



Implementation of Policy on Anti-ragging and Sexual Harassment

Introduction

Ragging is an act that violates or is perceived to violate the dignity of individual students. It involves the abuse, humiliation, or harassment of new entrants or junior students by senior students. Ragging can take a malignant form, subjecting newcomers to psychological or physical torture. Recognizing the gravity of this issue and its detrimental impact on students, the University Grants Commission (UGC) has introduced the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009." These regulations are mandatory for all higher educational institutions to follow.

Ragging: An Abuse:

Ragging constitutes any act that violates the dignity of an individual student. This includes:

- Physical abuse, such as forcing students to perform tasks or undergo physical strain.
- Verbal abuse, including name-calling, insults, and derogatory remarks.
- Psychological harassment, including intimidation, threats, and mental torture.
- Any act that demeans or humiliates a student, causing emotional distress or harm.

Objectives:

The objectives of this policy are to:

- Prevent the occurrence of ragging on campus.
- Create a safe and conducive learning environment for all students.
- Ensure that any instances of ragging are dealt with promptly and effectively.



- Promote awareness among students about the harmful effects of ragging.

UGC Regulations:

The Institution has taken all the measures to stop ragging on the campus as per the UGC Guidelines of 2009.

1) Formation of an Anti-Ragging Committee at the institutional level.

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Co-coordinator	Dr. Bharatkuamar M. Bhambhaniya Associate Professor in Gujarati	Bharatbambhaniya3112@gmail.com Cell No. 9426530104
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Roles and Responsibilities

Monitoring and Evaluation

To ensure the continuous improvement of the anti-ragging policy, the following monitoring and evaluation measures will be implemented:

Regular Reviews:

The review of the anti-ragging policy and its implementation by the Anti-Ragging Committee is held regularly. Collection and analysis of feedback from students, faculty, and staff.



The successful implementation of the anti-ragging policy requires the active participation and cooperation of the entire college community. The roles and responsibilities of various stakeholders are outlined below:

- **Institutional Authorities:**

Ensure the implementation of the UGC regulations and the anti-ragging policy. Provide necessary resources and support for the Anti-Ragging Committee.

- **Anti-Ragging Committee:**

Develop, implement, and monitor the anti-ragging policy. Conduct awareness programs and training sessions. Handle complaints and conduct investigations. Recommend and enforce disciplinary actions.

- **Faculty and Staff:**

Promote a ragging-free environment and act as role models. Monitor student behaviour and report any incidents of ragging. Participate in awareness and training programs.

- **Students:**

Adhere to the anti-ragging policy and refrain from any form of ragging. Report incidents of ragging to the appropriate authorities. Participate in awareness programs and promote a positive campus culture.

Implementation of Preventive Measures to Deter Ragging

It is truly said: "Prevention is better than cure." To effectively deter ragging, the following comprehensive preventive measures have been implemented:

- **Awareness Campaigns**
- **Regular Discussions and Formal Talks:**

The institution organizes regular discussions and formal talks on the negative impacts of ragging. These sessions are conducted by faculty members, counsellors, and guest speakers who emphasize the psychological, emotional, and legal consequences of ragging.

- **Posters and Notices:**



Posters highlighting the anti-ragging stance of the institution are displayed prominently throughout the campus. These posters include information about the consequences of ragging, helpline numbers, and contact details of the Anti-Ragging Committee members.

Surveillance and Monitoring

CCTV Cameras:

The institute has installed CCTV cameras in strategic locations on campus to monitor and observe any activities related to ragging. These cameras are placed in areas such as entrances, hallways, common rooms, and other prone zones to ensure comprehensive coverage.

Regular Patrols:

Faculty members, administrative staff, and security personnel, including watchmen, conduct regular patrols in areas prone to ragging. These patrols help deter potential ragging incidents and ensure a visible security presence on campus.

Complaint Boxes:

Anonymous complaint boxes have been placed at various locations within the college premises. Students can report incidents of ragging without revealing their identity, ensuring their safety and encouraging more victims or witnesses to come forward.

Counselling Sessions

The institution provides access to professional counsellors who offer emotional and psychological support to victims of ragging. These counsellors are trained to handle such sensitive issues and help victims recover from their trauma.

Classroom Awareness:

During regular classroom sessions, teachers incorporate discussions on the importance of a ragging-free environment. They educate students on recognizing and preventing ragging, emphasizing the importance of mutual respect and empathy.

By implementing these measures, the institution aims to create a safe, respectful, and supportive environment where all students can thrive without the fear of ragging.




Disciplinary Action

Any student found guilty of ragging will face strict disciplinary action, which may include:

- Suspension from the institution.
- Expulsion from the institution.
- Cancellation of admission.
- Imposition of fines.
- Legal action under the relevant provisions of the law.




Principal
Govt. Arts College
Bhesan, Dist. Junagadh.

1. Girls' Common Room

The Girls Common Room at our college is a dedicated space designed to cater to the needs of female students, providing a comfortable and supportive environment for their academic and personal endeavors. This facility serves as a hub where female students can unwind, socialize, and study in privacy. It is equipped with amenities such as comfortable seating, Wi-Fi connectivity and charging stations, ensuring that students can stay connected and productive throughout their time spent there. Additionally, the Girls Common Room fosters a sense of community among female students, offering a space where they can discuss ideas, share experiences, and support one another in their educational journey.



2. Complaint Box Female Students

At our college, we have established a complaint box dedicated to female students, overseen jointly by the Committee for Women's Development and Anti-Ragging Committee. This initiative aims to provide a confidential platform where female students can report instances of mental or physical harassment. Strategically located near the girls' common room, the complaint box ensures privacy, allowing students to express their concerns without fear. The WEC and Anti-Ragging Committee promptly investigate each complaint, ensuring swift and appropriate actions are taken to address and resolve issues. This initiative underscores our commitment to maintaining a safe and supportive campus environment, where every student feels empowered to speak up and contribute to a culture free from harassment and discrimination.





उच्च-शिक्षण विभाग

आचार्य मनिष र. जोशी
सचिव

Prof. Manish R. Joshi
Secretary



सत्यमेव जयते



विश्वविद्यालय अनुदान आयोग
University Grants Commission
(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

D.O.No.F. 1-15/2009 (ARC) Pt.III

14th May, 2024/24 वैशाख, 1946

आदरणीय महोदया/महोदय,

I am writing to bring to your attention an important matter regarding the regulations on curbing the menace of ragging in higher educational institutions.

In accordance with the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the University Grants Commission (UGC) has exercised its powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956, and subsequently notified the "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". These regulations can be accessed on the UGC website www.ugc.gov.in & www.antiragging.in.

It is of utmost importance to reiterate that ragging is a criminal offense and the UGC has taken this matter seriously by implementing regulations to prohibit, prevent, and eliminate this scourge in higher educational institutions. Therefore, it is mandatory for all institutions to fully comply with these regulations, including the establishment of a monitoring mechanism.

In light of the above, you are requested to ensure strict compliance with the Anti Ragging Regulations – 2009. Additionally, it is mandatory for the institutions to fill the compliance report by accessing the following link: https://antiragging.in/compliance_disclaimer.php, before 30.06.2024. To assist you in this process, a list of compliance questionnaires has been attached as Annexure – I for your convenience. Please fill out the questionnaire on the given link. If you require any assistance or have any queries regarding the compliance form, please feel free to contact our Toll-Free Number: 1800-180-5522.

Furthermore, I would appreciate, if you could kindly forward this advisory to all the colleges within your jurisdiction, emphasizing the importance of strict compliance with the directions within the given date as mentioned above.

Your cooperation and adherence to these regulations is greatly appreciated in ensuring a safe and inclusive educational environment.

सादर,

भवदीय,

(मनिष जोशी)

सभी विश्वविद्यालयों के कुलपति और कुलसचिव

NATIONAL RAGGING PREVENTION PROGRAMME (HEIs COMPLIANCES)

UNIVERSITY GRANTS COMMISSION (UGC)

*This Compliance form is only for **authorised staff of a University/College**
Higher Education Institutions (HEIs) i.e. Universities/Colleges*

*(Fields marked with * are Mandatory)*

State*:		Name of the Higher Education Institute*:	
Name of the Affiliated University*:		Name of the Council*:	
Head of the HEI Contact Details			
Full Name*:		Designation*:	
Email ID*:		Mobile No.*:	

For University/ College Website Home Page

Download

National Anti-Ragging Helpline
24x7 Toll Free
1800-180-5522
helpline@antiragging.in | www.antiragging.in

UGC Monitoring Agency
Centre for Youth (C4Y)
antiragging@c4yindia.org | www.c4yindia.org

Contact Details of the Nodal Officers of Anti-Ragging Committee and Squad
Anti-Ragging Committee (ARC) | Anti-Ragging Squad (ARS)

RAGGING IS A CRIMINAL OFFENCE AND THE CULPRITS WILL ATTRACT
PUNITIVE ACTION AS MENTIONED IN THE UGC REGULATIONS
(www.antiragging.in/assets/pdf/annexure/Annexure-I.pdf)

www.ugc.ac.in

Provide contact details of HEI Anti-Ragging Committee (ARC) | HEI Anti-Ragging Squad (ARS) | HEI Wardens | District Officials | Police Authorities

S No.	Name*	Designation*	Mobile*	Email*
1				
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				Add Row

HEIs ANNUAL COMPLIANCE BASED ON UGC REGULATIONS TO CURB THE MENACE OF RAGGING

S No	Compliances	Clause in the Regulation	Status by HEIs (Yes/ No/NA)
1.	Has the Institute, for the purpose of admission, declared in audio/visual, print, electronic, or any other media that ragging is totally prohibited in the institution, and if anyone is found guilty, the offender is liable to be punished?*	6.1a	
2.	Are UGC regulations against ragging prominently printed in your brochure of admission/instruction booklet or the prospectus in print or electronic form?*	6.1b	
3.	Are the telephone numbers of the anti-ragging helpline and important functionaries of the Institute responsible for curbing ragging, printed in your brochure of admission/instruction booklet or the prospectus in print or electronic form or website?*	6.1b	
4.	Does your Institute verify that all the students fill the online undertaking on www.antiragging.in , wherein it is clearly mentioned that he/she understands the provisions of the regulations and the prescribed punishments?*	6.1d & UGC Amendments	
5.	Does your Institute verify that all the parent/guardian fill the online undertaking on www.antiragging.in , wherein it is clearly mentioned that he/she understands the provisions of the regulations and the prescribed punishments?*	6.1e & UGC Amendments	
6.	Does your Institute take note of the character/discipline of the applicant as mentioned in the Migration Certificate, School Leaving Certificate, Character Certificate issued by the school or institution last attended by the applicant?*	6.1f	
7.	In case the applicant desires to stay in the hostel or a private hostel, does the institution take an additional affidavit signed by the applicant and counter-signed by the parent/guardian?*	6.1g	
8.	Before the commencement of the academic session, did the Head of the Institute convene a meeting of the faculty members, hostel wardens, representatives of students, parents/guardians, district administration, and the police to discuss measures to be taken to prevent ragging and steps to be taken to identify the guilty and punish them?*	6.1h	
9.	Has your Institute tightened security on the premises, increased policing by the Anti-Ragging Squad, and identified, illuminated, and kept a close watch on locations especially vulnerable places for ragging incidents?*	6.1k 6.1l	
10.	Has your Institute displayed posters, posted on notice boards, distributed leaflets, and launched a publicity campaign against ragging before the start of the academic year?*	6.1m	
11.	Has your Institute engaged or hired a professional counsellor for counselling both the freshers and the seniors?*	6.1o	
12.	Has your Institute shared details of private commercial hostels or lodges being used by the students with the local police to ensure vigilance in such locations to prevent ragging incidents?*	6.1p	
13.	Does your Institute provide a printed leaflet to new students giving out the addresses and telephone numbers of the anti-ragging helpline, head of institutes, wardens, anti-ragging committee, anti-ragging squad, district officials, and police authorities?*	6.2a	
14.	Does this leaflet explain to the freshers the arrangements made for their orientation and inform them about their rights against ragging by seniors, the method of reporting any attempt of ragging, and does it contain a calendar of events and activities planned for the familiarisation of freshers?*	6.2a, 6.2b, 6.2c & 6.2d	
15.	Has your Institute initiated steps to conduct a joint counselling of freshers and seniors within the first two weeks of the beginning of the session?*	6.2e	

