

(स्टाफ रूम)



GPS Map Camera



Rajnandgaon, Chhattisgarh, India

32PG+R5H, Basantpur, Rajnandgaon,

Chhattisgarh 491441, India

Lat 21.087328°

Long 81.025949°

06/12/22 03:44 PM GMT +05:30

शैक्षणिक सत्र - 2017-18

शैक्षणिक सत्र - 2017-18 हेतु रैंकिंग नियंत्रण समिति की बैठक का आयोजन दिनांक - 21 अगस्त, 2017, समय - 12.00 बजे (दोपहर) आंतरिक गुणवत्ता आश्वासन प्रकल्प (IQA/C कक्षा) में किया गया। बैठक में सर्वसम्मति से निम्नलिखित निर्णय लिए गए :-

- ① प्रत्येक प्राध्यापक/कर्मचारी महाविद्यालय में रैंकिंग की गतिविधियों को लेकर जागरूक रखेंगे।
- ② प्रत्येक प्राध्यापक गता आपनी कार्य आवृत्ति में कम से कम एक बार महाविद्यालय परिसर का भ्रमण एवं अवलोकन करेंगे एवं अवांछनीय गतिविधियों पर नज़र रखेंगे।
- ③ नवप्रवेशित विद्यार्थियों को रैंकिंग के सम्बंध में जागरूक करने हेतु Induction Meeting में इसकी विस्तृत जानकारी दी जाएगी। इस सम्बंध में महाविद्यालय द्वारा की जाने वाली कार्यवाहियों से उनके अवगत कराया जाएगा। साथ ही नई विश्वविद्यालय अनुदान आयोग, नई दिल्ली के निर्देशानुसार उसकी वेबसाइट में रैंकिंग नियंत्रण सम्बंधी लघु चित्रों के प्रदर्शन की व्यवस्था की जाएगी।
- ④ बैठक में निम्नलिखित सदस्यों की उपस्थिति रही -

- ① डॉ. ए. एन. मालवीजा - समन्वयक
- ② श्रीमती निर्मला जैन - सदस्य
- ③ श्रीम. डॉ. एस. आर. बनेजे - सदस्य
- ④ डॉ. नागरत्ना शर्मा - सदस्य
- ⑤ श्री प्रवेश वर्मा - सदस्य



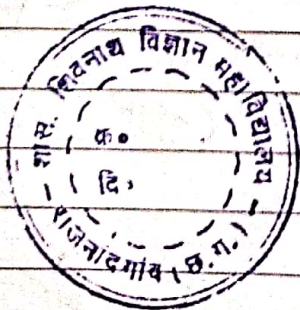
Principal
Dr. Shivnath Science College
Rajnandgaon (C.G.)

दिनांक 12 फरवरी समय 1.00 बजे (दीपकर) महाविद्यालयीन स्टांड स्त्र. में रैंगिंग नियंत्रण समिति की बैठक का आयोजन किया गया। इसे शैक्षणिक सत्र 2017-18 में आहवापक उम्मीदारीयों की जागरूकता व नियमित भ्रमण एवं अवलोकन के अलग रैंगिंग संबंधी छोड़ भी प्रश्न दर्ज नहीं हुआ इसके लिए संयोजक इस समिति के सदस्यों का धन्यवाद स्थापित किया गया।

आगामी शैक्षणिक सत्र में भी इसी प्रकार के सहयोग की अपेक्षा की। इसे शैक्षणिक सत्र में रैंगिंग संबंधी प्रश्न का दर्ज न होना रुक उपलब्धि रही।

बैठक में निम्नलिखित सदस्यों की उपस्थिति रही।-

- | | | |
|--------------------------------|-----------|--|
| ① डॉ. ए.एम. माखीया | - समन्वयक | |
| ② श्रीमती निर्मला जैन | - सदस्य | |
| ③ श्री एस. आर. कुलौजे | - सदस्य | |
| ④ डॉ. (श्रीमती) नागवत्मा गतवीर | - सदस्य | |
| ⑤ श्री पैरुषा वर्मा | - सदस्य | |



Principal

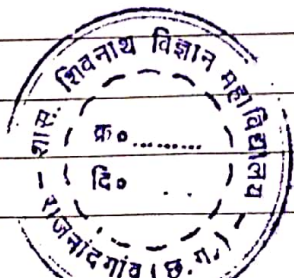
Shri. Shivnath Science College
Rajnandgaon (C.G.)


