

# Shri Jairambhai Patel Institute of Business Management and Computer Applications (SJPI)



Formerly known as National Institute of Cooperative Management (NICM),  
Post-Graduate Centre of Gujarat Technological University-MBA, Approved by AICTE-New Delhi,  
Accredited as Cooperative Training Institute by C-PEC BIRD, Lucknow, NABARD



Since - 1995

## SUMMARY OF ANTI RAGGING, GRIEVANCE REDRESSAL AND SEXUAL HARASSMENT POLICY

Shri Jairambhai Patel Institute of Business Management Computer Applications (SJPI) formerly known as National Institute of Cooperative Management (NICM) framed the anti-ragging, grievance redressal and sexual harassment policy with the objective to maintain the zero-tolerance towards ragging, harassment or any kind of discrimination and ensuring a safe and nurturing environment, actively promoting a culture of respect, empathy and inclusivity with prompt and fair resolution. This policy incorporates the proper definitions of ragging, sexual harassment and grievance, formation of committees, proper guidelines of filing of a complaint, procedure to be followed by the committee and the role of these committees. This policy also embraces the right to appeal within the timeframe decided by the committee, matters excluded from the scope of grievance, awareness and prevention, disciplinary actions to be taken with the confidentiality and the review of the policy.

**The Institute maintains the detailed Policy document.**



  
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