ANTI-RAGGING POLICY

The College has a coherent and an effective anti-ragging policy in place which is based on the 'UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009' [hereinafter referred to as the 'UGC Regulations'].The UGC Regulations have been framed in view of the directions issued by the Honorable Supreme Court of India to prevent and prohibit ragging in all Indian Educational Institutions and Colleges. The said UGC Regulations shall apply to the College and the students are requested kindly to abide by the same.

Ragging constitutes one or more of the following acts:

- Any conduct by any student or students whether verbal or written or by an act which has the effect of teasing, verbal, physical rudeness, impolite and / or indecent gesture towards any student;
- Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical, psychological or emotional trauma / harm or to raise fear, anxiety or apprehension of danger thereof in any other student;
- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, torment or embarrassment so as to adversely affect the physique, psyche or emotions of such a student;
- Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;
- Exploiting the services of a student for completing the academic tasks assigned to an individual or a group of students;
- Any act of financial extortion or forceful expenditure burden imposed on a student by fellow students;
- Any act of physical abuse including all variants of it: sexual abuse, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;

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- Any act or abuse by spoken words, emails, post, public insults, social media posts which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to any other student;
- Any act that affects the mental health and self-confidence of any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any other student.

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ANTI-RAGGING COMMITTEE

The Anti-Ragging Committee, chaired by the Principal with members of senior faculty appointed by the Principal every 2 years OR faculty members who are advisors to the Student's Council shall examine all complaints of anti-ragging and come out with recommendation based on the nature of the incident. The committee shall have as its members, the Principal / Vice Principal, Student Counsellors, Faculty Advisors and Head of the concerned Department.

A student found guilty by the committee will attract one or more of the following punishments, as imposed by the Anti-Ragging Committee:

- Suspension from attending classes and academic privileges.
- Withholding / withdrawing scholarship / fellowship and other benefits.
- Debarring from appearing in any test / examination or other evaluation process.
- Withholding results.
- Suspension / Expulsion from the hostel and mess (in case of a hosteller).
- Cancellation of admission.
- Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
- In cases where the persons committing or abetting the act of ragging are not identified, the College shall resort to collective punishment.
- An all-out effort is made by the sisters to counsel the student concerned and is accompanied by them to help her cope up with pain.
- If need be, in view of the intensity of the act of ragging committed, a First Information Report (FIR) shall be filed by the College with the local police authorities.

The Anti-Ragging Committee of the Institute shall take appropriate decision, including imposition of punishment, depending on the facts and circumstances of each incident of Ragging and nature and gravity of the incident of ragging

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UGC ANTI-RAGGING REGULATIONS

(Clauses 3, 7 and 9.1)

CLAUSE 3

What constitutes Ragging?

Ragging constitutes one or more of any of the following acts:

a) any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
b) b. indulging in rowdy or indiscipline activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
c) c. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
d) any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
e) Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
f) any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
g) any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
h) any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
i) any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

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CLAUSE 7

Action to be taken by the Head of the institution.

On receipt of the recommendation of the Anti-Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorized by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;

i. Abetment to ragging;
ii. Criminal conspiracy to rag;
iii. Unlawful assembly and rioting while ragging;
iv. Public nuisance created during ragging;
v. Violation of decency and morals through ragging;
vi. Injury to body, causing hurt or grievous hurt;
vii. Wrongful restraint;
viii. Wrongful confinement;
ix. Use of criminal force;
x. Assault as well as sexual offences or unnatural offences;
xi. Extortion;
xii. Criminal trespass;
xiii. Offences against property;
xiv. Criminal intimidation;
xv. Attempts to commit any or all of the above-mentioned offences against the victim(s);
xvi. Threat to commit any or all of the above-mentioned offences against the victim(s);
xvii. Physical or psychological humiliation;
xviii. All other offences following from the definition of "Ragging".

Provided that the Head of the institution shall forthwith report the occurrence of the incident of ragging to the District Level Anti-Ragging Committee and the Nodal officer of the affiliating University, if the institution is an affiliated institution. Provided further that the institution shall also continue with its own enquiry initiated under clause 9 of these Regulations and other measures without waiting for action on the part of the police/local authorities and such remedial action shall be initiated and completed immediately and in no case later than a period of seven days of the reported occurrence of the incident of ragging.

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CLAUSE 9.1

The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed herein under:

a) The Anti-Ragging Committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.

b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments, namely;

i. Suspension from attending classes and academic privileges.
ii. Withholding/ withdrawing scholarship/ fellowship and other benefits.
iii. Debarring from appearing in any test/ examination or other evaluation process.
iv. Withholding results.
v. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
vi. Suspension/ expulsion from the hostel.
vii. Cancellation of admission. viii. Rustication from the institution for period ranging from one to four semesters.
ix. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period. Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

c) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,

i. in case of an order of an institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University;

ii. in case of an order of a University, to its Chancellor.

iii. in case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the institution, as the case may be.