श्रीदीपिड सत्र - 2018-19 हेतु रैपिंग नियंत्रण समिति की बैठक का आयोजन दिनांक 28/ अगस्त समय 2 बजे आंतरिक गुणवत्ता आश्वासन प्रोफेस (IQAU डॉ.) में किया गया। बैठक में सर्वसम्मति से निम्नलिखित निर्णय लिए गए:

- ① प्रत्येक प्राध्यापक/ उर्मचारी महाविद्यालय में रैपिंग की गतिविधियों को लेकर पत्रगन्तव्य रहेंगे।
- ② प्रत्येक प्राध्यापक/गण अपनी कार्य अवधि में उस से उस स्टुडेंट्स और महाविद्यालय परिसर का भ्रमण एवं अवलोकन करेंगे एवं अवांछनीय गतिविधियों पर नज़र रखेंगे।
- ③ नवप्रवेशित विद्यार्थियों को रैपिंग के संबंध में जागरूक करने हेतु Inaugural Meeting में इसी विस्तृत जानकारी दी जाएगी। इस संबंध में महाविद्यालय द्वारा दी जाने वाली कार्यवाहियों से उनको अवगत कराया जाएगा। साथ ही विश्वविद्यालय अनुदान आयोग, नई दिल्ली के निर्देशानुसार उसी वेबसाइट में रैपिंग नियंत्रण सम्बंधी लघु फिल्मों के प्रदर्शन की व्यवस्था की जाएगी।
- ④ नवीन महाविद्यालयीन वेबसाइट निर्माण के समय, वेबसाइट में रैपिंग नियंत्रण सम्बंधी नियमों को भी अवलोकित किया जाएगा।

बैठक में निम्नलिखित सदस्यों की उपस्थिति रही।

- ① डॉ. ए.एन. माखीप्य - समन्वयक
- ② श्रीमति निर्मला जैन - सदस्य
- ③ डॉ. एस. आर. उर्नाडे - सदस्य
- ④ डॉ. नागरत्ना गनवीर - सदस्य
- ⑤ श्री प्रवेश वर्मा - सदस्य




Principal
Dr. Shikha Science College
Rajnandgaon (C.G.)

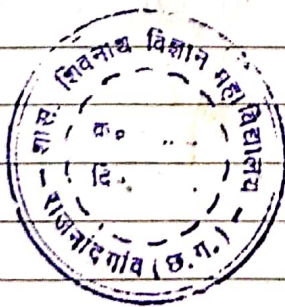
दिनांक १८ फरवरी समय १२ बजे महाविद्यालयीय स्तर पर कम में रैपिंग नियंत्रण समिति की बैठक का आयोजन किया गया। इसे शैक्षणिक सत्र-२०१८-१९ में छात्रावास उम्मीदवारों की जागरूकता का मिशन भ्रमण एवं अवलोकन के द्वारा रैपिंग संबंधी भेरी भी प्रदर्शन दर्ज नहीं हुआ इसके लिए संयोजक द्वारा समिति के सदस्यों का धन्यवाद ज्ञापित किया गया।

आगामी शैक्षणिक सत्र में भी इसी प्रकार के सहयोग हेतु अपील की। इसे शैक्षणिक सत्र में रैपिंग सम्बंधी प्रदर्शन का दर्ज न होना सख्त उपलब्धि रही।

बैठक में निम्नलिखित सदस्यों की

उपस्थिति रही -

- ① डॉ. ए. एन. मास्कीजा - समन्वयक
- ② श्रीमति निर्मला जैन - सदस्य
- ③ श्री एम. भार. उमौजे - सदस्य
- ④ डॉ. (श्रीमती) नागरत्ना गणवीर - सदस्य
- ⑤ श्री पंकज वर्मा - सदस्य



(Signature)

Principal

Govt. Shivnath Science College
Rajnandgaon (C.G.)

शैक्षणिक वर्ष 2019-20

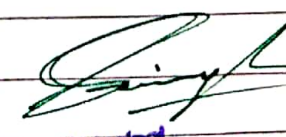
शैक्षणिक वर्ष 2019-20 हेतु रेंजिंग नियंत्रण समिति का बैठक का आयोजन दिनांक 01.08.2019 समय 2 बजे आंतरिक गुणवत्ता आश्वासन प्रक्रिया कक्ष (TQAC) में किया गया। बैठक में सर्वसम्मति से निम्न ब्रिखित निर्णय लिए गए -

- ① प्रत्येक प्राध्यापक / कर्मचारी महाविद्यालय में रेंजिंग की गतिविधियों को लेकर जागरूक रहेंगे।
- ② प्रत्येक अध्यापक वगैरह अपनी कार्य क्षमता में कम से कम एक बार महाविद्यालय परिसर का भ्रमण एवं अवलोकन करेंगे। एवं अवांछनीय गतिविधियों पर नजर रखेंगे।
- ③ नवप्रवेशित विद्यार्थियों को रेंजिंग के संबंध में जागरूक करने हेतु TQAC में बैठक में इसकी विस्तृत जानकारी दी जाएगी। इस संबंध में महाविद्यालय द्वारा की जाने वाली कार्यवाही से उनको अवगत कराया जाएगा। साथ ही TQAC के निर्देशानुसार उसकी वेबसाइट में रेंजिंग नियंत्रण संबंधी लघु चित्रों के प्रदर्शन की व्यवस्था की जाएगी।
- ④ अपनी महाविद्यालय की वेबसाइट में रेंजिंग नियंत्रण संबंधी विधियों को भी अपलोड किया जाएगा।

