

GOVERNMENT COLLEGE ROPAR

(Affiliated To Punjabi University, Patiala)



Criterion 5 – Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

INDEX

Sr. No.	Document	Page No
1	Policy of Anti Sexual Harassment Committee	1-2
2	Policy of Anti Ragging Committee	3-5





OFFICE OF THE
PRINCIPAL GOVERNMENT COLLEGE ROPAR

ਦਫ਼ਤਰ ਪ੍ਰਿੰਸੀਪਲ ਸਰਕਾਰੀ ਕਾਲਜ ਰੋਪੜ

NAAC ACCREDITED WITH 'A' GRADE | AFFILIATED TO PUNJABI UNIVERSITY PATIALA

Tel. : 01881-222263 | E.mail : principal.gc.ropar@gmail.com

No. 3922

Date 06/9/2018

ANTI-SEXUAL HARASSMENT POLICY

- 1. Preamble:** Government College Ropar is committed to providing a safe and respectful environment for all its members. This Anti-Sexual Harassment Policy is formulated in accordance with the guidelines set forth by the University Grants Commission (UGC) to prevent and address incidents of sexual harassment within the college premises.
- 2. Definition of Sexual Harassment:** Sexual harassment includes unwelcome acts or behavior of a sexual nature that create a hostile or intimidating environment, interfere with an individual's participation in educational activities, or impact their dignity and well-being. It can be verbal, non-verbal, written, visual, or physical in nature.
- 3. Applicability:** This policy applies to all members of Government College Ropar, including students, faculty, staff, visitors, and any other individuals associated with the college.
- 4. Preventive Measures:**
 - a. Awareness Programs: Regular workshops, seminars, and awareness campaigns will be conducted to educate all members about what constitutes sexual harassment, how to prevent it, and how to report incidents.
 - b. Orientation: All incoming students and staff will be provided with information on this policy during their orientation to promote a culture of respect and understanding.
 - c. Display of Policy: The Anti-Sexual Harassment Policy will be prominently displayed on notice boards and the college website for easy access.
- 5. Complaint Mechanism:**
 - a. Internal Complaints Committee (ICC): The college will establish an ICC consisting of representatives from faculty, staff, and students. The ICC will be responsible for addressing complaints related to sexual harassment and ensuring a fair and impartial process.
 - b. Reporting: Any member who experiences or witnesses an incident of sexual harassment can report it to the ICC in writing or through a designated online platform. Complaints can also be submitted anonymously.
 - c. Confidentiality: The privacy and confidentiality of all parties involved will be maintained to the extent possible while conducting investigations.
- 6. Inquiry Process:**
 - a. Immediate Action: Upon receiving a complaint, the ICC will initiate an inquiry within 7 days. If the situation requires, interim measures may be taken to ensure the safety and well-being of the parties involved.
 - b. Fair Investigation: The inquiry process will be unbiased, transparent, and based on principles of natural justice. Both the complainant and the respondent will have the right to present their case and provide evidence.
 - c. Timeframe: The ICC will complete the inquiry and submit its report within 90 days from the receipt of the complaint.



OFFICE OF THE
PRINCIPAL GOVERNMENT COLLEGE ROPAR

ਦਫ਼ਤਰ ਪ੍ਰਿੰਸੀਪਲ ਸਰਕਾਰੀ ਕਾਲਜ ਰੋਪੜ

NAAC ACCREDITED WITH 'A' GRADE | AFFILIATED TO PUNJABI UNIVERSITY PATIALA
Tel. : 01881-222263 | E.mail : principal.gc.ropar@gmail.com

No. _____

Date _____

7. Disciplinary Action: If the ICC determines that an incident of sexual harassment has occurred, appropriate disciplinary action will be taken against the offender, as per the UGC guidelines and the college's rules and regulations. The severity of the action will be commensurate with the gravity of the offense.

8. Support Mechanisms: The college will provide necessary support and counseling services to the complainant, respondent, and any witnesses involved, ensuring their emotional and psychological well-being.

9. Non-Retaliation: No member of the college shall face any adverse consequences for reporting an incident in good faith. Retaliation against a complainant, witness, or anyone participating in the investigation process is strictly prohibited.

10. Review and Amendment: This policy will be reviewed periodically to ensure its effectiveness. Amendments will be made in accordance with changes in UGC regulations and evolving best practices.

11. Dissemination: The policy will be communicated to all members through various channels, including orientation programs, college publications, and official communications.

Conclusion: This Anti-Sexual Harassment Policy reflects Government College Ropar's commitment to fostering a safe and respectful environment, free from all forms of sexual harassment. By upholding the principles of dignity, equality, and justice, we aim to create a campus where all individuals can thrive and contribute positively to the academic community.

