



Jayprakash Education Society's  
**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**  
Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.  
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(Affiliated to Shivaji University, Kolhapur)



Founder Chairman : **Hon. Adv. Nanasaheb S. Mane**  
B.A., LL.B., Ex.MLA

Chairman : **Shri. Satish S. Mane**  
M.A., M.Phil

Principal : **Dr. S. D. Disale**  
M.Sc. Ph.D  
Mob. : 7709880950

### 5.1.4

The institution adopts the following for redressal of student grievans including sexual harassment and ragging cases.

### Particulars

Sr.No	Particulars
1	Implementation of guidelines of statuary/regulatory bodies
2	Organization wide awareness and undertakings on policies with zero tolerance
3	Mechanisms for submission of online/offline students' grievances
4	Timely redressed of the grievances through appropriate committees



  
Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra



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## 5.1.4

# Implementation of Guidelines of Statutory/Regulatory Bodies

# **Guidelines for Internal Complaint Committee**



प्रो. रजनीश जैन  
सचिव

**Prof. Rajnish Jain**  
Secretary



विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**

(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

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10 JUN 2022

DO. No. F.91-2/2020(GS)

7<sup>th</sup> June, 2022

Respected Madam/Sir,

This is in continuation of earlier letter of even number dated 10-06-2021 (available on UGC website [www.ugc.ac.in](http://www.ugc.ac.in) under Notices) requesting the Universities / Colleges to Constitute an Internal Complaint Committee (ICC) and a special cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme.

You are requested to ensure that ICC constituted in your Esteemed University is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

You are, also requested to fill an online compliance of Gender Audit on SAKSHAM Portal (i.e.saksham.ugc.ac.in) and also inform the same to your affiliated colleges.

An early action in this matter would be highly appreciated.

With kind regards,

Yours sincerely,

(Rajnish Jain)

To

- The Vice-Chancellors of all Universities.
- The Principals of all Colleges.





# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 171]

नई दिल्ली, सोमवार, मई 2, 2016/वैशाख 12, 1938

No. 171]

NEW DELHI, MONDAY, MAY 2, 2016/ VAISAKHA 12, 1938

मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।

(2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।

(3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।

2. परिभाषाएँ:- इन विनियमों में—बशर्त विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-

(अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;

(ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);

(स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा/53]

जसपाल एस. संधु, सचिव, यूजीसी

## MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

### NOTIFICATION

New Delhi, the 2nd May, 2016

#### University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

**No. F. 91-1/2013(TFGS).**—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:—

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
  - (2) They shall apply to all higher educational institutions in India.
  - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,—
  - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
  - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
  - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short- term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;



- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
    - (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
    - (b) demand or request for sexual favours;
    - (c) making sexually coloured remarks
    - (d) physical contact and advances; or
    - (e) showing pornography"
  - (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
    - (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
    - (b) implied or explicit threat of detrimental treatment in the conduct of work;
    - (c) implied or explicit threat about the present or future status of the person concerned;
    - (d) creating an intimidating offensive or hostile learning environment;
    - (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;



- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;  
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;  
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
  - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
  - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

**3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-**

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual



harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC; Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

**3.2 Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

**4. Grievance redressal mechanism.**—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-



- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

- (2) At least one-half of the total members of the ICC shall be women.

- (3) Persons in senior administrative positions in the HEI, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.

- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.

- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.

- (6) Where the Presiding Officer or any member of the Internal Committee:

- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

#### 5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;



- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

**6. The process for making complaint and conducting Inquiry** – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

**7. Process of making complaint of sexual harassment** - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the 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 person for making the complaint in writing;

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

**8. Process of conducting Inquiry-** (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the



case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

**9. Interim redressal-**The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

**10. Punishment and compensation-** (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
  - (b) suspend or restrict entry into the campus for a specific period;
  - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
  - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
  - (b) the loss of career opportunity due to the incident of sexual harassment;
  - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
  - (d) the income and status of the alleged perpetrator and victim; and
  - (e) the feasibility of such payment in lump sum or in instalments.

**11. Action against frivolous complaint.**—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

**12. Consequences of non-compliance.**—(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
  - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
  - (c) withholding any grant allocated to the institution;
  - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
  - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
  - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
  - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
  - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
  - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC



**Vishaka Guidelines Against  
Sexual Harassment at  
Workplace  
Institutions**



प्रो. रजनीश जैन  
सचिव

Prof. Rajnish Jain  
Secretary



विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002  
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

D.O No.91-5/2021(GS)

November, 2022

Respected Madam/Sir,

22 NOV 2022

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 was notified on 9<sup>th</sup> December, 2013 to provide a safe and secure environment to women at the workplace.

Sexual Harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment.

The protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25<sup>th</sup> June, 1993 by the Government of India.