बैठक में निम्नलिखित सदस्यों की उपस्थिति रही।

- ① डॉ. एन. एन. भारबीजा - सम. अध्यक्ष
- ② श्रीमती निर्मला जैन - सदस्य
- ③ डॉ. एस. आर. कन्नौज - सदस्य
- ④ डॉ. नागरत्ना बनवीर - सदस्य
- ⑤ श्री परेश वर्मा - सदस्य




Principal
Smt. Shikmath Science College
Rajnandgaon (C.G.)

श्रीसुनिड स्त्र - 2019-20

दिनांक 24.02.2020 समय प्रातः 11 बजे महाविद्यालयीन सभागृह में रैगिंग नियंत्रण समिति की बैठक का आयोजन किया गया। पूरे शैक्षणिक स्त्र 2019-20 में प्राध्यापक/कर्मचारी की जागरूकता व नियमित भ्रमण एवं अपलोड के कारण रैगिंग संबंधी कोई भी प्रकरण दर्ज नहीं हुआ। इसके लिए संयोजक द्वारा समिति के सदस्यों का धन्यवाद ज्ञापित किया गया।

अगामी शैक्षणिक स्त्र में भी इसी प्रकार के सहयोग देना अपील की। पूरे शैक्षणिक स्त्र में रैगिंग संबंधी प्रकरण का दर्ज न होना एक उपलब्धि रही।

बैठक में निम्नलिखित सदस्यों की उपस्थिति रही।

- ① डॉ. ए. एन. मारगीया - संयोजक
- ② श्रीमती निर्मला जैन - सदस्य
- ③ डा. एस. आर. कलौनी - सदस्य
- ④ डा. नारायण मानवीर - सदस्य
- ⑤ श्री परेश वर्मा - सदस्य



[Signature]

Principal

Rajnandgaon College
Rajnandgaon (C.G.)

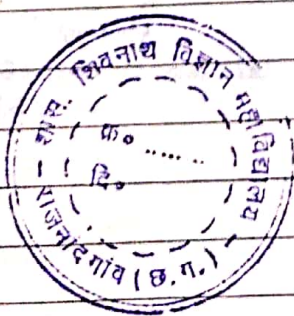
बैठक तिथि - 2020-21

दिनांक 1 सितम्बर समय-11.00 AM प्राचार्य कक्षा में रैडींग नियंत्रण समिति की बैठक का आयोजन किया गया। सर्वसम्मति से निम्नलिखित निर्णय लिए गए -

- ① नवीन सत्र में यदि ऑफलाइन कक्षाएं होती हैं तो 'इंडक्शन मीटिंग' हेतु विद्यार्थियों से प्रत्यक्ष संपर्क किया जाएगा किंतु यदि कोरोना महामारी के कारण विद्यार्थियों का महाविद्यालय में प्रवेश प्रतिबंधित रहने की स्थिति में 'वर्चुअल इंडक्शन मीटिंग' का आयोजन कर रैडींग के संबंध में जानकारी दी जाएगी।
- ② ऑफलाइन कक्षाएं लगने पर रैडींग नियंत्रण समिति के सभी सदस्यगण श्री कालरवण में महाविद्यालय परिसर का भ्रमण करेंगे एवं ऐसी गतिविधियों पर नजर रखेंगे।

बैठक में निम्नलिखित सदस्यों की उपस्थिति रही -

- ① डॉ. ए. एन. भारतीजा - अध्यक्ष
- ② श्रीमती निर्मला जैन - सदस्य
- ③ डॉ. एस. एस. कन्नौज - सदस्य
- ④ डॉ. नागरना गनवीर - सदस्य
- ⑤ श्री परेश वर्मा - सदस्य



[Signature]
Principal
Dr. Shyam Nath Science College
Painsandgaon (C.G.)

बैठक कार्यवाही
शैक्षणिक सत्र - 21-22.