Principal
Government College Ropar





OFFICE OF THE
PRINCIPAL GOVERNMENT COLLEGE RUPNAGAR

ਦਫ਼ਤਰ ਪ੍ਰਿੰਸੀਪਲ ਸਰਕਾਰੀ ਕਾਲਜ ਰੂਪਨਗਰ

Tel. : 01881-222263 | E.mail : principal.gc.ropar@gmail.com

No. 2490

Date 16/11/2021

Anti Ragging Policy

Introduction:- The honourable Supreme Court has passed a verdict against the menace of ragging in educational institutions. Ragging in any form is illegal. The institute will take a very serious view if any student is found indulging in ragging. Such students will be expelled from the institute and a criminal case will be registered against them. As per the norm, the institute has constituted an Anti- Ragging Squad to counter the menace of Ragging. At the time of admission, all the students must submit an undertaking that they will not get involved in ragging in any form.

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.

Punishable Ingredients of Ragging:

- 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 Abetment to ragging
- Criminal conspiracy to rag.
- Assault as well as sexual offences or unnatural offences; Use of criminal force;
- Extortion: Offences against property.

PUNISHMENTS - 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:



OFFICE OF THE
PRINCIPAL GOVERNMENT COLLEGE RUPNAGAR

ਦਫ਼ਤਰ ਪ੍ਰਿੰਸੀਪਲ ਸਰਕਾਰੀ ਕਾਲਜ ਰੂਪਨਗਰ

Tel. : 01881-222263 | E.mail : principal.gc.ropar@gmail.com

No. _____ Suspension from attending classes and academic Date _____ privileges: _____

Withholding/withdrawing scholarship/fellowship and other benefits.

- **Debarring from appearing in any test/examination or other evaluation process.**
Withholding of results.

- **Debarring from representing the institution** in any regional, national or international meet, tournament, youth festival, etc. Suspension/expulsion from the hostel. Cancellation of admission.

- **Rustication from the institution** for period ranging from 1 to 4 semesters. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

Introduction to Policy: This policy intends to build an enabling environment of non-discrimination and gender equality in which everyone gets equal opportunity to use one's potential to attain goals and fulfil aspirations. Our institution, government college, Ropar has a Women Cell which works to prevent any sort of gender based discrimination in college and to insure general well-being of girl students, teachers, and non-teaching female staff members of the college.

2. Policy Statement: The mission of the policy is to lead the movement to create balanced environment for every gender in college. The policy has been formulated to make students aware of their rights and duties as the students of the college, especially those residing in rural areas. This policy provides a platform to highlight any kind of discrimination or any breach of law and order. This policy enables students to achieve and enjoy individual and collective well-being, their all-round development and prosperity without any hindrance.

3. Objectives:

1. Increase facilities for providing balanced environment for women empowerment.
2. Spread awareness about women's rights.
3. Improving service standards for women.
4. Working with civil society and communities to eliminate discriminatory behaviours and attitudes.
5. To eliminate and systematically eradicate all manifestations of explicit and implicit gender discrimination.



OFFICE OF THE
PRINCIPAL GOVERNMENT COLLEGE ROPAR

ਦਫ਼ਤਰ ਪ੍ਰਿੰਸੀਪਲ ਸਰਕਾਰੀ ਕਾਲਜ ਰੋਪੜ

NAAC ACCREDITED WITH 'A' GRADE | AFFILIATED TO PUNJABI UNIVERSITY PATIALA
Tel. : 01881-222263 | E.mail : principal.gc.ropar@gmail.com

No. _____

Date _____

4. Processes: 1) **Creation of Policy:** The policies are created to institutionalize quality, inclusion and persistent efforts for improvement. It is the aim of policy to attain equality between women and men while eliminating all forms of discrimination against women.

2) **Academics:** To design teaching-learning process in such a way that it provides equal opportunities to all students.

3) **Administration and Governance:** To administer policy and practices to achieve desired goals. The measures are taken as per Government Guidelines to eliminating the difference between boys and girls.

i) **Execution of Policy:** The government college Ropar frames policy regarding it. The same is sanctioned by the apex body of the college. The policy is communicated to all the concerned, especially the office staff. The government college Ropar encourages different departments and cells to undertake activities related to gender equality and equity regularly. The staff members ensure the proper execution of the policy. In case of any issue, the staff members have been instructed to bring the matter in the notice of Government college Ropar
Feedback and Assessment: Feedback is fundamental to regular assessment and constant improvement. The college seeks feedback in the form of complaint/suggestion. The feedback obtained is presented in meeting with the apex body. The assessment of the feedback is undertaken and the concerned actions are suggested in the meeting itself.

Jahid Singh

Principal

Government College Ropar

Akshay