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POLICY DOCUMENT FOR REDRESAL OF STUDENT GRIEVANCES REGARDING AND SEXUAL HARASSMENT

The College has implemented stringent anti – ragging and – sexual harassment policies and sees to it that these policies are strictly followed. The anti– ragging and – sexual harassment policies are clearly mentioned and stated on page numbers 7 & 8 under section 5, sub – sections 5.1, 5.2, 5.3, 5.4, 5.4.1, 5.4.2 and section 6, respectively of the “ Handbook of code conduct for Student, Teachers , principal & Non – Teaching Staff” policy of the College for student grievances regarding sexual harassment and ragging is also clearly mentioned and stated on page number 8 under section 7 of the “ Handbook of code conduct for Student, Teachers , principal & Non – Teaching Staff” . A transcript of the above policies mentioned and stated in the “ Handbook of code conduct for Student, Teachers , principal & Non – Teaching Staff” is appended below which states that:

5. ANTI – RAGGING

The College has a coherent and an effective anti- ragging policy which is based on the UGC Regulation on curbing the menace of ragging in higher Educational Institutions 2009 [hereinafter referred to as the ‘UGC Regulation] The UGC Regulations have been framed in view of the directions issued by the hon ble Supreme Court of India to prevent and prohibit ragging in the all India Educational Institutions and Colleges. the said UGC Regulations shall apply mutatis to the college and the student.

5.1 Ragging constitutes one or more of the following acts:

- Any conduct by any student or student whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any student;
- Indulging in rowdy or undisciplined 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 there of 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, or torment or embarrassment so as to adversely affect the of causing or psyche of such a student;
- d. And act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;
 - e. Exploiting the services of a student for completing the academic tasks assigned to an individual or a group of student
 - f. Any act of financial extortion or forceful expenditure burden put on a student by other student;
 - g. 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;
 - h. Any act pleasure, vicarious or sadistic thrill form actively or passively participating in the discomfiture to any other student;
 - i. Any act 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 student over any other student.

5.2 Anti – Ragging committee

The Anti- Ragging Committee, as constituted by the principal and headed by Student Affaire advisors shall examine all complaints of anti – ragging and come out with recommendation based on the nature of the incident.

5.3 Anti- Ragging Squad

To render assistance to students, an Anti- Ragging Squad which is a smaller body, has also been constituted consisting of of various members of the campus community. The said Squad shall keep a vigil On ragging incidents taking place in the community and undertake patrolling functional. Student may note that the squad is active and alert at all time and empowered to inspect places of potential ragging and also make surprise raids in hostels and other hotspots in the college the squad can also investigate incidents of ragging and make recommendations to the Anti- Ragging Committee and shall work under the guidance of the Anti – Ragging Committee

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

- a. Suspension from attending classes and academic privileges.
- b. Withholding / withdrawing scholarship/ fellowship and benefits.
- c. Debarring from appearing in any test/ examination or other evaluation process.
- d. Withholding results.

- e. Debarring from undertaking any collaborative work or attending national or international conferences / symposia/ meeting to present his / her research work.
- f. Suspension / expulsion from the hostels mess.
- g. Cancellation of admission.
- h. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

5.4.1 In cases where the persons committing or abetting the act of ragging are not identified, the college shall resort to collective punishment.

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 college 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.

5.4.2 An Appeal against the any of the orders of punishment enumerated hereinabove shall lie to: In case of on order of an institution

Affiliated to or constituent part of the college to the principal of the college

6. SEXUAL HARASSMENT

The college's policy on prevention and prohibition of sexual harassment at workplace 2016 shall apply mutatis mutandis to the student of the college which can be accessed and reviewed by the students collegeberla2008@gmail.com student should note that sexual misconduct or harassment encompasses a range of conduct including but not limited to sexual , unwanted touching or persistent unwelcome comments e-mails or pictures of on insulting or degrading sexual nature which may constitute harassment, which shall depend of the circumstances of each case.

7. STUDENT GRIEVANCE PROCEDURE

Any student of the college aggrieved by any acts of sexual harassment, misconduct or ragging as defined and summarized hereinabove can approach the student grievance redress cell at the college further any student who is aware of any violation must report the same to the cell shall consist of members as appointed by the principal. Said grievance must be in writing and should be made within 60 day from the day of the alleged violation the cell shall take cognizance of the grievance and inform the committee formed to enforce this code or the internal complaints committee, in cases of any sexual harassment complaints.

A complaint box has been installed in the college premises and formal bodies like women harassment Redressal committee. Student's Grievance Cell and Anti-ragging & disciplinary committee are in place to ensure grievance redressal of girl student and female staff.

Members of Women harassment Redressal Committee:

Members of Student's Grievance Cell:

Member of Anti-Ragging & Disciplinary committee:



PRINCIPAL
Principal
Govt. Naveen College

govt. Naveen college Berla Dis. Bemetara

