

Acharya Shri Mahapragya Institute of Excellence Asind, Bhilwara



Proof for Implementation of
guidelines of Regulatory Bodies



01.06.2018

INTERNAL COMPLAINTS COMMITTEE (ICC)

About:

The Women's Grievance & Empowerment Cell which is also called Internal Complaints Committee (ICC) is constituted on 01st June 2018. The committee is required to review periodically the empowerment & awareness programs of women faculty, staff and girl students of the college to enhance their role in adopting specific strategies for achieving upward mobility. It provides an opportunity for the staff and students to bring their gender-related issues to the notice of the higher authorities thereby creating a congenial atmosphere of mutual trust and respect. The committee deals with the complaints related to sexual harassment at the workplace and finds amicable solutions.

Vision:

To prevent gender discrimination and sexual harassment by empowering the women employees and the girl students

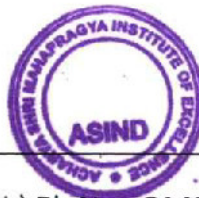
Mission:


1. To empower the women employees and girl/female students by conducting periodical awareness programs under the banner of Saheli Club
2. To address complaints from female/girl students, teaching, and nonteaching faculty members and take appropriate action.
3. To create a secure physical, social and psychological environment to deter any act of sexual harassment.

Procedure:

1. Any aggrieved woman/girl may make, in writing, a complaint of sexual harassment within the campus to the Internal Committee immediately.
2. The Internal Committee before initiating an enquiry 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)


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Principal
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3. Where a settlement has been arrived, the Internal Committee, shall record the settlement so arrived and forward the same to the employer to take action as specified in the recommendation.
4. The Internal Committee, shall provide the copies of the settlement as recorded to the aggrieved woman and the respondents.
5. Where a settlement is arrived, no further inquiry shall be conducted by the Internal Committee.
6. The Internal Committee, shall, Where the respondent is an employee, proceed to make an inquiry into the complaint following the provisions of the service rules applicable to the respondents.
7. To inquire, the Internal Committee shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 (5 of 1908) when trying a suit in respect of the following matters: Summoning and enforcing the attendance of any person and examining him/her on oath.

Functions of the ICC Committee:

1. Creates awareness about the Internal Complaints Committee among the academic and administrative units of the institution
2. Ensures that the complainant and witnesses are not victimized or discriminated because of their complaint
3. Encourages an open-dialogue between the complainant and the committee members
4. Works in coordination with the University Policy Review Committee to ensure proper reporting of the complaints and the follow-up procedures
5. Takes appropriate measures for prevention of gender discrimination in the institution
6. Redresses the complaints received regarding sexual harassment
7. Conducts programmes to empower the girl students and women employees thereby making them self-reliant.


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ANTI RAGGING COMMITTEE (ARC)

About the Committee:

In our nation's higher education system, ragging is an unsettling reality. Even though ragging has destroyed thousands of talented students' careers and resulted in the deaths of hundreds of innocent people over the years, many still view the practice as a young college student's "initiation into the real world" and "familiarization." Ragging is characterized as any disorderly behavior that has the effect of taunting, treating, or handling a novice or junior student rudely, whether through words or deeds. Participating in raucous or unruly behavior that irritates, burdens, or damages one's mental state, or that incites fear or anxiety in a novice or junior. In view of the directions of the Hon'ble Supreme Court in SLP No. 24295 of 2006 dated 16-05-2007 and in Civil Appeal number 887 of 2009, dated 08-05-2009 to prohibit, prevent and eliminate the scourge of ragging including any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, in all higher education institutions in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students.

The objective of the Anti-Ragging Committee:

- To Prevent, Prohibit, and Redress any forms and instances of Ragging in the College.
- To educate the students on the meaning of ragging and what constitutes it.
- To educate the students on the ill-effects of ragging and the consequences, including the legal consequences of indulging in ragging.
- To conduct awareness programs on the menace of ragging, its impact, consequences and redressal mechanism available.
- To enquire into any instances of ragging that have been reported, and if necessary, take all appropriate action against the students found to have indulged in ragging.



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- To assist the Principal and other authorities of the college if necessary, in notifying the appropriate authorities in cases of ragging.
- To report any instances of ragging, write to - principalsmie@gmail.com.

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

1. Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
2. Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
3. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
4. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
5. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students;
6. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
7. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
8. Any act or abuse by spoken words, emails, posts, or public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student;

Measures for Prevention of Ragging

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

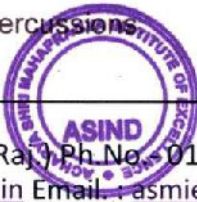
1. All Senior students are counseled by the Principal, Heads of the departments and senior faculty members.
2. Programmes are arranged where local police officers address the students and make them aware of Ragging and its repercussions.


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3. Anti-ragging squad members monitor and support all First-year students in the first year.
4. Anti-Ragging Squad members monitor during break times and visit periodically to all hostels, and campus even after academic hours for the first semester to prevent ragging.
5. Quick actions are taken in cases reported by the parents or First-year students.
6. Fresher day is conducted within a month of First-year class work.

All the above measures are intended to testify to the steadfast commitment of the LBRCE towards making it a ragging-free campus...

Monitoring Mechanisms:

1. The Head of the Institution along with other administrative authorities should take adequate measures for the prevention of ragging. Any lapse on the part of these authorities shall make them liable for criminal action for negligence of duty. The Institution should incorporate a clause in their letter of appointment that the Director, Faculty and other administrative Heads should ensure all possible steps for the prevention of ragging in the premises of the educational institutions, and that they are liable for action, in case of non-compliance.
2. Departmental inquiries shall be initiated, in addition to penal consequences against such heads of the Institution/Faculty members/non-teaching staff who display an apathetic or insensitive attitude towards complaints of ragging and would not take timely steps in the prevention of ragging and punishing those who rag.
3. The Principal or the Head of the Institution / Faculty Members / Non-Teaching staff, if found negligent in taking necessary measures for ensuring the safety of students and preventing the ragging would be declared unfit for holding any post in any institution.

Action Against Students:

1. The punishment to be meted out to the persons indulged in ragging has to be exemplary and justifiably harsh to act as a deterrent against the recurrence of such incidents.
2. The Anti-Ragging Committee of the institution shall take an appropriate decision, about punishment or otherwise, depending on the facts of each incident of ragging and the nature and gravity of the incident of ragging.
3. Depending upon the nature and gravity of the offense as established the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:
 - i. Cancellation of admission and suspension from attending classes.
 - ii. Withholding/withdrawing scholarship/fellowship and other benefits



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- iii. Debarring from appearing in any test/examination or other evaluation process and withholding results
- iv. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- v. Suspension/expulsion from the hostel
- vi. Rustication from the institution for periods ranging from 1 to 3 years and semester.
- vii. Expulsion from the institution and consequent debarring from admission to any other institution.
- viii. Collective punishment: when the persons 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.

CONVENER OF ANTI-RAGGING COMMITTEE



Shri Rahul Singh Solanki

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