



Dhanlaxmi Shikshan Sanstha

# SSK ARTS & COMMERCE COLLEGE

(Affiliated to Savitribai Phule Pune University)

SSK Campus, Tal: Sinnar, Dist: Nashik, 422102

Unipune ID : PU/NS/AC/144 (2009)

PUNCODE : CAAN018760

AISHE CODE : C-41304

## **Metric No: 5.1.4.**

**The institution adopts the following to redress student grievances, including sexual harassment and ragging cases.**

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organization-wide awareness and undertaking of policies with zero tolerance**
- 3. Mechanisms for submission of online/offline students' grievances**
- 4. Timely redressal of the grievances through appropriate committees**

## **Response from the college:**

- 1. The college has a self-financed and affiliated institute and mandatorily follows and meticulously implements the guidelines of affiliating university, the Government of Maharashtra, UGC, NAAC, AISHE, and other statutory and regulatory bodies.**
- 2. The college organizes programs related to gender equity, protection of the Environment, pollution control, educational Literacy, women empowerment, Anti- ragging, examination Grievances, maintaining discipline on the campus, and anti-sexual harassment.**
- 3. The college provides an offline mechanism for the students to submit their grievances regarding internal and external examinations and other issues and problems they face on and outside the college campus. The college is in a rural area, and most students reside near the college where internet connectivity is deficient, and students have a good rapport with their teachers.**



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**4. Regarding the grievances related to the internal and external examinations, there is a time limit and solve these grievances within the time frame declared by the university.**

**For other grievances related to the scholarship, fee concessions, placement cell, and NSS activities for these grievances respective monitoring authorities circulate their rules and regulations, and the college and the students must follow them.**

**5. For these grievances, a meeting was not called, did not circulate the agenda, and didn't prepare the meeting minutes because it is statutory work assigned to the teachers.**

**6. For grievances other than these, like Anti-Ragging Cell and Anti-Sexual Harassment Cell, the college has established such cells per the Supreme Court directives and UGC guidelines.**

**7. Usually, Anti-Ragging and Anti-Sexual Harassment incidents couldn't occur in the rural-based college. The annual report sent to the concerned agencies is always nil.**

**8. The college constitutes several internal committees for the smooth conduct of college activities like Admission, Time Table, Examination, Feedback Collection, IQAC, CDC, College Website Management, Library, Daily Attendance, Placement, Research, ICT, Student Welfare, Cultural, Sports, and NSS Student Grievance, Anti- Ragging, and Anti-Harassment committees.**

**Enclosures:**



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## **Policy Document on Internal Complaints Committee:**

**1. The Internal Complaints Committee on Gender Sensitization and Sexual Harassment (GSCASH) has been constituted in the college. The composition of the committee is furnished below.**

**2. The Internal Complaints committee looks into the redressal mechanism prescribed by the UGC (Prevention, prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.**

**a) The Internal Complaints committee is accessible to all the college's students and Teaching and non-teaching staff.**

**b) The students and Teaching and non-Teaching staff can contact the Internal Complaints committee anytime.**

**3. The Internal Complaints committee's aims and objectives are:**

**a) To deal with complaints about sexual harassment at the college using prescribed means of resolution as specified by the UGC Regulation.**

**b) To ensure the fair and timely resolution of sexual harassment complaints.**

**c) To ensure that the student, teachers, and non-teaching staff are provided with current and comprehensive materials on the prevention of sexual harassment.**

**d) To promote awareness about sexual harassment through educational initiatives that encourage and foster respectful work and a respectful work and learning environment.**



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**e) To provide information regarding counselling and support services on the campus**

**4. The college refers to the Handbook on Sexual Harassment of Women at Workplace published Government of India, Ministry of Women and Child Development, November 2015**

## **Policy Documents on Anti-Ragging**

### **1. Preamble:**

**Given the directions of the Hon'ble Supreme Court dated 8.05.2009 and in consideration of the determination of the Central Government and the University Grants Commission to prohibit, prevent and eliminate the scourge of ragging.**

### **2. Objective:**

**a) To eliminate ragging in all its forms from universities, deemed universities, and other higher educational institutions in the country by prohibiting it under these Regulations, preventing its occurrence, and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.**

**b) The University Grants Commission, vide its letter no F.1-16/2007 (CPP-II) dated June 17, 2009, has reiterated the ban on the ragging of students in Institutions of Higher Learning. The students, therefore, were directed strictly to desist from any ragging.**



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### **3. Affidavit by students and parents:**

**Each student and their parents/ guardian shall have to furnish an affidavit along with the application form to the effect that they/he will not participate in or abet the act of ragging and that if they are found guilty, they shall be liable for punishment under the penal law of India**

### **4. What is Ragging?**

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

**a) Any conduct by any student or students, whether spoken or written or by an act which has the effect of teasing, treating, or handling a fresher or any other student with rudeness.**

**b) Indulging in rowdy or indiscipline 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, torment, or embarrassment 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.**



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**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, posts, or 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 show off power, authority, or superiority by a student over any fresher or any other student.**

## **5. Ragging: Punishments**

**a) The University Grants Commission, vide its letter no F.1-16/2007 (CPP-II) dated June 17, 2009, has reiterated the ban on the ragging of students in Institutions of Higher Learning.**

**b) Punishment for Participation in/or Abetment of Ragging**

**c) Cancellation of admission**

**d) Suspension from attending classes**

**e) Withholding/withdrawing scholarship/fellowship and other benefits**



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**f) Debarring from appearing in any test/examination or another evaluation process**

**g) Withholding results**

**h) Debarring from representing the institution in any national or international meet, tournament, youth festival, etc**

**i) Suspension/expulsion from the hostel**

**j) Rustication from the institution for periods varying from 1 to 4 semesters or equivalent period**

**k) Expulsion from the college and consequent debarring from admission to any other institution**

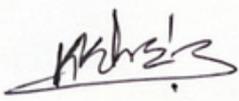
**l) Fine up to Rs. 25,000/**

## **6. Collective punishment:**

**a) When the persons committing or abetting the crime of ragging are not identified, the college shall resort to collective punishment as a deterrent to ensure community pressure on the potential triggers.**

**b) The students, therefore strictly directed to desist from any ragging.**



  
**Principal**  
Sahakarmitra Shivajirao Katkade  
Arts & Commerce College,  
Naigaon, Tal. Sinnar (Nasik)