	Designation in cell
1	Dr. M.V.Dalvi	Principal	Chairman
2	Prof. H.A.Mujawar	University faculty Representative	Member
3	Mrs.N.N.Ingale	HOD Civil Dept.	Member
4	Mr.G.V.Thombare	HOD Mechanical Dept.	Member
5	Mr.A.A.Ranaware	HOD ENTC Dept.	Member
6	Mr.S.S.Bajare	Non-Teaching Representative	Member
7	Mr.A.A.Hipparkar	Computer Dept.	Secretary

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Principal

Prof.Dr.M.V.Dalvi
Principal
Phaltan Educations Society's
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Eight Meeting

The Eight meeting of Staff Grievances Redressal call of Phaltan Education Society's College of Engineering Academic Year 2025-2026 was held on 11th July 2025 in Principal Cabin at 11.00 am.

The following Members were present for the meeting

1. Dr. M.V. Dalvi	Chairman
2. Mrs. N.N. Ingale	Member
3. Mr. G.V. Thombare	Member
4. Mr. A.A. Ranaware	Member
5. Mr. S.S. Bajare	Member
6. Mr. A.A. Hipparkar	Member- Secretary

The Agenda of the meeting as below

Agenda 1: Read The minutes of last meeting.

Resolution 1 : With permission of Chair Mr. A.A. Hipparkar read the minutes of last meeting .

Advisor:- Mrs. N.N. Ingale

Seconder :- Mr. G.V. Thombare

Agenda 2: To create the awareness about staff grievance cell among the institute academic and administrative unit.

Resolution 2 : Mr A.A. Hipparkar has given a responsibility to conduct session on awareness program.

Advisor:- Msr. N.N. Ingale

Seconder :- Mr. A.A. Ranaware

Agenda 3: Communication by Members with Teaching and Non-Teaching.

Resolution 3 : Even though we are going to conduct the session but it will be suggested to conduct the communication session at department level also.

Advisor:- Mr. G.V. Thombare

Seconder :- Mr. S.S. Bajare

Agenda 4: Any other topic with the permission of chair.

Resolution 4 : No other topic has been raised.



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Prof. Dr. M. V. Dalvi
Principal
Phaltan Education Society's
College of Engineering Phaltan



PHALTAN EDUCATION SOCIETY'S
COLLEGE OF ENGINEERING


Staff Grievance Redressal Cell

Action Taken Report

Meeting Date-10.08.2025

Issue No.	Issue	Action Taken
1	To read and finalize minutes of last meeting.	The minutes of last meeting read and confirmed.
2	To Create the Awareness about Staff Grievance cell amongst the institute academic and administrative unit	Mrs. A.A.Hipparkar Conducted session for staff members about Awareness about Staff Grievance Redressal cell amongst.
3	Communication by members with teaching and Non-Teaching	Every Department Conducted Communication session at department




Prof. Dr. M. V. Dalvi
Principal
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College of Engineering Phaltan

REPORT ON AWARENESS PROGRAMME FOR STAFF GRIEVANCE REDRESSAL CELL

Date of Conduction: 21 July 2025

Resource Person: Mrs. A. A. Hipparkar

Organized For: Teaching and Non-Teaching Staff Members

The Awareness Session on *Staff Grievance Redressal Cell* was conducted on 21 July 2025 by Mrs. A. A. Hipparkar with the objective of sensitizing staff members about the functioning, structure, and significance of the Grievance Redressal Mechanism in the institution. The programme aimed to ensure transparency, fairness, and a supportive institutional environment by creating awareness about grievance reporting procedures, roles of committee members, and ethical responsibilities in grievance handling.

During the session, Mrs. A. A. Hipparkar explained the purpose of the Staff Grievance Redressal Cell, emphasizing its role in addressing concerns related to workplace issues, professional grievances, administrative challenges, and interpersonal conflicts. She highlighted key aspects such as confidentiality, non-retaliation policy, impartial resolution process, and time-bound grievance handling. The legal and institutional framework supporting grievance mechanisms, as per regulatory and institutional guidelines, was also discussed.



Dr. M. V. Dalvi delivered his experience and views on the working of the Staff Grievance Redressal Cell.

The resource person elaborated on the step-by-step grievance submission process, documentation requirements, escalation levels, and modes of communication available to staff members. Real-life case examples and best practices were shared to help participants understand the practical relevance of grievance resolution and constructive conflict management in an academic environment.