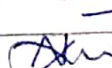
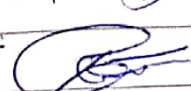
दिनांक 4-9-2021 समय - 11:30 AM. बजे प्रचार्य कक्ष में रैंगिंग नियंत्रण समिति की बैठक का आयोजन किया गया। बैठक में शैक्षणिक सत्र - 21-22 के लिए रैंगिंग नियंत्रण सम्बंधी जातिविधियों पर चर्चा की गई तथा रसमिम्माती से निम्नलिखित निर्णय लिए गए :-

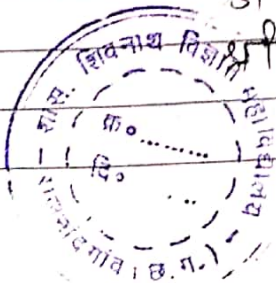
① नवप्रवेशित विद्यार्थियों के लिए इंडक्शन मिटिंग का आयोजन किया जाएगा। इंडक्शन मिटिंग में विद्यार्थियों को महाविद्यालय की आवश्यक जानकारी के अतिरिक्त रैंगिंग एवं तत्सम्बंधी नियमों/कानून की जानकारी पार पॉइंट के माध्यम से दी जाएगी। साथ ही नवप्रवेशित विद्यार्थियों को 'एली रैंगिंग शण्ड' ऑनलाइन भरवाने के लिए विबोव कार्यशाला का आयोजन किया जाएगा।

② विद्यार्थियों की भौतिक उपस्थिति छद्माओं पर होने पर रैंगिंग समिति के सदस्यगण महाविद्यालय परिसर का भ्रमण करेंगे एवं रैंगिंग सम्बंधी जातिविधियों पर निगरानी रखेंगे।

③ वेबसाइट पर रैंगिंग सम्बंधी नियमों को अपलोड किया गया है साथ विश्वविद्यालय द्वारा रैंगिंग सम्बंधी नवीन निर्णयों का परिपलन करते हुए उसे भी वेबसाइट पर अपलोड किया जाएगा।

बैठक में निम्नलिखित सदस्यों की उपस्थिति रही :-

डॉ. ए. एन. मास्कीजा - 
डॉ. एस. अमर कन्नोजे - 
डा. गोवरामा गनवीर - 
श्री परेश वर्मा - 



PRINCIPAL
Govt. Shivnath Science College
Rajnandgaon (C.G.)

बैंक कार्यवाही

दिनांक 1/3/21 को समग्र आपदा 3.000 से प्राचार्य
कक्ष में रैगिंग नियंत्रण समिति की बैठक का आयोजन
किया गया। बैंक में शैक्षणिक सत्र 2021-22 में रैगिंग
विरोधी उपायों की समीक्षा की गई, जिसे सत्र के
आरंभ में आयोजित बैंक में तय किया गया था। समीक्षापत्र
निम्नलिखित बिंदु सामने आए -

1) नवप्रवेशित विद्यार्थियों के लिए 'इंडक्शन मीटिंग' का आयोजन
किया गया जिसमें उन्हें पाठ्य पाठ्य स्टाफ के
माध्यम से रैगिंग क्या है? इसके दुष्परिणाम एवं
ऐसे वृत्तों पर महाविद्यालय द्वारा उठाये जाने वाले कदमों
की जानकारी दी गई। साथ ही उन्हें इस तरह के कृत्य
नहीं करे वरन् विद्यार्थियों के साथ ही अच्छा उसने किसी अन्य
को इस दुष्कृत्य छोटे हुए देखा है की जानकारी रैगिंग
नियंत्रण समिति के सदस्यों में से किसी को भी
मोबाइल द्वारा सूचित कर सकता है। महाविद्यालय
परिसर में विभिन्न स्थानों पर रैगिंग नियंत्रण
समिति के संयोजक एवं सदस्यों के नाम एवं मोबाइल
नम्बर प्रदर्शित किए गए हैं। रैगिंग सम्बंधी शिकायत
वेबसाइट अन्य यूजीसी वेबसाइट पर भी दर्ज की जा
सकती है।

2) रैगिंग नियंत्रण समिति द्वारा नियमित रूप से महाविद्यालय
परिसर का अवलोकन कार्य किया जाता रहा। उत्तरदायी
है कि इस सत्र में रैगिंग सम्बंधी किसी भी प्रकार
की शिकायत प्राप्त नहीं हुई।

3) नवप्रवेशित विद्यार्थियों का 'आनलाइन ऐंटी रैगिंग' क्षाण्य
पर भरवाने की प्रक्रिया कताने के साथ ही क्षाण्य
पर भरवाने का कार्य भी किया गया।

4) रैगिंग नियंत्रण सम्बंधी नवीनतम नियमों को वेबसाइट
पर अपलोड करने का कार्य किया गया।

बैंक में निम्नलिखित सदस्यों की उपस्थिति

रही -

- डॉ. ए. एन. मारुगीजा
- डॉ. एस. आर. बगोत्रे
- डॉ. नागरत्ना भनवीर
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// सूचना //

दिनांक 11/11/2021

शैक्षणिक सत्र 2021-22 हेतु गठित प्रवेश समिति एवं उनके सदस्यों को सूचित किया जाता है कि विश्वविद्यालय अनुदान आयोग, नई दिल्ली के निर्देशानुसार 'एंटी रैगिंग शपथ पत्र' ऑन लाइन भरा जाना है। 'एंटी रैगिंग शपथ पत्र' कैसे भरवाएं? विषय पर एक संक्षिप्त प्रशिक्षण कार्यक्रम का आयोजन श्री षडानन वर्मा द्वारा दिनांक 13.11.2021 को दोपहर 03.00 बजे डॉ. ए.पी.जे. अब्दुल कलाम संगोष्ठी कक्ष में किया जाएगा। ताकि समिति प्रवेशित विद्यार्थियों को इसकी जानकारी दे सकें। सभी की उपस्थिति अनिवार्य है।