S No	Compliances	Clause in the Regulation	Status by HEIs (Yes/ No/NA)
16.	Has a joint orientation programme conducted at the beginning of the session for both fresher and seniors, and was it chaired by the Head of the Institute and the Anti-Ragging committee members?*	6.2e	
17.	Were any large-scale activities, such as sports and cultural events, planned for both freshers and seniors in the presence of faculty members?*	6.2e	
18.	Were all hostel students addressed by the warden at the beginning of the session?*	6.2e	
19.	Does your Institute follow the concept of junior faculty members becoming resident tutors for a short duration at the beginning of the session to support the warden?*	6.2e	
20.	Has your Institute set up an appropriate committee to include the course in charge, student advisor, warden, and senior students to monitor and regulate healthy interaction between freshers, junior students, and senior students?*	6.2f	
21.	Does your institute divide each batch of freshers into small groups and nominate a faculty member for daily interaction individually with each member to ascertain the problems or difficulties and extend necessary help to the fresher in overcoming the same?*	6.2h	
22.	Does the nominated faculty of your institution coordinate with the wardens, and to conduct surprise visits to the hostel rooms of the freshers. Also, does such nominated faculty members maintain a diary of his/her interaction with the freshers under his/ her incharge?*	6.2i	
23.	Are the freshers lodged in a separate hostel block, and is the access of the seniors to this block being monitored by wardens, security guards and the staff of the institution?*	6.2j	
24.	Does your Institute ensure round-the-clock vigil at the hostel to prevent ragging after the classes are over?*	6.2k	
25.	Does your Institute ensure that each student informs his/her place of residence while pursuing the course, and is a faculty member assigned at appropriate sectors of the campus to ensure no ragging happens outside or en route to campus?*	6.2o & 6.2p	
26.	Does the Head of the Institute, at the end of each academic year, send a letter to the parent/guardian of the student completing the first year, informing them of the UGC Regulations and laws prohibiting ragging and the punishments thereof?*	6.2q	
27.	Has your institute constituted an Anti-Ragging Committee and an Anti-Ragging Squad as per regulations?*	6.3a	If Yes, please provide their Full Name, Designation, Mobile No and Email IDs
28.	Does the Anti-Ragging Squad make surprise raids on hostels and places vulnerable to ragging?*	6.3c, 6.3d & 6.3e	
29.	Does your Institute constitute a Mentoring Cell at the end of the academic year consisting of student volunteering to be mentors for freshers with one mentor for six freshers and one mentor of a higher level for six mentors of a lower level?*	6.3f	
30.	Does your University have a Monitoring Cell to monitor and review reports of the Anti-Ragging Committee, Anti-Ragging Squad, and Mentoring Cells of affiliated colleges and Institutes?*	6.3g	
31.	Does your hostel have a full-time warden?*	6.4a	
32.	Is the Warden accessible at all hours and has he/ she been provided with a mobile phone by the institute?*	6.4b	
33.	Has your Institute undertaken measures for extensive publicity against ragging by means of audio-visual aids, counseling sessions, workshops, painting and design competitions, and such others?*	6.4e	
34.	Other than the classroom, seminar halls, and the library, has your Institute imposed any restrictions on the use of mobile phones by the students?*	6.4f	
35.	Has your Institute sensitised all employees, including contractual employees, security guards, and canteen staff, toward the ills of ragging and prompt reporting of ragging?*	6.4g	

S No	Compliances	Clause in the Regulation	Status by HEIs (Yes/ No/NA)
36.	Does your Institute have an appreciation policy for the employees who report incidents of ragging?*	6.4i	
37.	Does the Institute conduct training programmes for teachers on anti-ragging, appreciation of the relevance of Human Rights, sensitisation against corporal punishments, and checking of bullying among students?*	6.4k	
38.	Do you conduct any discreet random surveys amongst the freshers every fortnight during the first three months of the academic session to verify incidents of ragging?*	6.4l	
39.	Does the head of the Institute, during the first three months of the academic session, submit a weekly report on compliance with Anti-Ragging Measures and a monthly report thereafter to the Vice-Chancellor of the University?*	6.4o	
40.	What steps has your Institute taken to disseminate telephone numbers of the anti-ragging helpline, all important functionaries of the institute, anti-ragging committee, anti-ragging squad, wardens, etc.?*		
41.	Did you celebrate Anti-Ragging Day and Anti-Ragging Week in your institute?*		If Yes, please provide details in the link here: www.anti-ragging.in/surveyaction-taken-on-violation-of-anti-ragging-act.php



आचार्य मनिष र. जोशी
सचिव

Prof. Manish R. Joshi
Secretary



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विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

D. O. No. F. 1-15/2009 (ARC) Pt.III

18th April, 2024/29 चैत्र 1946

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, to exercise the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956, the University Grants Commission (UGC) has notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website www.ugc.gov.in & www.antiragging.in.

It is once again brought to your kind notice that ragging is a criminal offence and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These regulations are mandatory, and all institutions are required to take necessary steps for its implementation in toto including the monitoring mechanism. Any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, Institutions will attract punitive actions as per UGC Regulations for Curbing the Menace of Ragging – 2009.

You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums: constitution of Anti-Ragging committee and Anti-Ragging squad; setting up of Anti-Ragging Cell, installing CCTV cameras at vital points, Anti-Ragging workshops and seminar, updating all websites with nodal officers' complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers and mention of Anti-Ragging warning in the institution's E-prospectus and E-information booklets/brochures must be ensured. Surprise inspection of hostels, students' accommodations, canteens, rest cum recreational rooms, toilets, bus-stands must be carried out & Anti-Ragging posters must be displayed at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. These posters are available on UGC website www.ugc.ac.in. The size of the posters should be at least 8x6 feet. Any other measure which would augur well in preventing/quelling ragging and any uncalled-for behavior/incident must be undertaken.

Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail the Anti-Ragging Helpline at helpline@antiragging.in. For any other information regarding ragging, you may please visit the UGC website i.e. www.ugc.gov.in & www.antiragging.in and contact UGC monitoring agency i.e. Centre for Youth (C4Y) on Mobile No. 09818044577 (only in case of emergency). In compliance to the directions of the Anti-Ragging Monitoring Committee constituted by Hon'ble Supreme Court of India, HEIs have to implement the following in their institutions:

1. Head of the Universities/Institutions must provide the details of ARC & ARS on the website.
2. Plan for Orientation Programme on Anti Ragging in your Universities/Institutions. The Programme should focus on key aspects of Anti Ragging Regulations and regular feedback of the students after each and every workshop/training/programme should be taken in English, Hindi and Local Language. UGC has made an IEC Kit with suitable content on ragging which is available on UGC website i.e. www.antiragging.in. This kit can be referred for the same.
3. The cultural dadagiri may be controlled by Head of the Universities/Institutions taking police authorities into confidence. In this regard, UGC is also issuing a separate advisory to all District Magistrate/SSP/SP of all districts.

Contd...

(Signature)

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-2-

4. The concept of mentor-mentee as given out in the UGC Regulation for Curbing the Menace of Ragging in HEIs - 2009 be followed by students in all institutions to make a comfortable bond amongst Juniors and Seniors.
5. The Anti Ragging Cell and Anti Ragging Squads of institutions should be empowered by provisioning of legal counsel so that airtight cases against the ragging culprits can be made.
6. Henceforth for extreme ragging and suicide cases, Principal of the college and Registrar of the University will be called and will be answerable to the National Anti-Ragging Monitoring Committee for the reasons of non-compliance of UGC Regulations for ragging.
7. All the Councils/Regulatory Bodies must constitute a committee as and when a serious/suicide/death case is reported related to their Council/Regulatory Body to relook into the issue even when case is under police investigation. The Regulatory Bodies/Councils are also advised to appoint a legal person for the matter.
8. The examination (NEET/IIT JEE) causes high stress over students. There is no stress management mechanism available to cope with this. A team of good counsellors with expertise in yoga, meditation and psychology who can read stressful minds to tackle with such problematic cases need to be available. Therefore, a full time counsellor, Yoga/Meditation teacher/instructor may be appointed.
9. The Committee has also instructed the Anti Ragging Monitoring Agency to be more vigilant and carry out surprise checks all across the Nation to ensure that the UGC Regulations to curb the menace of ragging are being strictly adhered to by the HEI's, Teaching Staff and the students. Punitive action as mentioned in these regulations will be taken against the defaulters.

UGC also drives an Anti-Ragging Media Campaign through different modes and has undertaken the following activities to promote the campaign which are available on UGC website www.ugc.gov.in

1. UGC developed 05 TV Commercials of 30 seconds each with different perspective for Parents, Victim and Offenders.
2. UGC designed and distributed 04 types of posters amongst Universities / Regulatory Authorities / Councils / IITs / NITs / other educational institutions for their prominent display.
3. UGC consecutively organized 02 Anti-Ragging Competitions for students/faculty/general public for the wider awareness of the menace of ragging.

In compliance of the 2nd Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at www.antiragging.in

You are also requested to implement the revised procedure for students to file an online Anti- Ragging affidavit. The student will receive an e-mail with his/her registration number. The student will forward that e-mail to the Nodal officer in his/her university/college e-mail

Universities/Colleges have to display the email address and contact number of the Nodal Officer of Anti-Ragging Committee of their university/college on their website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities, etc.

All HEI's are further advised to fill in the complete details of their respective Anti Ragging Committee and Anti Ragging Squad on the website i.e. www.antiragging.in and also display these lists on the Notice Boards. Universities and Colleges are requested to insert a mandatory column in their university/college's admission form as per the given format:

Anti Ragging Undertaking Reference no:

CONTINUATION SHEET

-3-

Universities are also requested to ensure strict compliance of this advisory and fill the compliance on www.antiragging.in. You are also requested to forward this advisory to all the colleges in your ambit with strict compliance directions. All colleges be instructed to make multiple prints of this circular and the same to be prominently displayed at all the locations visited by the students.

IT IS ONCE AGAIN REITERATED FOR THE BENEFIT OF ALL THE STAKEHOLDERS THAT RAGGING IS A CRIMINAL OFFENCE AND THE CULPRITS WILL ATTRACT PUNITIVE ACTION AS MENTIONED IN THE UGC REGULATIONS.

With kind regards,

Yours sincerely,

To,



(Manish Joshi)

The Vice-Chancellor/Registrars of all Universities



प्रा. मनिस र. जोशी
सचिव

Prof. Manish R. Joshi
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission
(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

D.O.No.F.1-74/2016 (ARC)

July 5, 2023/आषाढ 14, 1945

Dear Madam/Sir,

In order to prevent ragging UGC has framed regulation on curbing the menace of ragging in higher educational institutions. These regulations are mandatory and all institutions are required to take necessary steps for its implementation in toto including the monitoring mechanism as per provisions in the above regulations and ensure its strict compliance. The UGC has also taken several proactive steps including effective launch of Media Campaign for preventing ragging. Films in ragging are also uploaded on UGC website for use by higher education institutions.

As a step further, UGC has decided that from this year **Anti Ragging Day would be observed on 12th August followed by Anti Ragging Week from 12th August to 18th August.** This initiative is one of the tools of the Commission in increasing awareness against ragging. It is further desired to adopt the following activities during the celebration of Anti Ragging Day/Week:

- Introduction/Orientation programme on Anti Ragging.
- Conduct various competitions such as slogan & essay writing, poster making, and logo designing on Anti Ragging and distribute certificates/prizes to encourage the students/faculty/non-teaching staff to promote Anti Ragging.
- Events like Anti-Ragging workshops, seminars and other creative avenues to spread the idea.
- TVCs, short films and documentary movies may be shown to students and faculty. (Available on UGC websites i.e. www.ugc.ac.in & www.antiragging.in)

The Universities and Colleges are requested to share the details of the weeklong activities amongst students, faculty and other stakeholders with a request for their active participation. Details of celebration/participation activities may please be shared on the website i.e. www.antiragging.in. You are also requested to instruct your affiliated colleges/institutions to follow the suit.