University Grants Commission (UGC) has also notified University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 in the Gazette of India which are available on UGC website i.e [www.ugc.ac.in](http://www.ugc.ac.in). These Regulations clearly describes responsibilities of the higher educational institutions, grievance redressal mechanism, process for making complaint and conducting inquiry interim redressal, punishment and compensation, consequences of non-compliance etc. UGC Regulations being statutory in nature are binding for universities and colleges.

The Ministry of Education has decided to ensure that a Special Drive be conducted in all the Autonomous Bodies (ABs) / Public Sector Undertakings (PSUs)/ Higher Educational Institutions on the following activities:-

- I. To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.

...contd....2/-

*(Signature)*



## CONTINUATION SHEET

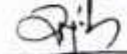
- 2 -

- II. To observe the 25<sup>th</sup> November as the International Day for the Elimination of Violence against Women.
- III. To observe Discrimination against Women Pakhwada from 25<sup>th</sup> November to 10<sup>th</sup> December, 2022.
- IV. Internal Complaints Committees to conduct special drive to review the pending cases and take appropriate action before 9<sup>th</sup> December.

**I write this to request you to kindly conduct Special Drive to review the pending cases if any and take appropriate action before 9<sup>th</sup> December, 2022.** The details of programme/activities conducted your Institutions may be provided to Gender Sensitization Division of UGC at [ugc.iccgs@gmail.com](mailto:ugc.iccgs@gmail.com) by 11<sup>th</sup> December, 2022 (in soft copy - both in PDF and MS word format).

With kind regards,

Yours sincerely,

  
(Rajnish Jain)

**The Vice-Chancellors of all Universities  
The Principals of all Colleges**

**Vishaka Guidelines**  
**against**  
**Sexual Harassment at Workplace**

**Guidelines and norms laid down by the Hon'ble Supreme Court in  
Vishaka and Others Vs. State of Rajasthan and Others(JT 1997 (7)  
SC 384)**

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**HAVING REGARD** to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

**TAKING NOTE** of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

**Duty of the Employer or other responsible persons in work places and other institutions**

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

**Definition**

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) **Physical contact and advances;**
- b) **A demand or request for sexual favours;**
- c) **Sexually coloured remarks;**
- d) **Showing pornography;**
- e) **Any other unwelcome physical, verbal or non-verbal conduct of sexual nature**



Where any of these acts is committed in circumstances where-under 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 in 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. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

### **Preventive Steps**

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**

### **Criminal Proceedings**

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

### **Disciplinary Action**

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

### **Complaint Mechanism**

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

### **Complaints Committee**

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.



The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.

### **Worker's Initiative**

Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

### **Awareness**

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

### **Third Party Harassment**

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

**The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.**

**These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.**

<b>75th Independence Day</b>		
<b>Date of event/activity (DD-MM-YYYY)</b>	<b>Name of the event/activity</b>	<b>Name of the student participated</b>
15-Aug-23	75 th Independence Day	Kadam Shivdatta Sagar
15-Aug-23	75 th Independence Day	Kamble Akash Bhagwan
15-Aug-23	75 th Independence Day	Kamble Akshay Laxman
15-Aug-23	75 th Independence Day	Kamble Akshay Rohidas
15-Aug-23	75 th Independence Day	Kamble Bhagesh Yuvraj
15-Aug-23	75 th Independence Day	Kamble Gaurav Sudhir
15-Aug-23	75 th Independence Day	Kamble Hemant Manohar
15-Aug-23	75 th Independence Day	Kamble Indrajit Dattatray
15-Aug-23	75 th Independence Day	Kamble Kamlesh Raghunath
15-Aug-23	75 th Independence Day	Kamble Kiran Tanaji
15-Aug-23	75 th Independence Day	Kamble Pranit Dilip
15-Aug-23	75 th Independence Day	Kamble Pratik Suresh
15-Aug-23	75 th Independence Day	Kamble Ritesh Kisan
15-Aug-23	75 th Independence Day	Kamble Rohan Ananda
15-Aug-23	75 th Independence Day	Kamble Rohit Anilkumar
15-Aug-23	75 th Independence Day	Kamble Rushikesh Suresh
15-Aug-23	75 th Independence Day	Kamble Satish Shamrao
15-Aug-23	75 th Independence Day	Kamble Satyajit Sarjerao
15-Aug-23	75 th Independence Day	Kamble Sushant Shankae
15-Aug-23	75 th Independence Day	Kamble Tejas Vishwas
15-Aug-23	75 th Independence Day	Kamble Viki Kumar
15-Aug-23	75 th Independence Day	Kamble Vinay Vasant
15-Aug-23	75 th Independence Day	Kamble Vinayak kashinath
15-Aug-23	75 th Independence Day	Kamble Vishal Maruti
15-Aug-23	75 th Independence Day	Sutar Santosh Prakash



**Regulations on Curbing the  
Menace of Ragging  
in  
Higher Educational  
Institutions**



**UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI**

No. F. 1-21/2009 (Anti Ragging)

