



MUGBERIA GANGADHAR MAHAVIDYALAYA

P.O.—BHUPATINAGAR, Dist.—PURBA MEDINIPUR, PIN.—721425, WEST BENGAL, INDIA

NAAC Re-Accredited B+Level Govt. aided College

CPE (Under UGC XII Plan) & NCTE Approved Institutions

DBT Star College Scheme Award Recipient

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5.1.4 : The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.

- 1. Implementation of guidelines of statutory/regulatory bodies*
- 2. Organization wide awareness and undertakings on policies with zero tolerance*
- 3. Mechanisms for submission of online/offline students' grievances*
- 4. Timely redressal of the grievances through appropriate committees*

Response 1.

Anti-Ragging Policies

1. Implementation of guidelines of statutory/regulatory bodies

Key Concept: Ragging in educational institutions.

- 1. Definition of Ragging:** Clearly define what constitutes ragging, including any form of physical, verbal, or psychological abuse or harm to new students.
- 2. Prohibition:** Explicitly stating that ragging in any form is strictly prohibited within the institution and its premises.
- 3. Consequences:** Outlining the consequences for those found guilty of ragging, which may include suspension, expulsion, legal action, etc.
- 4. Awareness and Reporting:** Providing information on how students can report instances of ragging and ensuring that the reporting process is confidential and safe for the victim.

UGC Circulars and its implementation by the college

As defined by the UGC, ragging constitutes one or more of any of the following acts.

1. 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.
2. Indulging in Rowdy or in discipline activities by any student or students which causes or is likely to cause anyone's hardship physical or psychological harm or two raise fear or apprehension they are of in any pressure or any other student.
3. Asking any student to do any act which the student will not in the ordinary course do and which has the effect of causing or generating a sense of same or torment or embarrassment so as to adversely affect the physique or psyche of such freshers or any other student.
4. Exploring the services of a fresher or any other student for completing the academic task assignment individual or a group of students.
5. Any act of financial extraction or forceful expenditure burden put on a fresher or any other students by students.
6. Any act of physical abuse including all variants of it; sexual abuse, homosexual assault, stripping, forcing obscene and leud act and gestures causing bodily Harm or any other danger to health or person.
7. Any act or abuse by spoken words, email post, public insults which would also include deriving perverted pleasure vicarious or sadistic thrill from actively or passively participating in the discomfort to fresher or any other student.
8. Any act that affects the mental health and self-confidence of a profession or any other student with or without an intent to derive a pleasure or showing of power authority of superiority by a student over any fresher or any other student.

Anti-ragging policy in a nutshell

Ragging has ruined countless innocent lives and careers. To eradicate it, the Hon'ble Supreme Court of India, in Civil Appeal No. 887 of 2009, passed the judgement wherein guidelines were issued for setting up of a Central Crisis Hotline and Anti-Ragging Database. In accordance with UGC guidelines, the college has institutionalized a robust anti-ragging committee. The college adopts a policy of zero tolerance to the issues of ragging and whenever any case is registered, the college immediately intervenes and takes prompt action.

Mechanisms of Redressal

In case a student falls victim to an unfortunate incident of ragging he/she is requested to promptly get in touch with the Convenor of the Anti-Ragging Committee. The student is to submit a written complaint to the Convenor laying down the details of his/her experience and identifying the perpetrators (if possible) so that appropriate action may be taken.

On receipt of the letter, the Convenor is to approach the Head of the Institution. The principal in consultation with the Anti-Ragging Committee is to convene a Fact-Finding Committee in accordance with the UGC guidelines.

The Fact-Finding Committee would be given the responsibility to investigate the matter thoroughly by talking to the victim, alleged accused and visit the site of the incident if necessary.

The Fact-Finding Committee is to submit a detailed report of its findings within the stipulated time and recommend actions to be taken on the matter to the Head of the Institution. The Head of the Institution, in consultation with the Anti-Ragging Committee, would then decide upon a necessary course of action and lay it down in the Action Taken Report.

Grievance Redressal Cell

The college is extremely cautious about the grievances of the students & staff. Considering the importance of students' interests the Grievance Redressal is exclusively done by the Principal and Governing Body. The principal addresses all the grievances which are submitted by the victim in the written form. On a regular basis the principal, through the meeting of the grievance redressal cell resolves various grievances of the students & staff and addresses the same. To assist the Principal, Grievance Redressal Cell members are always present to discuss matters in the meeting whenever such a situation arises.

The function of the committee is to investigate the Complaints launched by any student and judge its merit. Anyone with genuine grievances and their suggestions for improving the Academics and administration in the institute may approach the committee members in person. The grievance redressal committee is also empowered to investigate matters of harassment. In case the person is unwilling to appear physically, he or she may send a grievance in writing. Grievances may also be sent through email to grievance redressal committee or principal. It is necessary for everyone to be accountable and a positive attitude among all the stakeholders is

required to maintain a harmonious educational atmosphere in the institute. To uphold the dignity of the college the committee ensures a free atmosphere in the campus through promoting student relationship and student teacher relationship etc. Encouraging the students to express that they are problems freely and frankly without any fear of being victimized. Advising students at the institute to respect the rights and dignity of one another and show

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and dignity of one another and show utmost respect and patience whenever any occasion or Reef arises. Advising all the students to refrain from indulging unlawful acts to any student and maintain friendliness with other students and teachers and administration. Advising all students to be affectionate to each other and not behave in a vindictive manner towards any of them for any reason.

Whenever there was an issue raised by any student to grievance redressal committee, the grievance redressal committee for students will act promptly so that the students may feel free to contact the cell in future. Students may come up and register complaints in the principal's office located at the administrative block or drop it in boxes placed in different places of the college campus. Victim can also send it in writing or send email to the committee members who will act cases which have been forwarded along with the necessary document. The committee will take up only those matters which have not been solved by the other department given related to fees etc. Such complaints will be taken up by the principal only. It is strongly encouraged to see informal resolution of a grievance by bring it to the attention of the relevant individual or office and attempt at informal resolution will begin no more than 5 working days after the service or decision is rendered if the students. If there is un-satisfaction with the response, the student may send a formal letter to the principal for review of the decisions.



Swapan 03.07.2018

Dr. Swapan Kumar Misra
Principal

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