With kind regards,

Yours sincerely,

(Manish Joshi)

To,

The Vice-Chancellors of all the Universities
(Central, State, Deemed & Private Universities)





प्रा. मनिष र. जोशी
सचिव

Prof. Manish R. Joshi
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission
(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

अंशा० पत्र सं० 1-15/2009 (एआरसी) भाग. III

25 मई, 2023/04 ज्येष्ठ, 1945

आदरणीय महोदय/महोदया,

भारत के माननीय सर्वोच्च न्यायालय में दायर सिविल अपील संख्या 887/2009 दिनांक 08.05.2009 के निर्णय के अनुसरण में, विश्वविद्यालय अनुदान आयोग ने "उच्चतर शिक्षण संस्थानों में रैगिंग के खतरे को रोकने पर विनियम, 2009" अधिसूचित किया है। सभी विनियम विश्वविद्यालय अनुदान आयोग की वेबसाइट www.ugc.ac.in पर उपलब्ध हैं। ये विनियम देश के सभी उच्चतर शिक्षण संस्थानों के लिए अनिवार्य हैं।

चूंकि रैगिंगरोधी परिसर सुनिश्चित करने के लिए कई तंत्रों की आवश्यकता होती है, यहां कुछ सिफारिशें और कार्रवाई के लिए कुछ क्रिया-कलाप अनुसंधित किये गए हैं जिन्हें आपके प्रतिष्ठित विश्वविद्यालय और आपके क्षेत्र में आने वाले सभी संस्थानों में लागू करने की आवश्यकता है।

—) बुनियादी उपाय:

1. रैगिंगरोधी समिति का गठन, रैगिंगरोधी दस्ते का गठन, रैगिंगरोधी प्रकोष्ठ की स्थापना कर विभिन्न माध्यमों से इन उपायों का पर्याप्त प्रचार किया जाए।
2. संस्थान की विवरणिका और सूचना पुस्तिकाओं।
3. अपने संस्थानों के मुद्रण (हार्ड कॉपी) के स्थान पर प्रवेशित विद्यार्थियों को रैगिंग के मामले में मार्गदर्शन पर विवरण देने वाली ई-प्रवेश पुस्तिका या ई-पत्रक (ब्रोशर) बनाने की व्यवस्था करना।
4. रैगिंगरोधी समिति से संबंधित नोडल अधिकारियों के पूर्ण पते और संपर्क विवरण के साथ संस्थानों की वेबसाइटों को अद्यतन किया जाए।
5. विश्वविद्यालय अनुदान आयोग के विनियमों और द्वितीय संशोधन के अनुपालन में तथा प्रत्येक शैक्षणिक वर्ष में प्रत्येक विद्यार्थी और उनके माता-पिता द्वारा संकल्प- पत्र जमा कराया जाए।
6. विश्वविद्यालय अनुदान आयोग ने 29 जून, 2016 को विश्वविद्यालय अनुदान आयोग विनियमों में रैगिंग की परिभाषा का विस्तार करने के लिए निम्नलिखित को शामिल करते हुए तीसरा संशोधन अधिसूचित किया है:

'3 (त्र) किसी भी छात्र को (नवीन या अन्य) लक्षित करके रंग, प्रजाति, धर्म, जाति, जातिमूल, लिंग (उभयलैंगिक सहित) लैंगिक प्रवृत्ति, बाह्य स्वरूप, राष्ट्रीयता, क्षेत्रीय मूल, भाषा वैशिष्ट्य, जन्म, निवास स्थान या आर्थिक पृष्ठभूमि के आधार पर शारीरिक अथवा मानसिक प्रताड़ना (दबंगई एवं बहिष्करण) का कृत्य।'

7. महत्वपूर्ण स्थानों पर सीसीटीवी कैमरे लगाना।

Manish

बहुमित्र संस्मरण
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बहादुरशाह जफर मार्ग, नई दिल्ली-110002 | Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337 | Fax: 011-2323 8858 | E-mail: secy.ugc@nic.in

ख) परामर्श और निगरानी के उपाय:

1. विद्यार्थियों के साथ नियमित बातचीत और परामर्श से रैगिंग के शुरुआती लक्षणों का पता लगाया जा सकता है और उपद्रव करने वाले कारकों की पहचान की जा सकती है।
2. छात्रावासों, विद्यार्थियों के आवास, कैंटीनों, विश्राम-सह-मनोरंजन कक्षों, शौचालयों, बस-स्टैंडों और किसी भी अन्य उपाय का औचक निरीक्षण, जो रैगिंग और किसी भी अवांछित व्यवहार/घटना को रोकने/निवारण करने में सहायक होगा।

ग) रैगिंगरोधी परिसर के विचार का रचनात्मक प्रसार:

1. इस विचार को प्रसारित करने के लिए रैगिंगरोधी कार्यशालाओं, संगोष्ठियों और अन्य रचनात्मक मार्गों जैसे कार्यक्रमों का आयोजन किया जाए।
2. व्यक्तियों की गोपनीयता को प्रभावित किए बिना सुरक्षा और सुरक्षा ऐप्स को रचनात्मक रूप से तैनात किया जा सकता है।

घ) विश्वविद्यालय अनुदान आयोग के अन्य उपायों के उपयोग की शुरुआत:

1. रैगिंग से संबंधित घटनाओं के कारण परेशान विद्यार्थी राष्ट्रीय रैगिंगरोधी हेल्पलाइन न० 1800-180-5522 (24x7 टोल फ्री) पर कॉल कर सकते हैं या रैगिंगरोधी हेल्पलाइन help@antiragging.in पर ई-मेल कर सकते हैं।
2. रैगिंग के बारे में किसी भी अन्य जानकारी के लिए कृपया विश्वविद्यालय अनुदान आयोग की वेबसाइट www.ugc.ac.in और www.antiragging.in देखें।
3. विश्वविद्यालय अनुदान आयोग विभिन्न तरीकों से रैगिंगरोधी मीडिया अभियान भी चलाता है और विश्वविद्यालय अनुदान आयोग ने रैगिंग को रोकने के लिए निम्नलिखित संस्थाएं विकसित की हैं जो विश्वविद्यालय अनुदान आयोग की वेबसाइट www.ugc.ac.in पर उपलब्ध हैं:

क) विश्वविद्यालय अनुदान आयोग ने माता-पिता, पीड़ित और रैगिंग के दोषी व्यक्ति के परिप्रेक्ष्य में 30-30 सेकंड के 05 टीवीसी को अलग-अलग दृष्टिकोण से विकसित किया है।

ख) विश्वविद्यालय अनुदान आयोग ने मुख्य प्रदर्शन के लिए विश्वविद्यालयों/नियामक प्राधिकरणों/परिषदों/आईआईटी/एनआईटी एवं अन्य शैक्षणिक संस्थानों के बीच पोस्टर डिजाइन और वितरित किए हैं। (प्रतिलिपि संलग्न)।

ग) विश्वविद्यालय अनुदान आयोग ने रैगिंग के खतरे के बारे में व्यापक जागरूकता के लिए विद्यार्थियों/संकाय/आम जनता के लिए लगातार 02 रैगिंगरोधी प्रतियोगिताओं का आयोजन किया है।

आपसे अनुरोध है कि इन चरणों का अनुसरण करें और "भारत के चुनिंदा शैक्षणिक संस्थानों में रैगिंग के मनोसामाजिक अध्ययन" पर समिति की सिफारिशों को लागू करें जो कि विश्वविद्यालय अनुदान आयोग की वेबसाइट पर उपलब्ध हैं।

आपसे यह भी अनुरोध किया जाता है कि विद्यार्थियों को ऑनलाइन रैगिंगरोधी शपथ-पत्र दाखिल करने के लिए संशोधित प्रक्रिया को लागू करें। विद्यार्थी को अपनी पंजीकरण संख्या के साथ एक ई-मेल प्राप्त होगा। विद्यार्थी उस ई-मेल को अपने विश्वविद्यालय/महाविद्यालय के ई-मेल में नोडल अधिकारी को

अप्रेषित करेंगे। (कृपया ध्यान दें कि विद्यार्थी को पीडीएफ हलफनामा प्राप्त नहीं होगा और उसे इसे प्रिंट करने और हस्ताक्षर करने की आवश्यकता नहीं है,

विश्वविद्यालयों/महाविद्यालयों को अपनी वेबसाइट और परिसर क्षेत्रों, विभाग, पुस्तकालय, कैंटीन, छात्रावास और सामान्य सुविधाओं आदि पर अपने विश्वविद्यालय/महाविद्यालय की रैगिंगरोधी समिति के नोडल अधिकारी के ई-मेल पते और संपर्क संख्या को प्रदर्शित करना होगा।

विश्वविद्यालयों और महाविद्यालयों से अनुरोध किया जाता है कि वे दिए गए प्रारूप के अनुसार अपने

विश्वविद्यालय/महाविद्यालयों के प्रवेश फॉर्म में अनिवार्य कॉलम समाविष्ट करें:

रैगिंगरोधी संदर्भ संख्या:	
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विश्वविद्यालयों से भी अनुरोध है कि वे www.antiragging.in पर ऑनलाइन अनुपालना भरें तथा अपने दायरे में आने वाले सभी महाविद्यालयों को इसका पालन करने के लिए तत्काल निर्देश दें।

सादर,

भवदीय



(मनिष जोशी)

सभी विश्वविद्यालयों के कुलपति
सभी महाविद्यालयों के प्राचार्य
संलग्नक: यथोपरि

प्रतिलिपि:

1. सभी नियामक प्राधिकरण (संलग्न सूची के अनुसार)
2. विश्वविद्यालय अनुदान आयोग, क्षेत्रीय कार्यालय (संलग्न सूची के अनुसार)
3. सुश्री जसलीन कौर, अवर सचिव, शिक्षा मंत्रालय, (jasleen.kaur@nic.in) ।
4. उप सचिव (वेबसाइट) , विश्वविद्यालय अनुदान आयोग ((i) विश्वविद्यालय अनुदान आयोग की वेबसाइट, (ii) रैगिंग संबंधी परिपत्र और (iii) विश्वविद्यालय अनुदान आयोग के ट्विटर हैंडल पर अपलोड करने के लिए)



(मनिष जोशी)

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(Department of Personnel and Training)

NOTIFICATION

New Delhi, the 15th March, 2017

G.S.R. 251(E).—In exercise of the powers conferred by the proviso to article 309 read with clause (5) of article 148 of the Constitution and after consultation with the Comptroller and Auditor General of India in relation to the persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules further to amend the Central Civil Services (Leave) Rules, 1972, namely:—

1. (1) These rules may be called the Central Civil Services (Leave) Amendment Rules, 2017.
- (2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Central Civil Services (Leave) Rules, 1972, for rule 48, the following rule shall be substituted, namely:—

" 48, Special Leave connected to inquiry of sexual harassment - Leave upto a period of 90 days may be granted to an aggrieved female Government Servant on the recommendation of the Internal Committee or the Local Committee, as the case may be, during the pendency of inquiry under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the leave granted to the aggrieved female Government Servant under this rule shall not be debited against the leave account".

[F. No. 13026/2/2016-Estt. (L)]

GYANENDRA DEV TRIPATHI, Jt. Secy.

Footnote : The principal rules were published *vide* Notification Number S.O. 940, dated the 8th April, 1972 and were last amended *vide* Notification number G.S.R. 711(E) dated the 8th October, 2014.

Note : The principal rules were published in the Gazette of India, Extraordinary, Part-II, Section 3, Sub-section (i), *vide* number S.O. 940 dated the 8th April, 1972 and have been subsequently amended as follows:

S. No.	Number of the notification	Date	GSR No.	GSR date
1	16(3)-E.IV(A)/71	11.1.1972	2724	4.11.1972
2	4(7)-E.IV(A)/72	30.4.1973	1399	19.5.1973
3	5(15)-E.IV(A)/73	13.7.1973	821	14.8.1973
4	14(10)-E.IV(A)/73	11.6.1974	Not readily available	
5	5(8)-E.IV(A)/73	19.7.1974	818	3.8.1974
6	14(8)-E.IV(A)/74	2.11.1974	1242	23.11.1974
7	16(3)-E.IV(A)/74	20.12.1974	1374	28.12.1974
8	16(5)-E.IV(A)/74	11.4.1975	526	26.4.1975
9	16(8)-E.IV(A)/74	26.5.1975	686	7.6.1975
10	4(1)-E.IV(A)/74	24.6.1975	834	12.7.1975
11	16(8)-E.IV(A)/74	20.9.1975	2876	27.12.1975
12	5(7)-E.IV(A)/75	2.12.1975	2877	27.12.1975
13	5(16)-E.IV(A)/73	15.1.1976	Not readily available	
14	16(6)-E.IV(A)/74	31.7.1976	1184	14.8.1978
15	16(3)-E.IV(A)/76	7.10.1976	1587	13.11.1976
16	4(9)-E.IV(A)/76	14.3.1977	611	14.5.1977
17	14(11)-E.IV(A)/76	12.9.1978	1159	23.9.1978
18	14025/1/78-E.IV(A)	4.10.1978	1255	21.10.1978