Staff members actively participated in the interactive discussion session and raised queries regarding grievance reporting, confidentiality assurance, and redressal timelines. The session helped enhance awareness, trust, and confidence among staff members regarding institutional support and grievance resolution mechanisms.

Outcome of the Programme:

- Improved awareness about the objectives and functioning of the Staff Grievance Redressal Cell.
- Enhanced clarity on grievance reporting procedures and roles of the committee.
- Promotion of a healthy, transparent, and supportive institutional work culture.

The session was highly informative and beneficial for all staff members and contributed to strengthening institutional governance and ethical work practices.




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Date: - 12/06/2024

This is to be informing all the staff grievances Redressal cell members that there will be a committee meeting at principal cabin on 14/06/2024. All the members are requested to attend the meeting without fail.


Agenda of meeting

1. Read The Minutes of last meeting
2. To sort out the grievance related to faculty member in the college.
3. To identify any case registered.

Sr.No	Name	Designation and Department	Designation in cell
1	Prof.Dr.N.G.Narve	Principal	Chairman
2	Prof. H.A.Mujawar	University faculty Representative	Member
3	Mrs.D.S.Bhoite	HOD Civil Dept.	Member
4	Mr.G.V.Thombare	HOD Mechanical Dept.	Member
5	Mr.A.A.Ranaware	HOD ENTC Dept.	Member
6	Mr.S.S.Bajare	Non-Teaching Representative	Member
7	Mr.A.A.Hipparkar	Computer Dept.	

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Sixth Meeting

The Sixth meeting of Staff Grievances Redressal call of Phaltan Education Society's College of Engineering Academic Year 2023-2024 was held on 12th June 2024 in Principal Cabin at 4.00pm.

The following Members were present for the meeting

1. Prof. Dr.N.G.Narve	Chairman
2. Mrs.D.S.Bhoite	Member
3. Mr.G.V.Thombare	Member
4. Mr.A.A.Ranaware	Member
5. Mr. S.S.Bajare	Member
6. Mr.A.A.Hipparkar	Member

The Agenda of the meeting as below

Agenda 1: Read The minutes of last meeting.

Resolution 1 : With permission of Chair Mr.A.A.Hipparkar read the minutes of last meeting .

Advisor:- Mr. D.S.Bhoite

Seconder :- Mr. S.S.Bajare

Agenda 2: To sort out the grievance related to faculty member in the college. .

Resolution 2: All The member requested for gratuity for teaching and non-teaching staff.

It has been also suggested that college should buy a cushion chairs for faculty.

Advisor: Mr.G.V.Thombare

Seconder : Mr. A.A.Ranaware


Agenda 3: To identify any case registered.

Resolution 3 : No case is registered.

Agenda 4: Any other topic with the permission of chair.

Resolution 4 : No other topic has been raised.




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PHALTAN EDUCATION SOCIETY'S
COLLEGE OF ENGINEERING

Staff Grievance Redressal Cell

Action Taken Report

Meeting Date-14.06.2024

Issue No.	Issue	Action Taken
1	To read and finalize minutes of last meeting.	The minutes of last meeting read and confirmed.
2	The Members requested for gratuity for Teaching and Non-Teaching also to buy cushion chairs for faculty	With the permission of Hon. Management it has been decided to provide Gratuity for both teaching and Non-Teaching and also decided to buy Cushion chair for faculty Members




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Phaltan Education Society's

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Date: - 19/12/2024

This is to be informing all the staff grievances Redressal cell members that there will be a committee meeting at principal cabin on 20/12/2024. All the members are requested to attend the meeting without fail.

Agenda of meeting

1. Read The Minutes of last meeting
2. To identify any case register.
3. Discuss any important point at the time of meeting

Sr.No	Name	Designation and Department	Designation in cell
1	Prof.Dr.N.G.Narve	Principal	Chairman
2	Prof. H.A.Mujawar	University faculty Representative	Member
3	Mrs.D.S.Bhoite	HOD Civil Dept.	Member
4	Mr.G.V.Thombare	HOD Mechanical Dept.	Member
5	Mr.A.A.Ranaware	HOD ENTC Dept.	Member
6	Mr.S.S.Bajare	Non-Teaching Representative	Member
7	Mr.A.A.Hipparkar	Computer Dept.	Secretary

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Seventh Meeting

The Seventh meeting of Staff Grievances Redressal call of Phaltan Education Society's College of Engineering Academic Year 2024-2025 was held on 20th December 2024 in Principal Cabin at 4.00 pm.

