



Kasegaon Education Society's
Rajarambapu College of Pharmacy, Kasegaon.

Anti-ragging Committee

MECHANISM OF ANTI-RAGGING COMMITTEE

Introduction:

Ragging is defined as an act that violates or is perceived to violate on individual student's dignity. Ragging involves abuse, humiliation or harassment of new entrants or junior students by the senior students. It often takes a malignant form wherein the newcomers may be subjected to psychological or physical torture.

Effects of Ragging:

The victims of ragging suffer maximum in forms of depression, isolation, demoralization and many other forms of detrimental effects on the personality. In extreme cases the victim can even commit suicide due to mental pressures that develop over a period of time.

Government steps against ragging:

It was in the late 70s in the aftermath of the death of two fresher in a Regional Engineering college that the government of India for the first time issued a notification barring ragging in the country. The anti-ragging Campaign got an impetus in 1999 when the Hon'ble Supreme Court, in response to PIL filed by the Vishwa Jagriti Mission asked the University Grants Commission to issue guidelines to universities to curb ragging.

The committee is constituted to suggest means and to prevent ragging.

Ref. UGC regulation on curbing the menace of ragging in higher institutional education 2009.

OBJECTIVES OF ANTI RAGGING COMMITTEE:

Anti-Ragging Committee is the supervisory and Advisory Committee in preserving a culture of Ragging free environment in the college campus. Anti-Ragging committee is involved in designing strategies and action plans for curbing the menace of Ragging in the college by adopting an array of activities.



POWER AND FUNCTIONS OF ANTI RAGGING COMMITTEE:

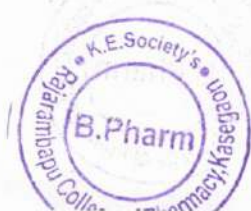
1. To uphold and comply with the directions of the Hon'ble Supreme Court and be vigilant on any acts amounting to ragging;
2. To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging;
3. To consider the complaints received from the students and conduct inquiry and submit a report to the Anti- Ragging Committee along with punishment recommended for the offenders;
4. Oversee the procedure of obtaining an undertaking from the students in accordance with the provisions;
5. To conduct workshops against ragging menace and orient the students;
6. To provide students the information pertaining to contact address and telephone numbers of the person(s) appointed to receive complaints/distress calls;
7. To offer services of counseling and create awareness to the students;
8. To take all necessary measures for the prevention of Ragging inside the Campus/ Hostels.

ANTI-RAGGING RULES:

Ragging is strictly prohibited in the college premises. If anybody found indulged in such kind of activities, strict action will be taken irrespective of the extent. Supreme Court of India has banned ragging. In order to prevent such activity on campus, several committees have been developed and brought into operation even before the start of 1st-year classes by the Director/Principal. Ragging in any form is strictly prohibited within the premises of the college/department/classroom as well as on public transport. Any individual or group of individuals who indulge in an act or practice of ragging constitutes gross indiscipline then such individual/ groups shall be dealt with as per the ordinance. This includes individual or collective acts or practices that involve physical assault or threat or use of physical force, which violate the status, dignity, and honor of any student.

Students shall not:

- Violate the status, dignity, and honor of girl students.
- Violate the status, dignity, and honor of SC and ST students.



- Expose students to ridicule and contempt thereby affect their self-esteem.
- Entail verbal abuse and aggression indecent gestures and obscene behavior.
- The Principal / the Anti-ragging committee shall take immediate action on any information about the occurrence of ragging.

The procedure for handling issues of ragging is as follows:

The information on ragging can be received in the following manner:

1. Through the notified contact details of the Committee members and national help-line number on ragging for necessary relief in terms of the provisions of the UGC Regulations.
2. Through any other member of the Institute.
3. From an external source.
4. In the event of receipt of information of ragging by any of the officers mentioned at (i) above, he/she will promptly alert/inform the Chairman of the Anti-Ragging Committee of the Institute or any of its members. The activity shall be completed, at the most, within two hours of receipt of this information.
5. The Anti-Ragging Committee of the Institute shall promptly conduct a preliminary on the spot inquiry and collect details of the incident as available prima facie. The preliminary investigation/details of the incident shall be immediately brought to the notice of the Chairman of the Institute. The activity shall be completed, at the most, within twenty hours of receipt of information.
6. On the basis of Prima Facie, the Anti-Ragging Committee of the Institute shall promptly conduct an inquiry into the incident as per provisions laid down in Clause 6.3(e) of the UGC Regulations.
7. The Anti-Ragging Committee of the Institute shall complete the inquiry and submit its report along with recommendations to the Chairman of the Anti-Ragging Committee of the Institute within fifteen days of the incident.
8. Thereafter, the said report and recommendations shall be considered by the Anti-Ragging Committee for deciding the punishment on the erring students in terms of provisions contained at Clause 9.1 of the UGC Regulations.





ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING:

The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed herein under:

The Anti-Ragging Committee may be depending on the nature and gravity of the guilt may award with following punishments, namely;

1. Suspension from attending classes and academic privileges.
2. Withholding/withdrawing scholarship/fellowship and other benefits.
3. Debarring from appearing in any test/ examination or other evaluation processes.
4. Withholding results
5. Debarring from representing the institution in any regional, national or international meet' tournament' youth festival, etc.
6. Cancellation of admission
7. Rustication from the institution for period ranging from one to four semesters'
8. Expulsion from the institution and consequent debarring from admission to any other institution for a specified


(Dr. Manoj Kumar)

PRINCIPAL
Rajarambapu College of Pharmacy
Kasegaon





(Smt. T. P. Duddaganekar)
Duddaganekar

- i. To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- ii. To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
- iii. To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- iv. To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
- v. To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.
- vi. To look into the grievances of the weaker section of society and suggest amicable solution to their problems.
- vii. To disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time.
- viii. To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- ix. To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.
- x. To organize periodic meetings to monitor the progress of different schemes. 28

Functions

To oversee the effective implementation of policies and programmes for disadvantaged groups, to provide guidance and counselling with respect to academic, financial, social and other matters and to enhance the diversity within the campus.

Aims and Objectives

Mechanism of Equal Opportunity Cell





(Smt. T. D. Duddagonkar)
Education

- (a) The Adviser in the college shall:
- i. oversee/monitor various welfare schemes/ programmes sponsored by the Government of India/State Government, UGC or any agency/ organization as well as those devised by the college/affiliating university for the disadvantaged groups for their effective implementation
 - ii. be responsible for the effective functioning of SC/ST Cell and other such Cells/Centers dealing with the problems of different socially disadvantaged groups.
 - iii. Convene the meetings of incharge of other Committees/Programmes dealing with social issues such as Gender Sensitization Committee against sexual harassment (GSCASH), National Service Schemes (NSS) etc. to review their activities.
 - iv. The Advisor shall submit the progress/review report to the Principal. The Coordinators of SC/ST Cell, Remedial Coaching and other schemes/ Women's Study Centre, Population Education Cell etc. shall be closely associated with the Equal Opportunity Centre.