19	13024/1/76-E.IV(A)	29.8.1979	1150	15.9.1979
20	11022/1/77-E.IV(A)	21.11.1979	1422	1.12.1979
21	14018/1/80-LU	21.11.1980	1260	13.12.1980
22	16(19)-E.IV(A)/76	31.12.1980	263	24.11.1981
23	11012/2/80-Est.(L)	24.8.1981	811	5.9.1981
24	14028/9/80-Est.(L)	1.10.1981	927	17.10.1981
25	14025/9/80-Est.(L)	16.4.1982	423	8.5.1982
26	13023/2/81-Est.(L)	16.4.1983	430	4.6.1983
27	14028/8/82-Est.(L)	27.7.1983	489	13.8.1983
28	131023/2/81-Est.(L)	12.10.1983	804	5.11.1983
29	14028/6/81-Est.(L)	17.10.1973	350	24.3.1983
30	13015/11/82-Est.(L)	25.5.1984	566	9.6.1984
31	18011/3/80-Est.(L)	12.7.1984	788	28.7.1984
32	14028/1/81-Est.(L)	19.7.1984	817	4.8.1984
33	14028/16/82-Est.(L)	31.5.1985	558	15.6.1985
34	13014/1/85-Est.(L)	3.12.1985	1139	14.12.1985
35	14028/19/86-Est.(L)	9.12.1986	1072	14.12.1985
36	13023/20/84-Est.(L)	11.12.1986	1102	27.12.1986
37	13014/1/87-Est.(L)	17.6.1987	515	4.7.1987
38	11012/1/85-Est.(L)	23.6.1987	516	4.7.1988
39	14028/18/86-Est.(L)	23.3.1988	260	9.4.1988
40	11012/1/85-Est.(L)	6.6.1988	476	18.6.1988
41	13012/12/86-Est.(L)	10.3.1989	198	25.3.1989
42	13026/2/90-Est.(L)	22.10.1990	55	26.1.1991
43	11014/3/89-Est.(L)	2.5.1991	303	18.5.1991
44	11014/3/89-Est.(L)	21.1.1992	49	8.2.1992
45	13026/2/90-Est.(L)	4.3.1992	119	14.3.1992
46	13026/2/90-Est.(Leave)	20.4.1993	225	8.5.1993
47	13018/7/94-Estt.(L)	31.3.1995	317(E)	31.3.1995
48	14028/10/91-Estt.(L)	8.8.1995	385	19.8.1995
49	14028/4/91-Estt.(L)	18.9.1995	442	7.10.1995
50	14015/2/97-Estt.(L)	31.12.1997	727(E)	31.12.1997
51	13026/1/99-Estt.(L)	18.4.2002	149	27.4.2002
52	13026/1/2002-Estt.(L)	15/16.1.2004	186	5.6.2004
53	14028/1/2004-Estt.(L)	13.2.2006	47	4.3.2006
54	13018/4/2004-Estt.(L)	31.3.2006	91	27.4.2006
55	13023/3/98-Estt.(L), Vol.II	26.10.2007	229	3.11.2007
56	11012/1/2009-Estt.(L)	1.12.2009	170	5.12.2009
57	13026/1/2010-Estt.(L)	12.5.2011	160	12.5.2011
58	13026/5/2010-Estt.(L)	5.8.2011	601(E)	5.8.2011
59	14028/1/2010-Estt.(L)	26.8.2011	646(E)	26.8.2011
60	13018/4/2011-Estt.(L)	27.8.2011	648(E)	27.8.2011

61	13026/4/2011-Estt.(L)	26.12.2011	898(E)	26.12.2011
62	13026/3/2011-Estt.(L)	28.3.2012	255(E)	28.3.2012
63	13026/2/2010-Estt.(L)	29.3.2012	261(E)	29.3.2012
64	13026/5/2011-Estt.(L)	4.4.2012	283(E)	4.4.2012
65	13026/4/2012-Estt.(L)	18.2.2014	96(E)	18.02.2014
66	13026/4/2012-Estt.(L)	17.4.2014	286(E)	17.04.2014
67	13018/6/2013-Estt. (L)	09.10.2014	711(E)	09.10.2014

SARVESH KUMAR
SRIVASTAVA

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(Sunil Kumar)
Section Officer (Leave)



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II — खण्ड I

PART II — Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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नई दिल्ली, मंगलवार, अप्रैल 23, 2013/ वैशाख 3, 1935 (शक)

No. 18]

NEW DELHI, TUESDAY, APRIL 23, 2013/ VAISAKHA 3, 1935 (SAKA)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:—

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 OF 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.

Be it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

Short title,
extent and
commencement

1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions

2. In this Act, unless the context otherwise requires,—

(a) "aggrieved woman" means—

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) "appropriate Government" means—

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly—

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means—

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.

Explanation.— For the purposes of this sub-clause "management" includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker,

(h) "Internal Committee" means an Internal Complaints Committee constituted under section 4;

(i) "Local Committee" means the Local Complaints Committee constituted under section 6;

(j) "Member" means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) "prescribed" means prescribed by rules made under this Act;

(l) "Presiding Officer" means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) "respondent" means a person against whom the aggrieved woman has made a complaint under section 9;

(n) "sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) "workplace" includes —

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;

(vi) a dwelling place or a house;

(v) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of
sexual
harassment

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:—

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution
of Internal
Complaints
Committee.

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.

(5) Where the Presiding Officer or any Member of the Internal Committee,—

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

Notification
of District
Officer.

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

Constitution
and
jurisdiction of
Local
Complaints
Committee.

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely:—

Composition,
tenure and
other terms,
and conditions
of Local
Complaints
Committee

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.

(J) Where the Chairperson or any Member of the Local Complaints Committee -

- (a) contravenes the provisions of section 16; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest.

such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

Grants and
audit.

8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

Complaint of
sexual
harassment

9. (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing.

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Conciliation

10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:

Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:

Inquiry into complaint

45 of 1860

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

45 of 1860.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—

5 of 1908

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents; and

(c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

CHAPTER V

INQUIRY INTO COMPLAINT

12. (1) During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Committee or the Local Committee, as the case may be, may recommend to the employer to—

Action during pendency of inquiry

(a) transfer the aggrieved woman or the respondent to any other workplace; or

(b) grant leave to the aggrieved woman up to a period of three months; or

(c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be—

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

*Punishment
for false or
malicious
complaint and
false evidence*

14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed.

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to —

Determination of compensation

(a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;

(b) the loss in the career opportunity due to the incident of sexual harassment;

(c) medical expenses incurred by the victim for physical or psychiatric treatment;

(d) the income and financial status of the respondent;

(e) feasibility of such payment in lump sum or in instalments.

22 of 2005

16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner;

Prohibition of publication or making known contents of complaint and inquiry proceedings

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

Penalty for publication or making known contents of complaint and inquiry proceedings

18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

Appeal

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations.

CHAPTER VI

DUTIES OF EMPLOYER

19. Every employer shall —

Duties of employer.

(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting the Internal Committee under sub-section (1) of section 4;

(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force; 45 of 1860

(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place; 45 of 1860

(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

Duties and powers of District Officer

20. The District Officer shall, —

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

Committee to submit annual report

21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

Employer to include information in annual report

22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

Appropriate Government to monitor implementation and maintain data

23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

Appropriate Government to take measures to publicise the Act

24. The appropriate Government may, subject to the availability of financial and other resources, —

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace;

(b) formulate orientation and training programmes for the members of the Local Complaints Committee.

25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,—

Power to call for information and inspection of records

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. (1) Where the employer fails to—

(a) constitute an Internal Committee under sub-section (1) of section 4;

(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

Penalty for non-compliance with provisions of Act.

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to—

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence;

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

Cognizance of offence by courts

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

Act not in derogation of any other law.

29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

Power of appropriate Government to make rules

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—

(a) the fees or allowances to be paid to the Members under sub-section (1) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (1) of section 7;

- (d) the person who may make complaint under sub-section (2) of section 9;
- (e) the manner of inquiry under sub-section (1) of section 11;
- (f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;
- (g) the relief to be recommended under clause (c) of sub-section (1) of section 12;
- (h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;
- (i) the manner of action to be taken under sub-sections (1) and (2) of section 14;
- (j) the manner of action to be taken under section 17;
- (k) the manner of appeal under sub-section (1) of section 18;
- (l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and
- (m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

Power to
remove
difficulties.

30. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.

P.K. MALHOTRA,
Secy. to the Govt. of India

CORRIGENDA

THE PREVENTION OF MONEY-LAUNDERING (AMENDMENT) ACT, 2012

(2 of 2013)

At page 18, in line 2, for "Arts", read "Art".

At page 21, in line 14, for "Protection", read "(Protection)".

CORRIGENDUM

THE UNLAWFUL ACTIVITIES (PREVENTION) AMENDMENT ACT, 2012
(3 of 2013)

At page 6, in line 22, *for "clause", read "clause".*

CORRIGENDUM

THE BANKING LAWS (AMENDMENT) ACT, 2012
(4 of 2013)

At page 8, in line 29, *for 'sections 30', read 'section 30',.*

CORRIGENDUM

THE APPROPRIATION ACT, 2013
(9 of 2013)

At page 1, in the marginal heading to section 2, *for "4715,54,00,000", read "49715,54,00,000".*

**INFORMATION EDUCATION COMMUNICATION (IEC)
GUIDELINES FOR COUNCILS, UNIVERSITIES & COLLEGES**

Curbing the Menace of Ragging



Ministry of Education
Government of India



विश्वविद्यालय अनुदान आयोग
University Grants Commission
quality higher education for all

INFORMATION EDUCATION COMMUNICATION (IEC) GUIDELINES FOR COUNCILS, UNIVERSITIES & COLLEGES

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www.ugc.ac.in

www.antiragging.in and www.c4yindia.org



www.c4yindia.org



**ANTI
RAGGING**

www.antiragging.in



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ABBREVIATIONS

ACP	Assistant Commissioner of Police	INC	Indian Nursing Council
AICTE	All India Council of Technical Education	IT	Information Technology
ARC	Anti-Ragging Committee	MCI	Medical Council of India
ASP	Assistant Superintendent of Police	NCRI	National Council for Rural Institutes
BCI	Bar Council of India	NCTE	National Council for Teacher Education
C4Y	Centre for Youth	PCI	Pharmacy Council of India
CCH	Central Council of Homeopathy	RCI	Rehabilitation Council of India
CCIM	Central Council for Indian Medicine	SCHE	State Councils of Higher Education
COA	Council of Architecture	SHO	Station House Officer
DCI	Dental Council of India	SP	Superintendent of Police
DCP	Deputy Commissioner of Police	SPC	Statutory Professional Councils
FAQ	Frequently Asked Question	SSP	Senior Superintendent of Police
ICAR	Indian Council for Agricultural Research	UGC	University Grants Commission
IEC	Information Education Communication		

RAGGING MENACE

Ragging is a disturbing reality in the higher education system of our country. Despite the fact that over the years, ragging has claimed hundreds of innocent lives and has ruined the careers of thousands of bright students, the practice is still perceived by many as a way of 'familiarisation' and an 'initiation into the real world' for young college-going students.

The Ragging is defined as any disorderly conduct, whether by words spoken or written or by an act, has the effect of teasing, treating, or handling with rudeness a fresher or a junior student. Indulging in a rowdy or undisciplined activity that causes or is likely to cause annoyance, hardship, or psychological harm or to raise fear or apprehension thereof in a fresher or junior student. Asking the students to do any act or perform something that such students will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or junior student. This can lead to adverse effects such as depression, anxiety, and sometimes even suicide.

Punishment Provisions

Any student or group of students found guilty of ragging on campus or off campus shall be liable to one or more of the following punishments:

- Debarring from appearing in any sessional test/ university examination or withholding results
- Suspension from attending classes and academic privileges
- Withdrawing scholarships and other benefits
- Suspension from the college for a period of one month
- Cancellation of admission
- Debarring from representing the institution in any national or international meet, tournament, youth festival, etc
- Suspension/expulsion from the hostel
- Rustication from the institution for periods varying from 1 to 4 semesters or equivalent period
- Expulsion from the institution and consequent debarring from admission to any other institution
- Fine up to twenty five thousand rupees
- Imprisonment for a term which may extend to two years or with fine which may extend to ten thousand rupees or with both
- Collective punishment - When the students committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggers.

Any institution that fails to take adequate steps to prevent ragging or fails to act in accordance with the Regulations or fails to punish perpetrators or incidents of ragging suitably is liable to the penalties and punishments as per the provisions of the Regulations.

www.antiragging.in/assets/pdf/information/english/what_constitutes_ragging.pdf

www.c4yindia.org/Home/AntiRagging

ZERO TOLERANCE POLICY IN INDIA

No act of ragging, major or minor, shall go unnoticed. No ragger, male or female, student or non-student, shall go unpunished. No institution that fails to take action against ragging shall be allowed to operate.

