

# Grievances Redressal Mechanism

## Core Constituents

- Anti- Ragging Cell
- Anti-Sexual Harassment Committee
- SC/ST/OBC Grievance Cell
- Students Grievance Cell

## Anti-Ragging Cell

### Preface

Anti-Ragging Cell is constituted, in view of the directions of the Honourable 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.

### *Objectives of the Cell*

To prohibit, prevent and eliminate any conduct by any student or students towards another students or freshers –

- Whether by words: spoken or written or by an act which has the effect of teasing, treating or handling someone with rudeness.
- Indulging in rowdy or disciplinary activities.
- Disrupting the regular academic activities.
- Any act of physical abuse.
- Causing or generating a sense of shame or torment or embarrassment to derive a sadistic pleasure.

### Functions of The Cell

- To ensure compliance with the provisions of anti-ragging regulations as well as the provisions of any law in force for the time being, concerning ragging.
- To conduct enquiry in case of ragging and submit report along with recommendations for actions.



# Anti-Sexual Harassment Committee

## Preface/Overview

The government of India has notified the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act, 2013 ("Act") and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 ("Rules"). Both the Act and the Rules came into force with effect from December 9, 2013. The Act and the Rules were both drawn up and passed in furtherance to the guidelines as laid down by the Supreme Court of India in the matter of Vishaka vs. State of Rajasthan, to ensure that women, in particular, are protected against Sexual Harassment at all work places, be it in public or private, and to create work environments that recognizes right to gender equality, life and liberty and equality in working conditions everywhere. I. B. (PG) College, Panipat is an equal opportunity employment institution without regard to race, caste, religion, colour, marital status, sex, age, nationality, disability of its staff. The institution also believes that all employees of the institution have the right to be treated with dignity. The institution holds the responsibility to identify and prevent Sexual Harassment and to develop a culture of "Zero tolerance" for any form of Sexual Harassment at the Workplace. The institution will respond promptly to reports of Sexual Harassment and will take prompt and appropriate steps to take cognizance of acts/behaviour that violates this policy and if necessary, facilitate legal action.

## Objectives

- To create a secure physical and social environment which will deter acts of sexual harassment.
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.
- To provide an environment, free of gender-based discrimination.
- To facilitate a safe environment that is free of sexual harassment.
- To develop guidelines and norms for policies against sexual harassment.
- To develop principals and procedures to combat sexual harassment.
- To organize gender sensitization awareness programmes.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victims.

## Definition of Sexual Harassment

- Behaviours that may constitute harassment are:
- Verbal or Physical threats.





- Insulting, Abusive, Embarrassing or Patronizing behaviour or comments.
  - Offensive gestures, Language, Rumours, Gossip or Jokes.
  - Humiliating, Intimidating, Demeaning and /or Persistent criticism, Open hostility.
  - Suggestive comments or body language.
  - Isolation or Exclusion from normal work or study place.
  - Publishing, circulating or displaying pornographic, Racist, sexually suggestive or otherwise offensive pictures or other materials.
  - Unwanted physical contact, ranging from an invasion of space to a serious assault.
- The above list is not intended to be exhaustive.

## Roles And Responsibilities

- To take all reasonable steps (active and preventive in nature) to prevent the harassment.
- Display anti-sexual harassment posters on notice boards in common work areas and distribute relevant brochures.
- To conduct regular awareness sessions for all staff members and students on sexual harassment issues.

## SC/ST/OBC Cell

Scheduled Castes (SC) and Scheduled Tribes (ST) have been identified as two most backward groups of Indian Society. They include all the castes, races or tribes, which have been socially, economically and educationally backward. The cell has been established to support and to bring students from such communities in the main stream.

## Objectives

- Counsel and guide SC/ST students and help them to manage academic and personal issues of college life effectively.
- Ensure provisions of an environment where all such students feel safe and secure.
- To provide prompt counselling for any emotional emergencies arising on account of any event at the campus.
- To ensure protection and reservation as provided in the constitution of India.
- To provide the mechanism to redress the grievance of SC/ST students, if any.
- To arrange for special opportunities to enhance the career growth.
- To inform the SC/ST students regarding various scholarship programs of State Govt. and UGC.
- To take such follow up measures to achieve the objectives and targets laid down by the Govt. of India and the UGC.



# Students Grievance Redressal Cell

## Vision

The Student's Grievance Redressal Cell desires to promote and maintain a beneficial and unbiased educational environment. The grievances of the students are to be taken up on high priority and resolved within the stipulated time.

The cell enquires and analyses the nature and pattern of the grievances in a strictly confidential manner. Wherever required, the cell constitutes a working committee having adequate student representation and participation. The committee would establish a procedure for students to raise their concerns. The student's complaint details would be recorded. The cell would pursue the grievance procedure in accordance with the rules and regulations of the college

(As per UGC Regulations, 2018)

## Objectives

- To bring to the notice of students the benefits available to them under the preview of the cell.
- To implement the regulations of UGC with utmost compliance
- To ensure maximum reach out to students entitled and in need of support
- To establish a forum for initialising and pursuing the grievance procedure.
- To decide and resolve grievances in the most impartial and fair manner.
- To strive towards providing a peaceful and amicable environment with minimal dissension.
- To develop an accountable and approachable attitude among all the stakeholders so that a harmonious educational atmosphere is maintained in the institute.
- To redress the problems reported by the students of the college and to promote friendly relationship between students and teachers and between students etc.
- To encourage the students to express their problems/grievances frankly and freely and without any fear of being victimised.





## Functions

- Complaint box/ suggestion box are installed, in which the students can put in writing, their grievances and their suggestions for improving the academics / administration in the college.
- The person(s) concerned can personally approach any member of the cell.
- The issues will be attended promptly in a timely manner.
- The cell will address the academic and administrative problems faced by the students.
- The cell will review all complaints and will act accordingly as per the policy.



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