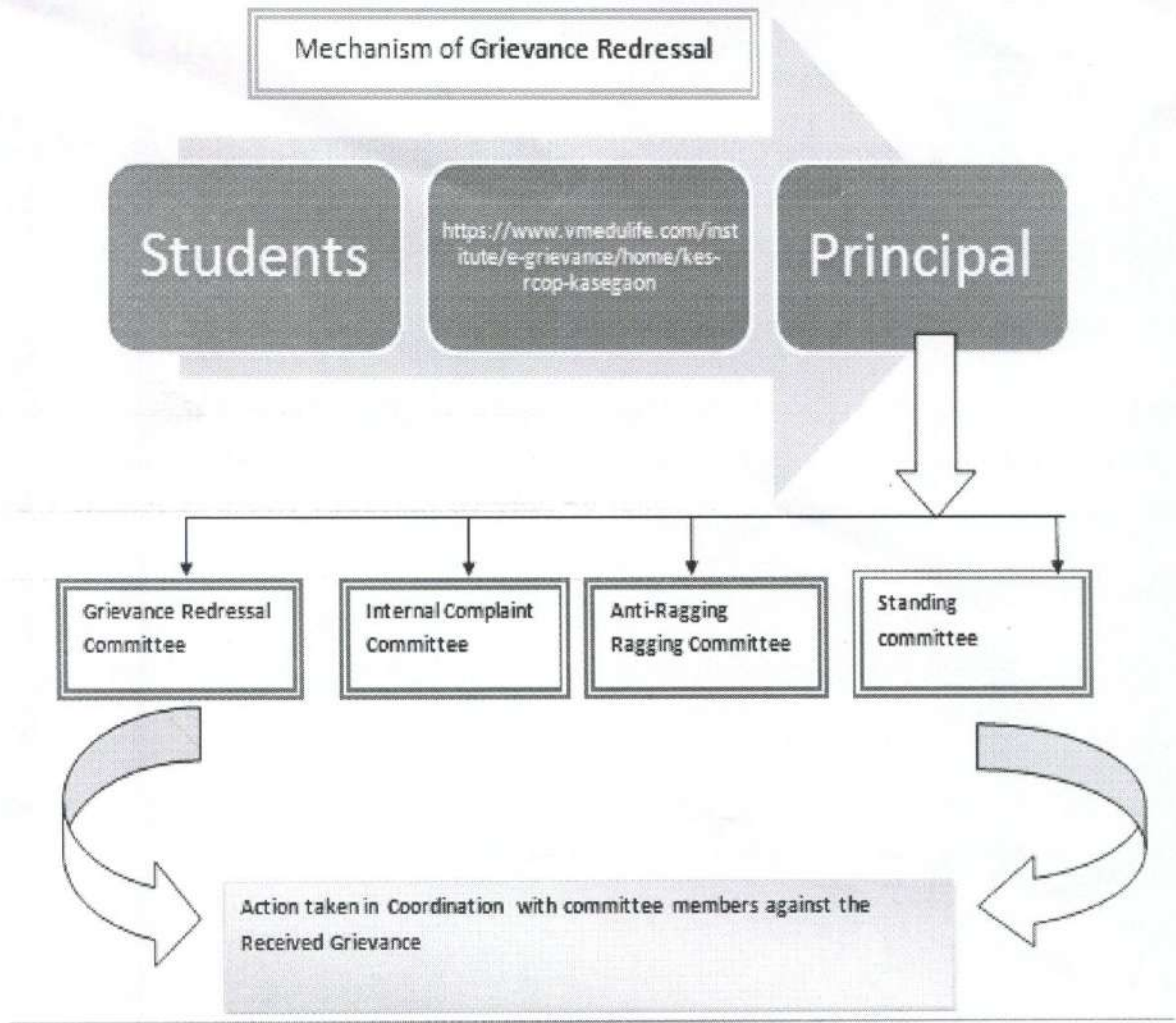
The Committee should meet at least once in four months and action taken on decisions is to be reviewed in the subsequent meetings. The Principal shall nominate one of the teachers, who has an innate interest in the welfare of the disadvantaged social groups, as an Adviser

There shall be an Advisory Committee with the Principal as Chairperson and three other members including an Adviser, to review the implementation of various schemes and programmes for the welfare of the disadvantaged and marginalized groups of the society and other related activities undertaken by the college as well as implementation of reservation policy in admission and recruitment for SC, ST, PH, OBC (non-creamy layer) and others, if any.

Advisory Committee

- xii. To sensitize the college on the problems of SC/ST and other disadvantaged groups.
- xi. To adopt measures to ensure due share of utilization by SC/ST in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.





Ref: UGC Grievance Redressal Regulation 2018

ARD
smt. A.R. Dhole

[Signature]
(Dr. M.M. Nitalkar)

[Signature]
PRINCIPAL
Rajarambapu College of Pharmacy
Kasegaon





GRIEVANCE REDRESSAL COMMITTEE MECHANISM

Grievance Redressal Committee

The College has an effective and objective multi-tier Grievance Redressal Mechanism that focuses on careful and sensitive handling of student grievances. The Grievance Redressal Committee constituted for resolution of various types of grievances.

Objectives:

To ensure effective solution to the student's grievances with an impartial and fair approach.

Student's Grievance Cell enquires and analyses the nature and pattern of the grievances in a strictly confidential manner. Emphasis on procedural fairness has been given with a view to "the right to be heard and right to be treated without bias".