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GRIEVANCES REDRESSAL CELL POLICY

Objective

1. Encourage co-ordial relationship between student- students, student- teacher

2. Give justice to complaints made by students and find suitable solutions

3. Focus on comfortable academic environment, responsive and responsible attitude among students.

4. Ensures to solve the problems authentically and confidentially.

5. Encourage the students to express their genuine problems and complaints in a truthful and independent manner.

Definition

1. Govt. order (c) 344/2023 HEDN dated 09.06.2023 vice chancellor, Mahatma Gandhi University act 1985-chapter 3 section 10 for established of student grievance redressal cell in all affiliated govt., aided. Colleges and university departments including professional colleges under the higher education dept. of the state in exercise power under (1) respected

2. Grievance means and includes, complaint (s) made by an aggrieved student in respect of the matters covered in clause 3(h) of the university grants commission Grievance Redressal Regulations,2019.

3. College Level Student Grievance Redressal Committee (CLSGRC) means a committee constituted as per this policy at the college level.

4. Department Level Student Grievance Redressal Committee (DLSGRC) means a committee constituted as per this policy in each department of the college.

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Mechanism

1. College Principal University Head of the department (chairperson)

2. Principal, two teachers recommended by Head of dept. (one female).

3. College union chairperson Student union of the University of Studies.

4. Two representatives from the students to be elected by them.

5. One from the differently abled category recommended by the Head of the department.

6. A student from SC/ST category recommended by Head of the department.

7. PTA representative 8. A teacher recommended by the syndicate as university representative.

8. A teacher recommended by the syndicate as university representative

9. The chairperson should call the meeting at convenient Stages. The chairperson shall call the meeting even if requested in writing by 6 members. The quorum of the meeting shall be 5 out of which 2 shall be students.

10. The chairperson shall be legally responsible for implementing the decisions taken by the committee on majority basis.

11. The committee shall elect a convener and be responsible for maintaining and communicating the records of the committee

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Jurisdiction of the Cell

1. Admission based on merit of the college/university.
2. Non-Complaints with standards.
3. Unreasonable withholding or denial of certificates or documents Additional fees for services provided by the college contrary to declared policies
4. Deficiencies in infrastructure
5. All types of examination-related grievances-caste, gender, religion, social, disability.
6. Complaints about discrimination and harassment.
7. If there is no justice from the existing systems in the institution, mental and physical abuse by teachers and fellow students writing and other forms of victimization, this cell should be given to the students.
8. Not available as per university rules classes, tutorials etc.
9. Hostel facility complaints and about vehicle facilities etc.
10. Denial of rights in the students' rights chain.

Rules

1. The committee will deal with all genuine grievances of leaners of the college.

2. All complaints should file their grievances either by writing

3. The committee will meet at least one in a month to solve the grievances.

4. The student shall bring up his grievances in the prescribed format immediately to the grievance cell without fail. The number of grievances settled or pending will be reported to the principal in every month.

5. A box, marked as Grievance Box is placed on the ground floor. Any student may put in their case concerned with name, date and class in the grievance box. Confidentiality and privacy are maintained

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WOMEN GRIEVANCE REDRESSAL CELL POLICY

AIMS AND OBJECTIVES OF THE **GHRCEM COLLEGE**

WOMEN GRIEVANCE REDRESSAL CELL

The Objectives of the Cell shall be

1. To prevent sexual harassment and to promote the general well-being of students, teaching and non-teaching staff of the college.

2. To provide appropriate working conditions in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work place and that no women employee has reasonable grounds to believe that she is disadvantaged in connection with her employment.

3. To provide guidelines for redressal of grievances related to sexual harassment of students, teaching and non-teaching staff of the college

Applicability:

The Sexual Harassment Policy is effective from 7 July 2010. All employees (Faculty, Staff) and students are bound by this policy.

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Procedure:

- Verbal description (if required) followed by written complaint (with sufficient detail) to be submitted to anyone member of the Committee in confidence;
- Committee members to hear the complainant with a quorum of at-least 3 members;
- Sensitivities of working relationship(s) to be respected and enquiry carried out confidentially;
- Maximum 30 days for investigation (interviewing of complainant, witnesses and accused could be involved). When any case of sexual harassment is reported to the Committee will investigate the case(s) and recommend necessary actions to the Principal.

GHRCEMN College has a ZERO TOLERANCE sexual harassment policy. Anyone found guilty by the Committee (post investigation or any complaint) will constitute as a zero tolerance event in which case appropriate actions will be taken by **GHRCEMN** college authorities based on the recommendation of the Committee. To facilitate registration of grievances related to women and sexual harassment the college has WOMEN GRIEVANCE REDRESSAL CELL Portal.

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