The Supreme Court, in its judgement dated 08 May 2009 ordered the implementation of a ragging prevention programme comprising, inter alia, setting up a toll-free anti-ragging helpline/ call center, a database of institutions/ students, and engaging an independent non-government agency as the monitoring agency.

Regulatory provisions and the appropriate law are in force to eliminate ragging in all its forms from the universities, deemed universities and other higher educational institutions in the country by prohibiting, preventing its occurrence and punishing those who indulge in ragging.

UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009

Ragging is a criminal offense and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, in exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". These regulations are mandatory for all universities/ institutions.



Notices @ UGC

www.ugc.ac.in/ugc_notices.aspx



UGC Regulations

www.antiragging.in/assets/pdf/annexure/Annexure-I.pdf

ANTI-RAGGING REGULATORY FRAMEWORK IN INDIA

▶ Anti-Ragging Monitoring Committee, Ministry of Education, Government of India

The Anti-Ragging Committee for monitoring measures to prevent ragging in higher educational institutions is constituted in the Ministry of Education, Government of India.

▶ University Grant Commission (UGC)

As per the directions of the Government of India, the UGC established the following regulatory framework mechanism to curb the menace of ragging in the country.



▶ UGC Anti-Ragging Cell

The Anti-Ragging Cell within UGC is an instructional mechanism to provide secretarial support for the collection of information, monitoring and to coordinate with the State Level Monitoring Cell and Universities Level Committees for effective implementation of anti-ragging measures. The Cell also coordinates with the Monitoring Agency.

▶ Inter Council Committee, UGC

The UGC has constituted an Inter-Council Committee, consisting of representatives of the various Councils and the Monitoring Agency. Such bodies in higher education are to coordinate and monitor the anti-ragging measures in institution across the country and to make recommendations from time to time.

▶ The National Anti-Ragging Helpline

The National Anti-Ragging Help Line 24x7 Toll Free number is 1800-180-5522. The support is provided for queries related to ragging, compliant registration, among others.

▶ Monitoring Agency

The Centre for Youth (C4Y) is the Monitoring Agency from April 01, 2022 (www.c4yindia.org) to support the National Ragging Prevention Programme in the country. The monitoring agency is working towards:

1. Establishing the National 24x7 Anti-Ragging Helpline
2. Software development (IT) for the operation of the national anti-ragging helpline
3. Development and updating the anti-ragging website (www.antiragging.in) and monitoring agency website (www.c4yindia.org)
4. Building an online reporting mechanism for UGC, councils, universities and colleges
5. Conducting trainings of helpline executives
6. Supervising the performance of the helpline and executives
7. Ensuring efficiency and ease of operations for the national helpline, UGC, colleges, universities, and the students
8. Creating awareness to demote ragging in universities, colleges across India
9. Monitoring of the databases maintained by the commission

The Councils, Regulatory Bodies

The 15 councils in India are making collaborative efforts with UGC to address the menace of ragging. They have been issuing directions and monitoring the affiliated universities and colleges for adhering to the regulatory provisions and compliances. They participate in UGC Inter-Council meetings and the Anti-Ragging Monitoring Committee meetings of the Ministry of Education, Government of India for updates and strategies. The councils are:

1. All India Council of Technical Education (AICTE)
2. Bar Council of India (BCI)
3. Council of Architecture (COA)
4. Dental Council of India (DCI)
5. Indian Council for Agricultural Research (ICAR)
6. Indian Council of Medical Research (ICMR)
7. Indian Nursing Council (INC)
8. Mahatma Gandhi National Council of Rural Education (MGNCRE)
9. National Commission for Homoeopathy (NCH)
10. National Commission for Indian System of Medicine (NCISM)
11. National Council for Hotel Management & Catering Technology (NCHMCT)
12. National Council for Teacher Education (NCTE)
13. National Medical Commission (NMC)
14. Pharmacy Council of India (PCI)
15. Rehabilitation Council of India (RCI)
16. Sports Authority of India (SAI)
17. Veterinary Council of India (VCI)

The Anti-Ragging Committee (ARC), Universities and Colleges

The Anti-Ragging Committee is instituted at each college or university to ensure compliance with the provisions of the regulations as well as the provisions of any law for the time being in force concerning ragging; investigate complaints and also, monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution. The Anti-Ragging Committee is responsible for inculcating a culture of Ragging Free Environment on Campus. The Anti-Ragging Committee is involved in designing strategies and action plan for curbing the menace of ragging in the college by adopting an array of activities. The committee is also responsible for conducting awareness programmes from time-to-time on campus.

Anti-Ragging Squads, Universities and Colleges

The Anti-Ragging Squad office bearers work under the supervision and guidance of the Anti-Ragging Committee and engage in checking places like hostels, buses, canteens, grounds, classrooms and other places of student congregation to keep a vigil and stop the incidences of ragging, if any, and report them if they happen. The squad role is also to educate the students at large by adopting various means about the menace of ragging and related punishments there to.

► Transparent Complaint Process

Specifically, after registering the complaint, the helpline executives forward it to four Higher Authorities:

University Vice-Chancellor | College Principal | SHO | City SP/SSP/DCP/ASP/ACP | Council

The team at the national helpline undertakes follow-up with the college's Anti-Ragging Committee (ARC) for investigation and ARC report till the satisfaction of the victim/ complainant. The complaint remains active in the helpline until the victim/ complainant is satisfied with the action taken by the authorities. The consent in writing for closing the complaint is taken from the victim/ complainant.

If the case is not resolved to the satisfaction of the victim/ complainant, the national helpline escalates the case to the Monitoring Agency for further action in terms of advice, second opinion, or follow-up by the Monitoring agency itself.

If the complainant is not satisfied with the action taken by the college or the college authorities are not cooperating with the helpline centre, such cases are escalated to the University Grants Commission and the respective council for intervention.

There is an online management system set up in the UGC premises for UGC to act on the complaints that have been escalated to UGC. Any actions in terms of writing a letter, email, phone calls etc. are being logged into the case file of the respective complaint. The case file is also visible to the victim/ complainant - www.ugc.ac.in

The status of the complaint with complete follow-up can be accessed at the link below with specific complaint number:

The screenshot shows a web interface with the heading "Enter Complaint Number To Check Status". Below this heading are two search boxes. The left box is titled "Complaints registered Before April 2022" and contains a text input field labeled "Complaint Number" and a red "Submit" button. The right box is titled "Complaints registered From April 2022" and contains a text input field labeled "Complaint Number" and a red "Submit" button.

www.antiragging.in

Note: The helpline NEVER discloses the identity of the victim without their permission and consent.

Ragging Complaints Registration

The students in distress due to ragging-related incidents can contact National Anti-Ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail to helpline@antiragging.in.

Or

They may also contact UGC Monitoring Agency i.e. Centre for Youth (C4Y) at antiragging@c4yindia.org or 011-41619005 or 98180 44577 (only in case of emergency).

IMPORTANT LINKS FOR THE STUDENTS, COLLEGES, UNIVERSITIES AND COUNCILS

► Students and Parents Undertaking Affidavit

In compliance of the second amendment in UGC Regulations, it is compulsory for each student and every parent to submit an online Anti-Ragging undertaking affidavit every academic year. The universities and colleges are also requested to implement the revised procedure for students to file online Anti-Ragging affidavits. The student will receive an e-mail with her/ his registration number. The student will forward that e-mail to the Nodal officer in her/ his university/college e-mail. (Please note that the student will not receive pdf affidavits and she/ he is not required to print & sign it as it used to be in the earlier case).

Link to fill out the online undertaking affidavit by students and parents:

www.antiragging.in/affidavit_registration_disclaimer.html | www.c4yindia.org/Home/Undertaking

► Ragging Complaints Registration

The complaints of ragging are being registered through the following means:

1. Via e-mail: helpline@antiragging.in
2. National Anti-Ragging Help Line: 1800-180-5522. 24x7 Toll Free Number
3. Suo Motto via Social Media platforms, news, reporters, influencers, social workers among others

Links for filling out ragging complaints:

The National Anti-Ragging Helpline website - www.antiragging.in

The Monitoring Agency website - www.c4yindia.org

► Universities and Colleges Compliance

The UGC regulation has made it mandatory for the universities and colleges to demote ragging in their campuses and follow the compliances to achieve these objectives. The universities are requested to fill online compliance and also immediately instruct all the colleges under their purview to follow it.

Link for 'confirmation on compliance being followed':

www.antiragging.in/compliance_desclaimer.html | www.c4yindia.org/Home/CollegeCompliance

► Colleges and Universities Contact Details

As per the order of the Hon'ble Supreme Court, it is mandatory for the college and university authorities to update their details each year, so that college students can navigate the college or university details while filing the undertaking affidavit.

Link to update college or university details:

www.antiragging.in/compliance_desclaimer.html | <https://www.c4yindia.org/Home/UpdateCollCont>

► Councils Reporting

The various councils in India are the statutory bodies for regulating universities and colleges. The measures undertaken by them to curb the menace of ragging in their respected affiliated universities and colleges are to be mandatorily reported.

Link to upload the council's reports:

www.antiragging.in/admin/login.php

HIGHER EDUCATION INSTITUTIONS IN INDIA (HEIs)

UGC Regulations on 'Curbing the Menace of Ragging in Higher Educational Institutions, 2009' are mandatory and all higher education institutions are required to take necessary steps for its implementation including the monitoring mechanism. Any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

The requisite mandatory action for curbing the menace of ragging in all Higher Educational Institutions in India:

- Strengthen and augment anti-ragging mechanism by way of adequate publicity through various mediums
- Constitution of Anti-Ragging committee and Anti-Ragging squad
- Establish Anti-Ragging Cell
- Install CCTV cameras at vital points
- Organise anti-ragging interaction, workshops and seminars for the freshers and the senior students
- After the commencement of the academic year organised professional counselling of the students
- Ensure identification of trouble triggers and take appropriate action
- Mention of Anti-Ragging warnings in the Institution's E-prospectus and E-information booklets/ brochures
- Conduct surprise inspections of hostels, students, accommodation, canteens, rest cum recreational rooms, toilets, bus stands, and all other strategic locations
- Undertake all other measures that would augur well in preventing/ quelling ragging and any uncalled-for behaviour and the incident.

Website with nodal officers' complete details

Universities/ colleges have to display the email address and contact number of the Nodal Officer of the Anti-Ragging Committee of their university/ college on their website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities, etc.

Admission Form

Universities and colleges are requested to insert a mandatory column in their university/ colleges admission form as per the given format:

Anti-Ragging Undertaking Reference no:	
--	--

AWARENESS MEASURES FOR RAGGING FREE CAMPUSES

- Every public declaration of intent by any institution in electronic, audio-visual, online, social media, print, website, admission prospectus/ booklet or any other media should expressly mention that ragging is totally prohibited in the institution at the time of admission of students in any course.
- The brochure of admission/ instruction booklet or prospectus, whether in print or electronic format, shall prominently print these regulations in full.
- Institutions should display posters in all prominent locations showcasing the provisions of penal law applicable to incidents of ragging.
- At the end of each academic year, the institution should send a letter to the parents/ guardians informing them about the Regulations and any law for the time being enforced prohibiting ragging and its punishments.
- Institutions can issue public notices in the newspapers, update their websites with the nodal officer's complete details.
- Every fresher should be provided with a printed leaflet with all the information to seek help and guidance from all authorities and agencies, and a calendar of events and activities laid down by the institution to facilitate and complement the familiarisation of freshers with the academic environment of the institution.
- Institutions should conduct joint sensitisation and orientation programmes for both freshers and senior students.
- Institutions should constitute Anti-Ragging Committee and Anti-Ragging Squad which will be responsible for spreading awareness and preventing the occurrence of ragging.
- Meeting of all staff, functionaries and agencies before the commencement of the academic session.
- Institutions should launch a publicity campaign against ragging before the commencement of the academic year.
- After the commencement of the academic year, the batch of freshers should be divided into small groups and assigned to the faculty for difficulties and guidance.
- Random anonymous survey should be done among students about ragging, and it should be a regular practice in the institution.

In Nutshell

- Brochure of admission/instruction booklet or the prospectus
- Leaflets
- Posters
- Institution website
- Meetings
- Publicity campaign
- Seminars and workshops
- Professional counselling
- Orientation programmes
- Large scale cultural, sports and other activities

- ▶ UGC designed and distributed four types of posters amongst Universities/ Regulatory Authorities/ Councils/ IITs/ NITs/ other educational institutions for their prominent display. These anti-ragging posters must be displayed at all prominent places like the Admission centre, Departments, Library, canteen, Hostel, Common facilities, etc. These posters are available on UGC website. The size of the posters should be 8x6 feet.
- ▶ UGC developed 05 TVCs of 30 seconds each with different perspectives i.e. Parents, victims, and Offenders.