संलग्न :-यूजीसी एवं विश्वविद्यालय
के पत्र की छायाप्रति।



डॉ. ए.एन.माखीजा



(डॉ. आई.आर.सोनवानी)

प्राचार्य

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// सूचना //

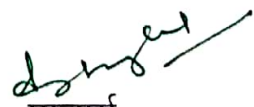
दिनांक-14.10.2022

बी.कॉम भाग-एक के नवप्रवेशित विद्यार्थियों को शैक्षणिक सत्र 2022-23 हेतु विश्वविद्यालय अनुदान आयोग, नई दिल्ली के निर्देशानुसार 'एंटी रैगिंग शपथ पत्र' ऑन लाइन भरा जाना है। 'एंटी रैगिंग शपथ पत्र' कैसे भरें विषय पर एक संक्षिप्त प्रशिक्षण कार्यक्रम के तुरंत भरवाने का कार्य किया जाएगा।

अतः विद्यार्थीगण दिनांक 15.10.2022 दिन-शनिवार को डॉ.ए.पी.जे. अब्दुल कलाम संगोष्ठी कक्ष में अनिवार्य रूप से उपस्थित हो अन्यथा अनुपस्थिति की दशा से उनकी स्वयं की जिम्मेदारी होगी।

संलग्न:- यूजीसी एवं विश्वविद्यालय,
के पत्र की छायाप्रति।


डॉ. ए.एन.माखीजा


प्राचार्य
शास.शिवनाथ विज्ञान महाविद्यालय,
राजनांदगाँव (छ.ग.)

H.com. I.
Anti Ragging Affidavit.
(Session - 2022-23)

क्र०	विद्यार्थी का नाम	हस्ताक्षर	क्र०	विद्यार्थी का नाम	हस्ताक्षर
1	तमिष्वर	तमिष्वर	30	Ashutosh	Ashutosh
2	मोहम्मद फौजान मनिहार	मो. फौजान	31	Tushar	Tushar
3	महेन्द्र कुमार	महेन्द्र	32	Chidmesh Paul	Tushar
4	नंदकिशोर साहू	नंदकिशोर	33	Nimesh Sahu	Nimesh
5	नोरन लाल सोनकर	Toransohr.	34	Shubham Sahu	Shubham
6	रेशाल कुमार साहू	Roshan	35	Amyah Nishad	Amyah
7	विवेक साहू	Vivek	36	पुष्पेंद्र साहू	पुष्पेंद्र
8	चनिष कुमार सिन्हा	Chenish	37	योगराज वर्मा	योगराज
9	सिद्धार्थ साहू	Siddharth	38	Vishal Dewangan	Vishal
10	Chandrabhan Yadav	Chand	39		
11	Pushkan Sahu	Pushkan	40		
12	Devedev Tiwari	Devedev	41		
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14	Keshav Kumar Sahu	Keshav	43		
15	Bhoopati Sahu	Bhoopati	44		
16	Somesh Kumar	Somesh	45		
17	Vasu Sonkar	Vasu	46		
18	विवेक कुमार ताम्बर	विवेक	47		
19	योगेश कुमार धनकर	योगेश	48		
20	पुनम कुमार साहू	Punam	49		
21	इंद्रतोष कुमार	Indratop	50		
22	पंकज कुमार साहू	Pankaj	51		
23	G. Siddharth Rao	Siddharth	52		
24	Harshit Pradhan	Harshit	53		
25	Ayush Sharma	Ayush	54		
26	Chitransh Sahu	Chitransh	55		
27	Vaibhav Sharma	Vaibhav	56		
28	Om Shing	Om	57		
29	Harsh Sahu	Harsh	58		
			59		
			60		

Anti Ragging Affidavit
(Session- 2022-23)

