

The Grievance Redressal Cell Women's Cell was constituted by the Director on 15 May 2009. The objective of the Cell is 'to maintain congenial working and learning environment for women employees, female students specifically and all stakeholders in general.

A chairperson, a convener and four members constitute the Women's Grievance Cell. The first meeting was held on November 5, 2009 to discuss the terms of reference for the Cell, modalities of operation and other related matters. In the meeting it was unanimously declared that the Cell should go beyond its brief of grievance redressal and play a more proactive role towards sensitization of the MIMA community towards gender issues in order to provide a congenial working and learning environment to its women employees and female students respectively. It was decided that this objective would be achieved through organization of seminars and workshops on issues related to women's legal rights, health and empowerment. A detailed policy on Prevention of Sexual Harassment-is uploaded in the website for ready reference.

The Institute has a Grievance Redressal Cell constituted with student members, Faculty members and Staff members and Ombudsman, for Student Grievance Redressal Cell.

For Faculty and Staff, the Grievance Redressal Cell is constituted by the Faculty , Staff and the Ombudsman. Dr Shimpi Shriram Shaligram has been appointed

Grievance Redressal in June 2019.

The GRC follows the principles of natural justice while considering the grievance. The complaint is sent to grievance@mima.edu.in .

(1) The Committee first receives the grievance, either by email or a written complaint. The Committee then tries to amicably handle the situation and resolve the issue.

(2) In case of any other complicated case, it is referred to the senior management team, that consists of Director, Dean, Vice-President, Head Students Relations (both Male and Female representatives) and the Ombudsman, Dr Shimpi Shriram Shaligram.