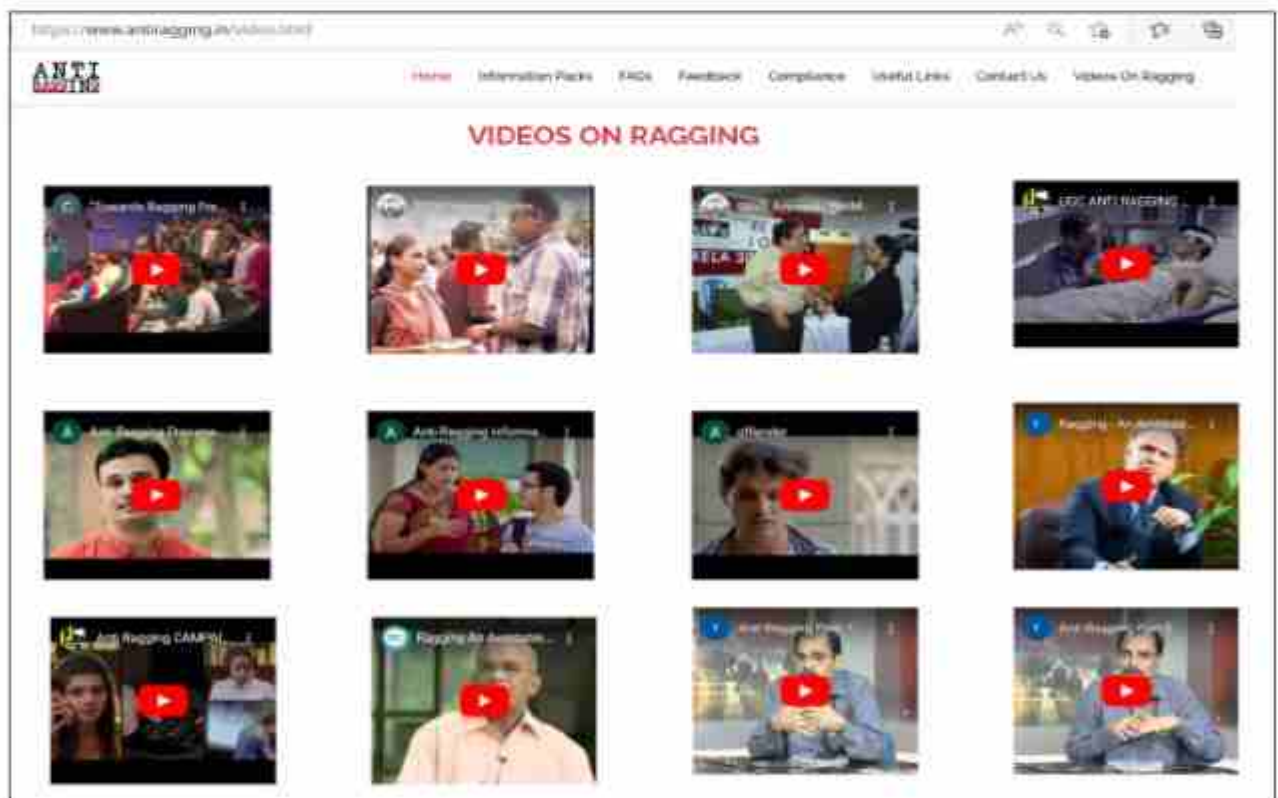
AWARENESS COLLATERALS

Posters



Download: www.ugc.ac.in/pdf/news/4957638_poster-ragging.pdf

Videos



www.antiragging.in/video.html

Frequently Asked Questions (FAQ)

www.antiragging.in/faqs.html | www.c4yindia.org/Home/AntiRagging

REACH OUT

University Grant Commission (UGC)

Bahadur Shah Zafar Marg
New Delhi 110 002
P: 91 11 2360 4446; 2360 4200
E: contact.ugc@nic.in

UGC Anti-Ragging Cell (ARC)

NET Bureau, South Campus of Delhi University,
Benito Jhuarez Marg, New Delhi 110 021
P: 91 11 2411 2087
E: raggingcell@yahoo.in

Monitoring Agency

Centre for Youth (C4Y)
New Delhi 110 068
P: 91 11 4161 9005
E: antiragging@c4yindia.org

National Anti-Ragging Helpline

New Delhi 110 007
P: 1800 180 5522 (24x7 Toll Free Number)
E: helpline@antiragging.in

NATIONAL RAGGING PREVENTION PROGRAMME

www.ugc.ac.in

www.antiragging.in and www.c4yindia.org



Mechanisms for Submission of Offline and Online Students' Grievances for Ragging and Sexual Harassment

The institution has established dedicated committees, namely the Anti-Ragging Committee and the Sexual Harassment Committee, to address issues related to ragging and sexual harassment within the campus. These committees are responsible for ensuring a safe and conducive learning environment for all students. The mechanisms for submission of grievances are outlined below:

1. Oral and Written Submissions

1. Direct Reporting:

- o **Oral Submission:** Students can directly inform the committee members about incidents of ragging or sexual harassment. The committee members are available during specified hours to listen to grievances.
- o **Written Submission:** Students can submit a written complaint detailing the incident. This can be handed directly to any member of the committee.

2. Complaint Form:

- o **Access:** The complaint form is available for download on the institute's official website.
- o **Submission Process:** Students can fill out the form and submit it to the designated committee office. Forms can also be obtained and submitted in person to the committee.
- o **Acknowledgment:** Upon submission, students will receive an acknowledgment receipt confirming that their complaint has been registered.



2. Authority and Disciplinary Action

- **Principal's Authority:**

- The principal holds the sole authority to address and take disciplinary action concerning incidents of ragging and sexual harassment within the institution.
- Upon receiving a complaint, the principal will ensure that an immediate and thorough investigation is conducted.
- The principal will review the findings of the committee's investigation and decide on the appropriate disciplinary measures to be taken.

3. Steps Taken by the Committees

The Anti-Ragging Committee and the Sexual Harassment Committee follow a structured process to address grievances:

1. **Acknowledgment:**

- Upon receiving a complaint, the committee acknowledges receipt within 24 hours.
- An initial meeting is convened to review the details of the complaint and assign it to a specific member for further investigation.

2. **Investigation:**

- A thorough investigation is conducted, involving interviews with the complainant, the accused, and any witnesses.
- Evidence is collected, including any relevant documents, messages, or recordings.
- The investigation aims to be comprehensive, fair, and impartial.

3. **Interim Measures:**

- If necessary, interim measures are taken to ensure the safety and well-being of the complainant. This may include temporary suspension of the accused, changes in class schedules, or other protective actions.

4. **Report and Recommendations:**

- Upon completion of the investigation, a detailed report is prepared, outlining the findings and recommendations.
- The report is submitted to the principal for review and further action.

5. **Disciplinary Action:**



- o Based on the findings, the principal decides on the disciplinary actions to be taken against the perpetrator. This can range from warnings and suspension to expulsion, depending on the severity of the offense.
- o The disciplinary action is communicated to both the complainant and the accused.

6. Follow-up and Support:

- o The committees ensure that the complainant receives ongoing support and counselling if needed.
- o Follow-up meetings are conducted to ensure that the issue is fully resolved and that the complainant feels safe and supported.

4. Preventive Measures and Awareness

• **Expert and Guidance Lecture:**

- o Expert and Guidance lectures are arranged to raise awareness about the consequences of ragging and sexual harassment and the importance of maintaining a respectful campus environment.

• **Code of Conduct:**

- o The institution's code of conduct, which outlines acceptable behaviours and the consequences of violations, is widely disseminated among students and staff.

• **Anonymous Reporting:**

- o Mechanisms for anonymous reporting of ragging and sexual harassment are available to encourage students to come forward without fear of retaliation.

By implementing these mechanisms, the institution ensures a robust framework for addressing grievances related to ragging and sexual harassment, fostering a safe and respectful academic environment.




Principal
Govt. Arts College
Bhesan, Dist. Junagadh.

Uni. College Code : 3103001



Government of Gujarat

GOVERNMENT ARTS COLLEGE - BHESAN.

(Opp. New S.T. Bus Stand, Junagadh Road, Bheshan, Dist. Junagadh. Ph. 02873 253020)

College Website : <https://www.gacbheshan.org/> College E-Mail : principalbheshan@gmail.com



Redressal of Students Grievances Including Sexual harassment and Anti-ragging

The institute maintains a secure and conducive environment for all students, characterized by rare instances of student discomfort on campus. Central to this environment are proactive measures and dedicated committees tasked with promptly and effectively addressing grievances.

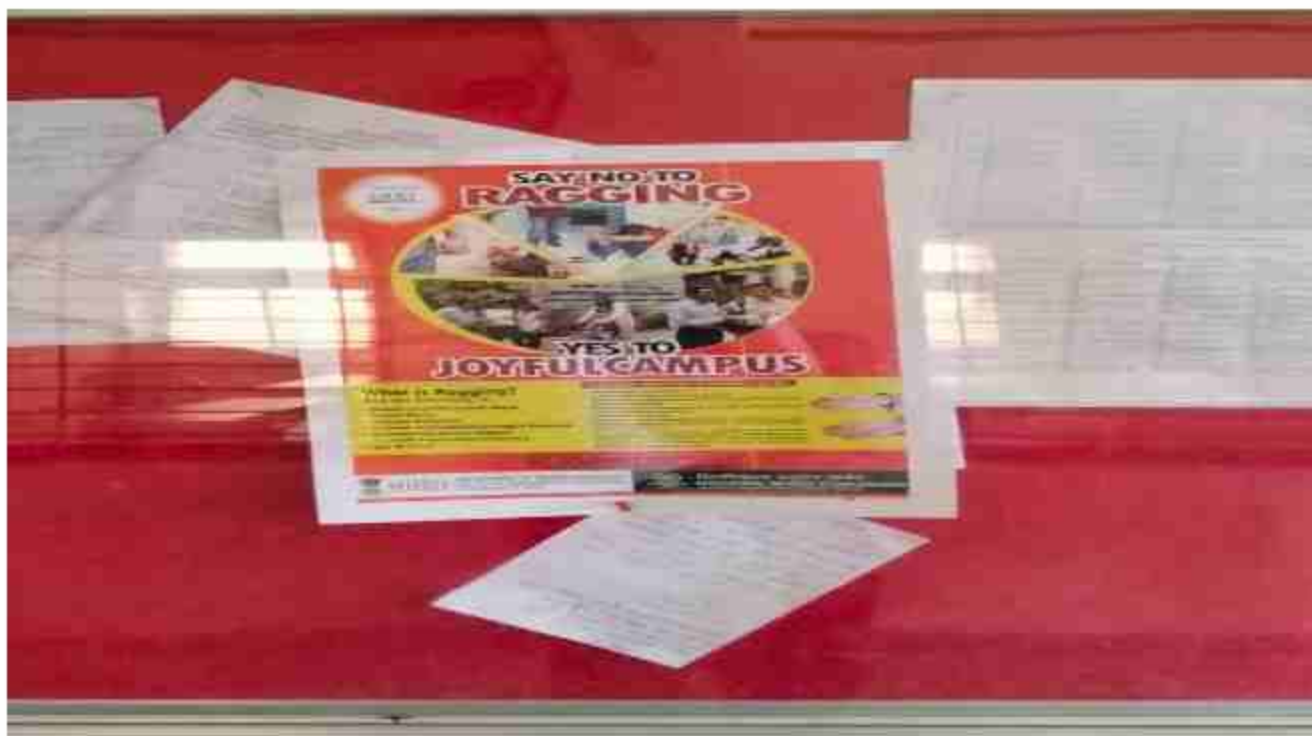
Our college prides itself on fostering a notably healthy atmosphere where incidents of ragging or sexual harassment are exceptionally infrequent. This positive environment is nurtured by vigilant faculty and robust security measures, including CCTV surveillance and regular patrols. The institution's location, away from urban centers known for higher incidences of such issues, further contributes to a peaceful and safe learning environment.