विद्यार्थी	हस्ताक्षर	क्र	विद्यार्थी	हस्ताक्षर
1 नेहा साहू	Neha Sahu	29	Neha Patel	Neha Patel
2 कनिशा शर्मा	Kanisha Sharma	30	Deepa Sahu	Deepa Sah
3 मुस्कान यादव	Muskan Yadav	31		
4 शर्षि साहू	Sharshi	32		
5 भाया साहू	भाया साहू	33		
6 मोहित रण्ड	मोहित रण्ड	34		
7 पलक ठाकुर	पलक ठाकुर	35		
8 कुसुम वर्मा	कुसुम वर्मा	36		
9 क्षमा यादव	क्षमा यादव	37		
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12 पूजा सिन्हा	Pooja Sinha	40		
13 जगदीश्वरी धनकु	जगदीश्वरी धनकु	41		
14 रीना निवाड	रीना निवाड	42		
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17 मोनिका विश्वकर्मा	Monika	45		
18 कुशमिता राठौर	Rathore	46		
19 श्वानेहा पश्वान	Shwaneha	47		
20 पूरणिमा देवांगन	Purnima	48		
21 श्रीमेश्वरी साहू	श्रीमेश्वरी साहू	49		
22 Anjali Karkar	Anjali	50		
23 Seema Jagrit	Seema	51		
24 Khushi Mishra	Khushi	52		
25 Siya Prajapati	Siya	53		
26 POOJA TIWARI	Pooja	54		
27 Riya Gupta	Riya	55		
28 Mauli Rathore	Mauli Rathore	56		

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Vishaka Guidelines
against
Sexual Harassment at Workplace

**Guidelines and norms laid down by the Hon'ble Supreme Court in
Vishaka and Others Vs. State of Rajasthan and Others(JT 1997 (7)
SC 384)**

HAVING REGARD to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

TAKING NOTE of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

**Duty of the Employer or other responsible persons in work places
and other institutions**

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

Definition

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) **Physical contact and advances;**
- b) **A demand or request for sexual favours;**
- c) **Sexually coloured remarks;**
- d) **Showing pornography;**
- e) **Any other unwelcome physical, verbal or non-verbal conduct of sexual nature**

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Preventive Steps

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**

Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Complaint Mechanism

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

Complaints Committee

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its members should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.

The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.

Worker's Initiative

Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

Awareness

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

Third Party Harassment

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.

VISHAKA GUIDELINES

The **Vishaka Guidelines** were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the [Indian Supreme Court](#) in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.

Background

Pre-1997 the person facing sexual harassment at workplace had to lodge a complaint under Section 354 of the [Indian Penal Code](#) 1860 that deals with the 'criminal assault of women to outrage women's modesty', and Section 509 that punishes an individual/individuals for using a 'word, gesture or act intended to insult the modesty of a woman.

During the 1990s, [Rajasthan](#) state government employee [Bhanwari Devi](#) who tried to prevent [child marriage](#) as part of her duties as a worker of the Women Development Programme was raped by the landlords of the community. The feudal patriarchs who were enraged by her (in their words: "a lowly woman from a poor and potter community") 'guts' decided to teach her a lesson and raped her repeatedly. The rape survivor did not get justice from Rajasthan High Court and the rapists were allowed to go free. This enraged a women's rights group called Vishaka that filed a public interest litigation in the Supreme Court of India.

This case brought to the attention of the Supreme Court of India, "the absence of domestic law occupying the field, to formulate effective measures to check the evil of sexual harassment of working women at all work places."

Vishakha vs. State of Rajasthan

In 1997, the Supreme Court passed a landmark judgment in the same Vishaka case laying down guidelines to be followed by establishments in dealing with complaints about sexual harassment. **Vishaka Guidelines** were stipulated by the Supreme Court of India, in [Vishakha and others v State of Rajasthan](#) case in 1997,

regarding sexual harassment at workplace. The court stated that these guidelines were to be implemented until legislation is passed to deal with the issue.

The court decided that the consideration of "International Conventions and norms are significant for the purpose of interpretation of the guarantee of gender equality, right to work with human dignity in Articles 14, 15 19(1)(g) and 21 of the Constitution and the safeguards against sexual harassment implicit therein."

What is sexual harassment

Sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

a) physical contact and advances; b) a demand or request for sexual favors; c) sexually colored remarks; d) showing pornography; e) any other unwelcome physical verbal or non-verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where the victim has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem.

It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment.

Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Thus, sexual harassment need not involve physical contact. Any act that creates a hostile work environment - be it by virtue of cracking lewd jokes, verbal abuse, circulating lewd rumours etc. counts as sexual harassment.

The creation of a hostile work environment through unwelcome physical verbal or non-verbal conduct of sexual nature may consist not of a single act but of a pattern of behavior comprising many such acts.

Thus, it is important that the victim report such behavior as soon as possible and not wait for it to become worse. In some cases, the psychological stigma of reporting the conduct of a co-worker might require a great deal of courage on the part of the victim and they may report such acts after a long period of time. The guidelines suggest that the complaint mechanism should ensure time bound treatment of complaints, but **they do not suggest that a report can only be made within a short period of time since the incident occurred.**

Often, the police refuse to lodge [FIRs](#) for sexual harassment cases, especially where the harassment occurred sometime ago.

