

ANTI-RAGGING RULES

1. Ragging is totally prohibited in the campus. If any student is found indulge in ragging, severe action will be taken against the student.
2. Based on the Hon'ble Supreme Court of India's Direction, the UGC has issued Regulations and Guide lines. Some of the guidelines are as under:
 - a. The UGC Regulations on "What Constitutes Ragging" is given in **Annexure –I**
 - b. The UGC Guidelines on the award of punishment to those found guilty are also given in **Annexure II**.

Annexure – I

What constitutes Ragging:

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

- a. 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;
- b. indulging in rowdy or in disciplined 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;
- c. 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;
- d. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
- e. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students .
- f. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- g. 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;
- h. any act or abuse by spoken words, emails, post 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;

- i. any act that affects the mental health and self- confidence of a 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.

Annexure -II

Administrative action in the event of ragging

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 process.
4. Withholding results.
5. Debarring from representing the institution in any regional, national or International meet, tournament, youth festival, etc.
6. Suspension/Expulsion from the hostel.
7. Cancellation of admission.
8. Rustication from the institution for period ranging from one to two years.
9. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

SEXUAL HARASSMENT

According to the Supreme Court Judgement, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implications), such as the following:

- Physical contact and advances
- A demand or request for sexual favours
- Showing pornography
- Any other unwelcome, physical, verbal or non-verbal conduct of sexual nature.

The Judgement further states that "Where any of these acts is committed in circumstances whereunder 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 any 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 that adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto".

According to the Code of Conduct at Work Place prepared by the National Commission for Women in 1998, sexual harassment includes such unwelcome sexually determined behaviour by any person either individually or in association with other persons or by any person in authority, whether directly or by implications, such as the following:

- Eve Teasing
- Unsavoury remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy

Complaint Redressal

- A complaint of sexual harassment may be lodged with the Principal/Teacher-in-Charge in writing by the complainant.
- Under special circumstances an individual, who may be friend/colleague/teacher/parent of the complainant, may make a written complaint on behalf of the complainant.