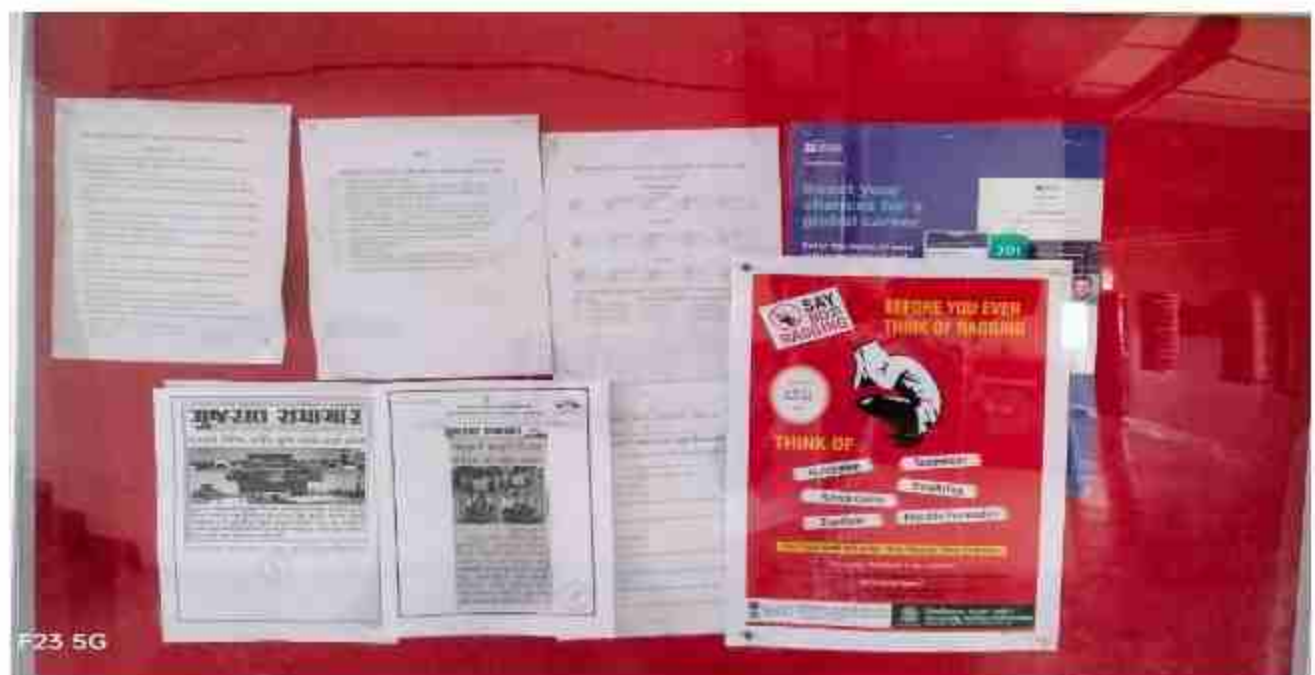
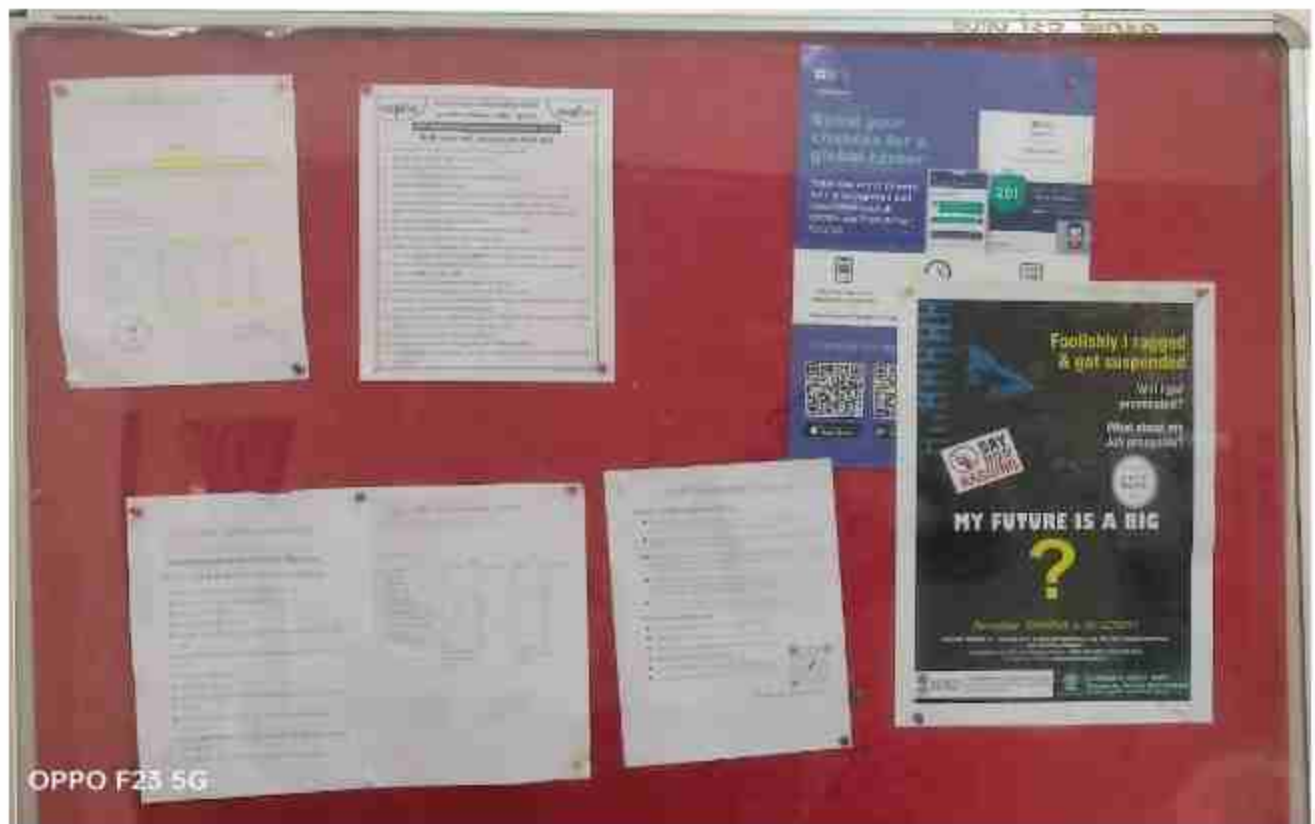
Despite the rarity of occurrences, the college operates several crucial committees: Firstly, the Anti-Ragging Committee actively prevents and addresses ragging through awareness campaigns, surveillance, and patrols, maintaining a zero-tolerance policy. Secondly, the Sexual Harassment Committee ensures strict adherence to policies prohibiting harassment, handling complaints confidentially and sensitively, with thorough investigations and appropriate actions. Thirdly, the Internal Complaints Committee (ICC) addresses various grievances impartially, supporting complainants and maintaining college standards. Lastly, the Grievance Redressal Committee offers a structured platform for resolving disputes transparently and fairly.

In conclusion, while incidents affecting student comfort are rare, our committees play pivotal roles in upholding rigorous standards and swiftly addressing any issues. Their continuous efforts underscore our commitment to creating an environment where all students can thrive academically and personally, free from harassment or intimidation.




Principal
Govt. Arts College
Bheshan, Dist. Junagadh.







Unl. College Code 3103001

Government of Gujarat

GOVERNMENT ARTS COLLEGE - BHESAN.

Opp. New S.T. Bus Stand, Junagadh Road, BHESAN, Dist. Junagadh. Ph. 02873 253020

College E-mail : principalbhesan@gmail.com, Principal E-Mail : yogeshkumarpatak23@gmail.com

3. Lecture on Women Empowerment

A lecture on Women Empowerment was organized under the component 9 by RUSA initiative of the college on 25/09/2018. For that the college had invited Dr. Bharat Bambhaniya of Government Arts and Commerce College, Vanthali. Dr. Mehta enlightened the students about the strength of women. He also gave number of examples and success story of successful women. He also talked about the rights of women. Overall the lecture was really fruitful for the students and faculty members as well. 83 students and all the faculty members attended the lecture.



Principal
Govt. Arts College
Bhesan, Dist. Junagadh.





Uni. College Code: 3105001

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Date:08/03/2021

7. Debate Competition on Powerful Women, Powerful India'

On March 8th, 2021, Government Arts College, Bhesan, celebrated International Women's Day with a spirited debate titled "Powerful Women - Powerful India." Ten students from the second and third years showcased their debating skills, tackling topics such as economic empowerment, education, gender equality in leadership, and challenges in achieving gender parity. The event, coordinated by Dr. P. V. Guranani from the English Department, attracted a significant turnout of both students and faculty members who actively engaged in discussions and posed insightful questions. Mr. Mahesh Vaghela of the Gujarati Department delivered the vote of thanks, commending the participants for their passionate contributions and emphasizing the importance of such dialogues in fostering awareness and appreciation of women's roles in societal progress. The debate underscored the college's commitment to promoting gender equality and inclusivity, marking a meaningful observance of International Women's Day through meaningful discourse and reflection on women's empowerment in India.

(Signature)
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30/09/2022

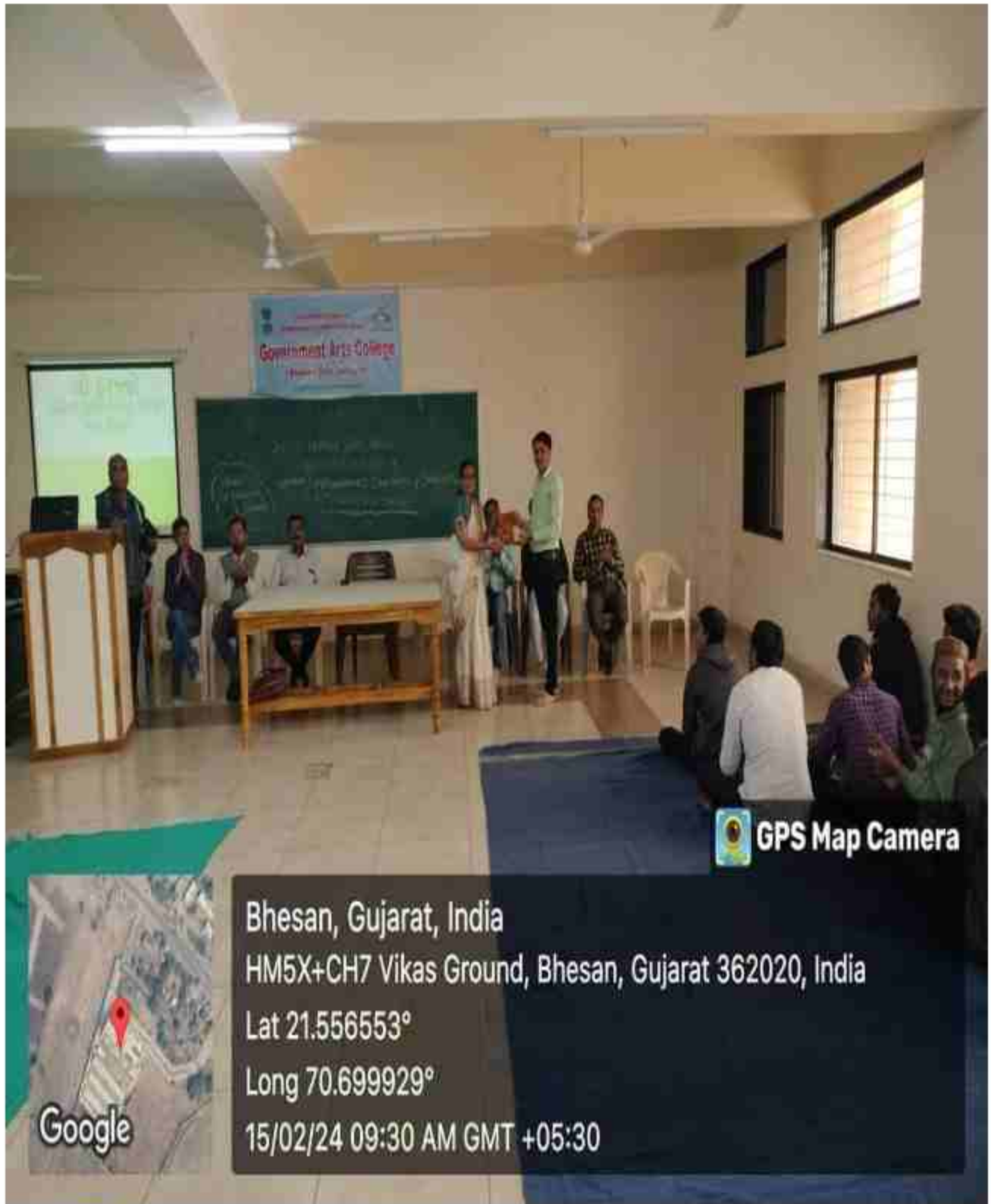
9. Informative Talk on Women's Right

An informative talk was organized on Women's Right by Harassment and Anti Ragging Cell of the college on 30/09/2022. It was organized under 'Awareness Week for Law' (*Kanuni Seva Saptah*). For this programme A. K. Parmar sir, Solanki Sir, And Pandya Sir from Taluka Court were invited. The programme was anchored by the head of History department, Mr. Sanish Meghani. In the beginning, A. K. Parmar spoke on women's right and issues facing by women in legal matters. Pandya sir shared the information about POCSO act. Students participated actively in this programme. Many students asked the questions to the invited guests. Satisfactory answers were given to the students. Vote of thanks was done by Dr. Sanjy Bandhiya of the Hindi Department.