The following Members where present for the meeting

1. Prof.Dr.N.G.Narve	Chairman
2. Mrs.D.S.Bhoite	Member
3. Mr.G.V.Thombare	Member
4. Mr.A.A.Ranaware	Member
5. Mr. S.S.Bajare	Member
6. Mr.A.A.Hipparkar	Member

The Agenda of the meeting as below

Agenda 1: Read The minutes of last meeting.

Resolution1 : With permission of Chair Mr.A.A.Hipparkar read the minutes of last meeting .

Advisor:- Mr. G.V.Thombare

Seconder :- Mr. A.A.Ranaware

Agenda 2: To Identify any case Register.

Resolution 2: Mr. S.S.Bajare has put that from Non-Teaching No case is register while from Teaching Side Mr.A.A.Ranaware also put that no case is register.

Advisor: Mr.A.A.Hipparkar

Seconder : Mrs. D.S.Bhoite

Agenda 3: Discuss any important point at the time of meeting

Resolution 3: No point has been put by any member.

Advisor: Mr.A.A.Hipparkar

Seconder : Mrs. D.S.Bhoite

Agenda 3: Any other topic with the permission of chair.

Resolution 3 : No other topic has been raised.




Principal
Phaltan Education Society's
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FOUNDER -

Shreemant Malojirao Naik Nimbalkar
Rajesaheb Phaltan.



PHALTAN EDUCATION SOCIETY

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Secretary, P. E. S.

Prof. Dr. N. G. Narve
Principal

Ref. No. : COE-153-1 / 2025-25

Date : 08 07 2025

GRIEVANCES REDRESSAL CELL (STAFF)

Read-

Redressal of Grievances of Staff Members Regulations 2021 vide F. No. 1-103/INC/Policy/Regulation/2021 dated 25-03-2021, the following staff members of the institution are designated as delegates to coordinate activities for the Grievances Redressal Cell for the Academic Year 2025-26.

Office Order

As per the directions from the All India Council for Technical Education (AICTE), the following staff members of this institution are designated as delegates to coordinate the activities of the Grievances Redressal Cell for the Academic Year 2023-24. The Cell shall take necessary steps to handle grievances received from staff members, prepare and maintain the required documentation, convene meetings and review activities at least quarterly, and record the minutes until the end of the academic year.

Sr.No	Committee	Designation
1	Prof. Dr. M. V. Dalvi Principal	Chairman
2	Prof. H. A. Mujawar University Faculty Representative	Member
3	Prof. N. N. Ingale Faculty Representative	Member
4	Prof. G. V. Thombare Faculty Representative	Member
5	Prof. A. A. Ranaware Faculty Representative	Member
6	Prof. A. A. Hipparkar Faculty Representative	Secretary
7	Mr. S. S. Bajare Non-Teaching Staff Representative	Member

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Phaltan Education Society's
COLLEGE OF ENGINEERING

Reference No- 153-2 /2024-25

Date 08/07/2026

Office Order

To,

Mrs.N.N.Ingale

Subject: Appointment to the Staff Grievance Redressal Cell as Member

In pursuance of the directives of the All India Council for Technical Education (AICTE) and for the effective implementation and monitoring of policies for the welfare and development of the Staff Grievance Redressal Cell within the institution you are hereby appointed as a **Member** of Staff Grievance Redressal Cell. Take necessary steps to meet objectives of the cell and prepare the required documentation. It is also directed to convene meetings, review activities at least quarterly, and record the minutes until the end of the academic year. Your order is valid until further notice.

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Principal

Prof.Dr.M.V.Dalvi
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Website : www.coe-phaltan.edu.in

Hon. Shreemant Sanjivraje Naik Nimbalkar
Secretary, P. E. S.

Prof. Dr. N. G. Narve
Principal

Ref. No. : COE-422/2023-24

Date : 27/03/2023

GRIEVANCES REDRESSAL CELL (STAFF)

Read-

1. Redressal of Grievance of Students Regulation, 2019 vide F.No.1-101/PGRC/AICTE / Regulation / 2019 dated 07.11.2019 and Appendix 6.3.2.
2. All India Council for Technical Education (Redressal of Grievance of Faculty/Staff Member) regulations, 2021 vide F.no. 1-103/AICTE/PGRC/Regulation/2021 dated 25.03.2021

OFFICE ORDER

As per the direction from the All India Council for Technical Education (AICTE), the following staff members of this institution were designated as delegates to coordinate activities for the Grievances Redressal Cell for the Academic Year 2023-24. The cell should take necessary steps to handle grievances received and prepare the required documentation. It is also directed to convene meetings, review activities at least quarterly, and record the minutes until the end of the academic year.