Employer's obligations

Note that the Vishaka Guidelines are not sufficient for legal compliance for employers as the same has been replaced by a full fledged statute of the Parliament. Although the statute mostly retains the framework provided in the Guidelines, there are significant differences and it is the statute that the employers must follow. For instance, the definition of sexual harassment has significantly changed.^[6] From this perspective, the Vishaka Guidelines is of only historical and academic importance now. It will also be relevant in cases that were brought up before 2013 enactment of the law.

Recently the minister for Women's Welfare Maneka Gandhi has stated that government will take tough steps against any organisations, including NGOs that do not implement the new law. It is a good idea to use a checklist to make sure that your organisation is compliant with the law. A [sample checklist for sexual harassment compliance is available here.](#)

Internal Complaints Committee and Local Complaints Committee: The Sexual Harassment Act requires an employer to set up an 'Internal Complaints Committee' ("ICC") at each office or branch having more than 10 employees of any gender.

The government is in turn required to set up a 'Local Complaints Committees' ("LCC") at the district level to investigate complaints regarding sexual harassment from establishments where the ICC has not been constituted on account of the establishment having less than 10 employees or if the complaint is against the employer.

[The Sexual Harassment Act, 2013](#) also sets out the constitution of the committees, process to be followed for making a complaint and inquiring into the complaint in a time bound manner.

Interim Reliefs : The Sexual Harassment Act empowers the ICC and the LCC to recommend to the employer, at the request of the aggrieved employee, interim measures such as (i) transfer of the aggrieved woman or the respondent to any other workplace; or (ii) granting leave to the aggrieved woman up to a period of 3 months in addition to her regular statutory/ contractual leave entitlement.

In addition to ensuring compliance with the other provisions stipulated, the Sexual Harassment Act casts certain obligations upon the employer to, inter-alia,

- provide a safe working environment
- display conspicuously at the workplace, the penal consequences of indulging in acts that may constitute sexual harassment and the composition of the Internal Complaints Committee
- organise workshops and awareness programmes at regular intervals for sensitizing employees on the issues and implications of workplace sexual harassment and organizing orientation programmes for members of the Internal Complaints Committee
- treat sexual harassment as a misconduct under the service rules and initiate action for misconduct.
- The employer is also required to monitor the timely submission of reports by the ICC.

If an employer fails to constitute an Internal Complaints Committee or does not comply with any provisions contained therein, the Sexual Harassment Act prescribes a monetary penalty of up to INR 50,000 (approx. US\$1,000). A repetition of the same offence could result in the punishment being doubled and / or de-registration of the entity or revocation of any statutory business licenses.

Complaints mechanism

All women who draw a regular salary, receive an honorarium, or work in a voluntary capacity in the government, private sector or un-organised sector come under the purview of these guidelines.

- All workplaces should have an appropriate complaints mechanism with a complaints committee, special counsellor or other support services.
- A woman must head the complaints committee and no less than half its members should be women.
- The committee should include an [NGO](#)/individual familiar with the issue of sexual harassment.
- The complaints procedure must be time-bound.
- Confidentiality must be maintained.
- Complainants/witnesses should not experience victimization/discrimination during the process.

Preventive steps

- Sexual harassment should be affirmatively discussed at workers' meetings, employer-employee meetings, etc.
- Guidelines should be prominently displayed to create awareness about the rights of female employees.
- The employer should assist persons affected in cases of sexual harassment by outsiders.
- Central and state governments must adopt measures, including legislation, to ensure that private employers also observe the guidelines.

- Names and contact numbers of members of the complaints committee must be prominently displayed.

From Guidelines to Act

The Sexual harassment at workplace Bill was passed by the Lok Sabha on the 2nd of September, 2012. It is now The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It defines sexual harassment as laid down by the Supreme Court in Vishakha and others v State of Rajasthan (1997) case.¹

Recommendations

National Commission for Women has asked the government to ensure constitution of Internal Complaints Committee (ICC) in accordance with Supreme Court guidelines in its departments, institutions and autonomous bodies to address such cases. It has also recommended conducting gender sensitisation workshops for top level management officials. NCW recommended publicizing committee using posters, etc. and explicitly mention the contact details of the members. The commission also highlighted the need for orientation programs for employees to sensitize them on sexual harassment. Another recommendation was to enhance communication strategies to combat violation against women.

The rules for the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 have come into force on 9th Dec, 13'. <http://www.lawyerscollective.org/wp-content/uploads/2013/12/Sexual-Harassment-at-Workplace-Rules.pdf>

DRAFT

**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI – 110 002**

NO. F 1-16/2007 (CPP-II)

April, 2009

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER
EDUCATIONAL INSTITUTIONS, 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 University Grants Commission hereby makes the following Regulations, namely -

1. Title, commencement and applicability:-

- 1.1. These regulations shall be called the “UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009”.
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

2. Objective:-

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. Definitions:- For the purposes of these Regulations:-

- 3.1. “college” means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.

- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not 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 a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

4. Punishable ingredients of Ragging:-

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;

- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of “Ragging”.