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Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances

The institute maintains a safe and conducive environment for all students. It is reflected in the rare occurrence of incidents causing student discomfort on campus. Our institution is committed to ensuring that every student feels secure and supported, and this commitment is upheld through proactive measures and dedicated committees tasked with addressing any grievances promptly and effectively.

Overview of the College Environment:

Our college claims a notably healthy environment where instances of student discomfort, particularly related to ragging or sexual harassment, are exceptionally rare. This positive atmosphere is nurtured by a vigilant faculty and healthy security measures that continuously monitor campus activities to prevent any untoward incidents. The institution's location, situated away from bustling metropolitan areas known for higher incidences of such issues, further contributes to maintaining a peaceful and safe learning environment.

Committees and Their Roles:

Despite the rarity of such occurrences, our college operates several committees dedicated to handling grievances related to ragging, sexual harassment, and other concerns that may affect students' well-being and educational experience:

1. Anti-Ragging Committee:

- The Anti-Ragging Committee is actively engaged in preventing and addressing instances of ragging on campus. It conducts regular awareness campaigns, installs CCTV surveillance, and organizes



patrols to monitor and deter potential incidents. Although cases are infrequent, the committee remains vigilant to uphold a zero-tolerance policy towards ragging.

2. Sexual Harassment Committee:

Committed to creating a respectful and safe environment, the Sexual Harassment Committee ensures strict adherence to policies that prohibit any form of harassment. It handles complaints with sensitivity and confidentiality, conducts thorough investigations, and recommends appropriate actions to support victims and discipline offenders.

3. Internal Complaints Committee (ICC):

The Internal Complaints Committee (ICC) handles any grievances, including those related to sexual harassment, bullying, and eve-teasing. Even though such complaints are rare, the ICC makes sure to investigate them fairly and without bias. The committee supports those who file complaints throughout the process and works to resolve issues in a way that maintains the college's standards of conduct.

4. Grievance Redressal Committee:

The Grievance Redressal Committee addresses broader issues affecting students' comfort and educational experience. It provides a platform for resolving disputes through structured procedures, ensuring transparency and fairness in handling grievances, even though occurrences are rare.

In conclusion, while our college prides itself on maintaining a remarkably safe and supportive environment with minimal instances of student discomfort, our committees remain integral. They uphold rigorous standards, ensure proactive measures are in place, and stand ready to swiftly address any issues that may arise. Through their continuous efforts and dedication, we reaffirm our commitment to fostering an environment where every student can thrive academically and personally, free from harassment or intimidation.




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Statutory /Regulatory Committees for Sexual harassment and Anti-ragging

The institute have established vital committees to address issues of sexual harassment and ragging, ensuring a safe and respectful environment for all students, faculty, and staff.

The Sexual Harassment Committee is dedicated to handling complaints related to sexual harassment. It operates under strict confidentiality, offering a supportive platform for individuals to report incidents without fear of reprisal. The committee conducts thorough investigations, provides necessary support to victims, and recommends appropriate actions to prevent future occurrences.

The Internal Complaints Committee (ICC) focuses on resolving various complaints, including those related to sexual harassment, bullying, and eve-teasing. It ensures fair treatment of all parties involved, maintains confidentiality, and follows due process in investigating and adjudicating complaints.

The Anti-Ragging Committee is tasked with preventing and addressing instances of ragging within the college premises. It promotes awareness through educational initiatives, enforces a zero-tolerance policy, and takes disciplinary action against offenders to maintain a safe learning environment.

Additionally, **the Grievance Redressal Committee** addresses broader grievances affecting students' comfort and educational experience. It facilitates the resolution of disputes through structured processes, promoting fairness and accountability across the college community.

Together, these committees play integral roles in upholding institutional values, promoting respect, and safeguarding the well-being of all members of the college community against harassment and misconduct.



Anti-ragging Committee

Coordinator	Dr. Sarojben Narigara Assistant Professor in Psychology	sarojnarigara@gmail.com Cell No. 94265 30104
Co-coordinator	Dr. Bharatkuamar M. Bhambhaniya Associate Professor in Gujarati	Bharatbambhaniya3112@gmail.com Cell No. 94265 30104
Member	Dr. Ajay L. Joshi Assistant Professor in Sanskrit	joshiajaydhari@gmail.com Cell No. 88663 20830
Member	Dr. Sachin J. Pithdiya Assistant Professor in Sociology	sachinpithadiya@gmail.com Cell No. 70486 86315

1. Institutional Authorities:

- Ensure compliance with UGC regulations and provide necessary resources for the Anti-Ragging Committee (ARC).
- Support the implementation of the anti-ragging policy across the campus.

2. Anti-Ragging Committee (ARC):

- Develop, implement, and regularly review the anti-ragging policy.
- Conduct awareness programs and training sessions for students and staff.
- Handle complaints of ragging, conduct thorough investigations, and recommend disciplinary actions as per policy.

3. Faculty and Staff:

- Promote and maintain a ragging-free environment by acting as role models.
- Monitor student behavior and promptly report any incidents of ragging to the ARC.
- Participate actively in awareness campaigns and training programs organized by the institution.

4. Students:

- Adhere strictly to the anti-ragging policy and refrain from participating in or encouraging any form of ragging.
- Report incidents of ragging promptly to the ARC or designated authorities.



- o Engage in awareness activities and contribute to fostering a positive campus culture free from harassment.

5. Preventive Measures:

- o Conduct awareness campaigns through discussions, talks, and posters highlighting the consequences of ragging.
- o Install CCTV cameras in strategic locations and conduct regular patrols to monitor and deter ragging incidents.
- o Provide anonymous complaint boxes for students to report incidents safely and encourage counseling support for victims.

6. Disciplinary Actions:

- o Enforce strict disciplinary measures for students found guilty of ragging, including suspension, expulsion, cancellation of admission, fines, or legal action under relevant laws.
- o Ensure consistent application of penalties to deter future incidents and uphold a safe learning environment for all.

Through these roles and responsibilities, the institution aims to proactively prevent and effectively address incidents of ragging, fostering a supportive environment where all students can pursue their education free from harassment or intimidation.

Sexual harassment Committee

Coordinator	Dr. Sarojben Narigara Assistant Professor in Psychology	sarojnarigara@gmail.com Cell No. 94265 30104
Co-coordinator	Dr. Bharatkuamar M. Bhambhniya Associate Professor in Gujarati	Bharatbambhniya3112@gmail.com Cell No. 94265 30104
Member	Dr. Ajay L. Joshi Assistant Professor in Sanskrit	joshiajaydhari@gmail.com Cell No. 88663 20830
Member	Nitin Gajera Librarian	gajeranitinlis@gmail.com Cell No. 99091 87955

The Sexual Harassment Committee, entrusted with the task of addressing incidents of sexual harassment within our institution, operates with the utmost commitment to maintaining a safe and respectful environment conducive to learning and professional growth. Here are the comprehensive roles and responsibilities of the committee:



1. **Receiving and Processing Complaints:** The committee serves as the primary point of contact for receiving complaints related to sexual harassment. It ensures that complainants can securely submit their grievances, whether orally or in writing, while maintaining strict confidentiality.
2. **Confidentiality and Sensitivity:** Upholding confidentiality is paramount to the committee's approach. It handles each complaint with sensitivity and empathy, respecting the privacy and dignity of all parties involved.
3. **Investigation and Fact-Finding:** Upon receipt of a complaint, the committee initiates a prompt and thorough investigation. This process includes gathering relevant evidence, conducting interviews with the complainant, the accused, and witnesses, and reviewing pertinent documentation to establish the facts of the case fairly and objectively.
4. **Awareness and Prevention Initiatives:** Proactively promoting awareness and prevention of sexual harassment is a core function of the committee. It organizes educational workshops, seminars, and training sessions to inform the college community about their rights, responsibilities, and the importance of maintaining respectful conduct.
5. **Support and Counselling:** Throughout the complaint resolution process, the committee provides compassionate support and guidance to complainants.

By steadfastly adhering to these roles and responsibilities, the Sexual Harassment Committee plays a pivotal role in safeguarding the welfare and dignity of every member of our college community. It reinforces a commitment to zero tolerance for sexual harassment while promoting an environment where all individuals can thrive and contribute positively to our shared academic and professional endeavours.

Internal Complaint Committee

Coordinator	Dr. Ajay L. Joshi Assistant Professor in Sanskrit	joshiajaydhari@gmail.com Cell No. 8866320830
Co-coordinator	Dr. Vishavjit A Kava Assistant Professor in History	Vakava7686@gmail.com Cell NO. 99251 76823
Member	Mr. Dilip Gajera Assistant Professor in Economics	Gajeradilip6@gmail.com Cell No. 94281 15848

The Internal Complaints Committee (ICC) of the institute is assigned the responsibility of addressing and resolving complaints related to various forms of misconduct that impact students' education and comfort on campus. Specifically, the ICC handles cases related to sexual harassment, bullying, eve-teasing, and any other complaints that compromise the safety and well-being of students within the college environment.

Roles and Responsibilities of the ICC:

1. **Receiving and Handling Complaints:** The ICC receives complaints from students, faculty, or staff regarding incidents of sexual harassment, bullying, eve-teasing, or other related issues. It ensures that complaints can be submitted confidentially and provides multiple channels for reporting, such as written submissions or in-person meetings.
2. **Confidentiality and Sensitivity:** Maintaining strict confidentiality is paramount for the ICC. It handles complaints with sensitivity, respecting the privacy and dignity of all parties involved. This approach is crucial for creating a safe space where individuals feel comfortable coming forward with their concerns.
3. **Investigation and Inquiry:** The ICC conducts thorough and impartial investigations into each complaint it receives. This process includes gathering relevant evidence, interviewing witnesses, and reviewing documentation to ascertain the facts of the case. Fairness and transparency are maintained throughout the inquiry process.
4. **Recommendations and Actions:** Based on the findings of the investigation, the ICC makes recommendations for appropriate actions or disciplinary measures. These recommendations are guided by institutional policies and legal frameworks, ensuring that the response to each complaint is both effective and fair.
5. **Awareness and Prevention Programs:** The ICC plays an active role in raising awareness about issues related to sexual harassment, bullying, and eve-teasing within the college community. It organizes workshops, seminars, and training sessions to educate students, faculty, and staff about their rights and responsibilities, as well as strategies for prevention.

By fulfilling these roles and responsibilities, the Internal Complaints Committee plays a crucial role in promoting a safe and harassment-free environment conducive to learning and working in our college community.



Grievance redressal committee

Coordinator	Dr. Bharatkuamar M. Bhambhaniya Associate Professor in Gujarati	Bharatbambhaniya3112@gmail.com Cell No. 94265 30104
Co-coordinator	Dr. Sarojben Narigara Assistant Professor in Psychology	sarojnarigara@gmail.com Cell No. 94265 30104
Member	Dr. Vishavjit A Kava Assistant Professor in History	Yakava7686@gmail.com Cell NO. 99251 76823
Member	Dr. Pankaj Solanki Assistant Professor in English	trpankajsolanki@gmail.com Cell No. 99981 10093

Roles & Responsibilities

1. Receiving and Acknowledging Complaints:

- The committee receives grievances from students, faculty, and staff through various channels, ensuring confidentiality and sensitivity.
- It promptly acknowledges receipt of complaints and assigns reference numbers for tracking purposes.

2. Initial Assessment and Investigation:

- Each grievance undergoes a thorough initial assessment to determine its nature, severity, and urgency.
- A dedicated subcommittee or appointed members conduct impartial investigations, collecting evidence through interviews with involved parties and adhering to principles of natural justice.

3. Recommendations and Actions:

- Based on investigation findings, the committee recommends appropriate actions or disciplinary measures in accordance with institutional policies.

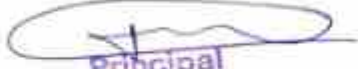


- It ensures clear communication of outcomes to both the complainant and the accused, providing opportunities for feedback or appeal if necessary.

4. Record Keeping and Reporting:

- Detailed records of grievances, investigations, actions taken, and resolutions are maintained.
- Regular reports on grievance activities are provided to track trends, address common issues, and assess the effectiveness of the process.




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