Mechanism

The grievance procedure is to sort out the issues between student and college. It is a means by which a student who believe that, he / she has been treated unfairly with respect to his / her academic / administrative affairs or is convinced to be discriminated is redressed. It involves a process of investigation in which 'Student's Grievance Committee ' enquires and analyses the nature and pattern of the grievances in a strictly confidential manner. Matters are disclosed to only those, who have a legitimate role in resolving the matter. Emphasis on procedural fairness has been given with a view to "the right to be heard and right to be treated without bias". The complaint letter is required to be submitted in the Complaint box placed outside the office. The student may register their grievance through the link which is available on college web site or it can be submitted in presence.





Kasegaon Education Society's
Rajarambapu College of Pharmacy, Kasegaon.

MECHANISM OF INTERNAL COMPLAINTS COMMITTEE:

The college has constituted internal complaints committee. The constitution is as follows:

- i. 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 women employee is not available, the Presiding officer shall be nominated from other offices or administrative units of the workplace.

Provided further that in case the other colleges/institutes/recognized institutes of the workplaces do not have a senior level women employee, the Presiding Officer shall be nominated from any other workplace of the same education institution/organization.

- ii. Not less than two Members from amongst employees (teacher and/or administrative staff) preferably committed to the cause of women or who have had experience in social work or have legal knowledge

- iii. One member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issue relating to sexual harassment:

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

COMPLAINT OF SEXUAL HARASSMENT:

- i. Any aggrieved woman (women, teacher, administrative staff/student) may make, in writing, a complaint of sexual harassment at workplace to Internal Committee 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 shall render all reasonable assistance to the woman for making the complaint in writing.

Raut (Dr. I. D. Raut)

Dudhgaonkar (Smt. T. D. Dudhgaonkar)



[Signature]
PRINCIPAL
Rajarambapu College of Pharmacy
Kasegaon

Provided further that the Internal Committee 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 women from filing a complaint within the said period.

- ii. 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.

INQUIRY:

- i. The Internal Committee shall where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules or student code of conduct applicable to the respondent.

ACTION DURING PROCESS OF INQUIRY:

- i. During the pendency of an inquiry, on a written request made by aggrieved woman, the Internal Committee may recommend to the college to-
 - 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.
- ii. The leave granted to the aggrieved woman under this statute shall be in addition to the leave she would be otherwise entitled.

Raut (Dr. F. D. Raut)

Mullgadi (Smt. T. D. Dudhagoonkar)



[Signature]
PRINCIPAL
Rajarambapu College of Pharmacy
Kasegaon



Kasegaon Education Society's
Rajarambapu College of Pharmacy, Kasegaon.

MECHANISM FOR THE STANDING COMMITTEE UGC GUIDELINES

Purpose

According to the 1998 UGC Guidelines for the establishment of Special Cell for Scheduled Castes and Scheduled Tribes, for the universities and deemed to be universities, the purpose of these Cells is to help the universities/institutes in implementing the reservation policy with regard to the admission of students and the recruitment of teaching and non-teaching staff at various levels. Its function is also to help the SC/ST categories to integrate with the mainstream of the university community and to remove difficulties, which they may be experiencing.

Objectives

According to the UGC Guidelines of 1998, following are the objectives of the Cell to:

1. Implement the reservation policy for SCs/STs in the Universities and colleges;
2. Collect data regarding the implementation of the policies in respect of admissions, appointments to teaching and non-teaching positions in the universities, and in the affiliating colleges and analysis of the data showing the trends and changes towards fulfilling the required quota;
3. Take such follow up measures for achieving the objectives and targets laid down for the purpose by the GOI and the UGC; and
4. Implement, monitor continuously and evaluate the reservations policy in universities and colleges and plan measures for ensuring effective implementation of the policy and programmes of the GOI.

Functions

According to the UGC Guidelines of 1998, following are the functions of the Cell to:

1. Circulate GOI and Commission's decisions and to collect regularly, on an annual basis, information regarding course-wise admissions to candidates belonging to the Scheduled Castes and Scheduled Tribes in the Universities and Colleges for different courses, in suitable forms prescribed, by a stipulated date, and to take follow up action, where required;
2. Circulate GOI orders and Commission's decisions and to collect information in respect of appointment, training of these communities in teaching and nonteaching posts in the



D. D. D. D.
(Smt. P. D. D. D.)

[Signature]
PRINCIPAL
Rajarambapu College of Pharmacy
Kasegaon