Sr. No.	Committee Member	Designation
1	Prof. Dr. N.G.Narve - Principal	Chairman
2	Prof. H. A. Mujawar, University Faculty representative	Member
3	Prof. D. S. Bhoite, Faculty Representative	Member
4	Prof. G. V. Thombare, Faculty representative	Member
5	Prof. A. A. Ranaware, Faculty representative	Member
6	Prof. A. A. Hipparkar, Faculty representative	Secretary
7	Mr. S. S. Bajare, Non-teaching staff representative	Member

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Phaltan Education Society's
COLLEGE OF ENGINEERING

Reference No- 142-1 / 2021-22

Date 23/07/2021

Office Order

To,

Mr.A.A.Hipparkar

Subject: Appointment to the Staff Grievance Redressal Cell as Member Security

In pursuance of the directives of the All India Council for Technical Education (AICTE) and for the effective implementation and monitoring of policies for the welfare and development of the staff grievance redressal within the institution you are hereby appointed as a **Member Security** of staff grievance redressal Cell. Take necessary steps to meet objectives of the cell and prepare the required documentation. It is also directed to convene meetings, review activities at least quarterly, and record the minutes until the end of the academic year. Your order is valid until further notice.

Received
JSA

Principal

॥ विद्यामयं न साधयेत् ॥



Phaltan Education Society's
COLLEGE OF ENGINEERING

Reference No- 142-1 / 2021-22

Date 23/07/2021

Office Order

To,

Mr. A.A.Ranaware

Subject: Appointment to the Staff Grievance Redressal Cell as Member

In pursuance of the directives of the All India Council for Technical Education (AICTE) and for the effective implementation and monitoring of policies for the welfare and development of the staff grievance redressal within the institution you are hereby appointed as a **Member** of staff grievance redressal Cell. Take necessary steps to meet objectives of the cell and prepare the required documentation. It is also directed to convene meetings, review activities at least quarterly, and record the minutes until the end of the academic year. Your order is valid until further notice.

Principal

॥ विद्यामयं च साधयेत् ॥



Phaltan Education Society's
COLLEGE OF ENGINEERING

Reference No- 142-1/2021-2022

Date 23/01/2021

Office Order

To,

Mrs. D.S.Bhoite

Subject: Appointment to the Staff Grievance Redressal Cell as Member

In pursuance of the directives of the All India Council for Technical Education (AICTE) and for the effective implementation and monitoring of policies for the welfare and development of the staff grievance redressal within the institution you are hereby appointed as a **Member** of staff grievance redressal Cell. Take necessary steps to meet objectives of the cell and prepare the required documentation. It is also directed to convene meetings, review activities at least quarterly, and record the minutes until the end of the academic year. Your order is valid until further notice.

Principal

॥ विद्यामर्त्यं च साधयेत् ॥



Phaltan Education Society's
COLLEGE OF ENGINEERING

Reference No- 422 / 2022- 22

Date 27/09/2022

Office Order

To,

Mr. S.S.Bajare

Subject: Appointment to the Staff Grievance Redressal Cell as Member

In pursuance of the directives of the All India Council for Technical Education (AICTE) and for the effective implementation and monitoring of policies for the welfare and development of the staff grievance redressal within the institution you are hereby appointed as a **Member** of staff grievance redressal Cell. Take necessary steps to meet objectives of the cell and prepare the required documentation. It is also directed to convene meetings, review activities at least quarterly, and record the minutes until the end of the academic year. Your order is valid until further notice.

Received

Bajare
27/9/22

(Signature)

Principal

॥ विद्यामर्थं च साधयेत् ॥



Phaltan Education Society's
COLLEGE OF ENGINEERING

Reference No- 142-1/2021-22

Date 23/07/2021

Office Order

To,

Mr. G.V.Thombare

Subject: Appointment to the Staff Grievance Redressal Cell as Member

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Received
23/7/2021


Principal

DALVI

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VITHALRAO

Digitally signed
by DALVI
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VITHALRAO
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