5. Measures for prohibition of ragging at the institution level:-

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

6 Measures for prevention of ragging at the institution level:-

6.1 Before admissions:-

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The ‘Prospectus’ and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their ‘Prospectus’.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify

and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

6.2 On admission:-

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

6.3 At the end of the academic year:-

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

6.4 Setting up of Committees and their functions:-

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

6.5 Other measures:-

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.

- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1st year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

6.6 Measures for encouraging healthy interaction between freshers and seniors:-

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

7. Measures at the UGC/ Statutory/ Regulatory body level:-

7.1 Regulatory measures:-

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

7.2 Incentives for curbing ragging:-

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

7.3 Monitoring mechanism to ensure compliance:-

Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

8 Punishments:-

8.1 At the institution level:-

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

8.2 At the university level in respect of institutions under it:-

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations

and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channelled through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

8.3 At the appointing authority level:-

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

8.4 At the UGC/Statutory/Regulatory body level:-

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.

-:0:-

ANNEXURE I, Part I

UNDERTAKING BY THE CANDIDATE/STUDENT

1. I, _____
S/o. D/o. of Mr./Mrs./Ms. _____
have carefully read and fully understood the law prohibiting ragging and the
directions of the Supreme Court and the Central/State Government in this regard.

2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
 - I will not indulge in any behavior or act that may come under the definition of ragging,
 - I will not participate in or abet or propagate ragging in any form,
 - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this _____ day of _____ month of _____ year

Signature

Name:

Address:

ANNEXURE I, Part II

UNDERTAKING BY PARENT/GUARDIAN

1. I, _____
F/o. M/o. G/o _____,
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this

regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this _____ day of _____ month of _____ Year

Signature

Name:

Address:



University Grant Commission

Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13th April, 2009 in UGC, New Delhi.

The following were present:-

UGC:

Prof. Sukhadeo Thorat, Chairman
Dr. R.K. Chauhan, Secretary.
Dr. C.S. Meena, JS (CPP-II).
Shri V.K. Jaiswal, US (CPP-II).

In Chair .

Members of the UGC Committee for preparation of Regulations:-

Prof. K.P.S Unni
Dr. R.P. Gangurde
Prof. Virbala Aggarwal

Representatives of the Statutory Councils:

Medical Council Of India
National Council of Teacher Education
Indian Council of Agricultural Research
Distant Educational Council
Dental Council of India
Pharmacy Council of India
Bar Council of India

Representative of the State Governments:-

A.P. Council of Higher Education
H.P. Government,
Punjab Government ,
U.P. Government

Following decisions were taken:-

- a) The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20th April, 2009.
- b) The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them.

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US (CPP-II)

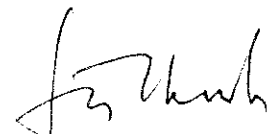
13.4.2009 JS (CPP-II)



- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be in place before the commencement of the next academic year in June 2009.

The meeting ended with a vote of thanks to the Chair.


(R. K. CHAUHAN)
13.4.2009


(SUKHADEO THORAT)

**UNIVERSITY GRANTS COMMISSION
BAHADLURSHAH ZAFAR MARG
NEW DELHI-110002**

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny
Former Registrar, JNU, Brindawvan
Near DP office, West Yakkara Road
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Phone 09895865526, kpsunny39@gmail.com
 2. Prof. Virbala Aggarwal
H.P. Univ.
Shimla-171005
Phone 09418168234
 3. Dr. R.P.Gangurde,
Former Addl. Secretary, UGC
C-13/26, Sector 38, Kendriya Vihar
Nerul, New Mumbai-400706
 4. Prof. M.Z. Khan
UGC Consultant
B-59, City Apartments
Vasundhara Enclave
Delhi-110096
- Special invitee

Special invitee

Mr.Raj Kachroo
Aman Movement

Present (UGC)

1. Prof. S.K.Thorat, Chairman, UGC
2. Dr. R.K.Chauhan, Secretary, UGC
3. Dr.C.S.Meena, Joint Secretary, UGC
4. Sh. A.N.Sharma, Deputy Secretary UGC
5. Sh. V.K.Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC

Professional Councils

1. Dr. Prem Kumar,
Additional Secretary
Medical Council of India
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2. Prof. SVS Choudhary
Vice Chairman
National Council for Teacher Education
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3. Shri C.L. Bhatia
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4. Shri Shiv Kumar
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5. Ms. Archana Mudgal
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6. Sh. J.R. Sharma
Joint Secretary
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7. Sh. S.K.Mitra
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8. Dr. S.S.Bisht
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9. Sh. D .Singh
Director
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State Council of Higher Education

1. Prof. K.C.Reddy
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State Education Secretary

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2. Shri P.C.Dhiman
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3. Sh. Prabhat Sinha
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4. Dr. Vijay Shanker
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