March, 2012

**NOTICE**

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the University Grants Commission has framed "UGC Regulations on curbing the menace of ragging in higher educational institutions, 2009" which have been notified on 4<sup>th</sup> July, 2009 in the Gazette of India. These regulations are mandatory for all Universities/Institutions. The UGC has made it mandatory for all students/parents to submit anti ragging related affidavits to the institutions at the time of admission. **Now it is brought to the notice of all Universities, Institutions, Students and Parents that these affidavits can be downloaded from the web site of UGC and or related other web sites.**

**JS (ARC)**





प्रो. रजनीश जैन  
सचिव  
Prof. Rajnish Jain  
Secretary



विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002  
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D.O. No.1-15/2009 (ARC) pt.III

30 DEC 2021

23<sup>rd</sup> December, 2021

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC had notified **"Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009"**. The Regulations are available on the UGC website i.e. [www.ugc.ac.in](http://www.ugc.ac.in). These regulations are mandatory for all higher educational institutions in the country.

As multiple mechanisms are required to ensure a ragging-free campus, here are some recommendations and action steps which are required to be deployed in your esteemed university and all institutions under your ambit.

#### A. Basic Measures:

1. Constitution of anti-ragging committee, anti-ragging squad, setting up of Anti-Ragging Cell and adequate publicity for these measures through various media are to be undertaken.
2. Mention of anti-ragging warning in the institution's prospectus and information booklets /brochures shall be ensured.
3. To create E-admission booklet or brochure, E-leaflets giving details on guidance in case of ragging to admitted students instead of print/hard copy of your institutions.
4. Updating websites of institutions with the complete address and contact details of nodal officers related to anti-ragging committee.
5. In compliance with the UGC Regulations and its 2<sup>nd</sup> Amendment regarding submission of undertaking by each student and every parent, an online undertaking in every academic year to be submitted.
6. UGC has notified 3<sup>rd</sup> Amendment in UGC Regulations on 29<sup>th</sup> June, 2016 to expand the definition of ragging by including the following:  
*"3. (i) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background."*

7. Installing CCTV cameras at vital points.

#### B. Counseling and monitoring measures

1. Regular interaction and counseling with the students can detect early signs of ragging and identification of trouble-triggers.
2. Surprise inspection at hostels, students accommodation, canteens, rest-cum-recreation rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behaviour/incident shall be undertaken.

#### C. Creative Dissemination of the idea of ragging-free campus

1. Events like Anti-Ragging workshops, seminars and other creative avenues to spread the idea.
2. Safety and security apps without affecting the privacy of individuals can be creatively deployed.

**D. Using other UGC initiated measures**

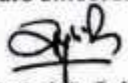
1. Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline **1800-180-5522 (24x7 Toll Free)** or e-mail the Anti-Ragging Helpline at [helpline@antiragging.in](mailto:helpline@antiragging.in).
2. For any other information regarding ragging, please visit the UGC website i.e. [www.ugc.ac.in](http://www.ugc.ac.in) & [www.antiragging.in](http://www.antiragging.in) and contact UGC monitoring agency i.e. AmanSatyaKachroo Trust on mobile No. 09871170303, 09818400116 (only in case of emergency).
3. UGC also drives an Anti-Ragging Media Campaign through different modes and UGC has got developed the following entities to promote anti-ragging which are available on UGC website i.e. [www.ugc.ac.in](http://www.ugc.ac.in).
  - a. UGC has developed 05 TVCs of 30 seconds each from different perspective i.e. Parents, Victim and Offenders.
  - b. UGC has designed and distributed posters amongst Universities/Regulatory Authorities/Councils/IITs/NITs/Other educational institutions for the prominent display.
  - c. UGC has consecutively organized 02 Anti-Ragging Competitions for students/faculty /general public for the wider awareness of the menace of ragging.

Any violation of UGC Regulations or failure of institution to take adequate steps to prevent ragging in accordance with these Regulations or failure to punish perpetrators of incidents of ragging suitably, will attract punitive action under the UGC Act.

You are requested to implement the revised procedure for students to file online anti ragging affidavit communicated vide this office letter no. 3-2/2021(ARC) dated 27<sup>th</sup> October, 2021 and display the email address and contact number of the Nodal Officer of Anti Ragging of your university/college in your website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities etc. to create awareness about the revised procedure for students to file online Anti Ragging Affidavit, and also immediately instruct all the colleges under your purview to follow it.

With kind regards,

Yours sincerely,

  
(Rajnish Jain)

The Vice-Chancellor of all Universities.



**DRAFT**

**UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI - 110 002**

**NO. F 1-16/2007 (CPP-II)**

**April, 2009**

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER  
EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

**1. Title, commencement and applicability:-**

- 1.1. These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

**2. Objective:-**

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

**3. Definitions:- For the purposes of these Regulations:-**

- 3.1. "college" means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.

- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "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.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

**4. Punishable ingredients of Ragging:-**

- Abetment to ragging;
- Criminal conspiracy to rag;
- 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;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;



- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of "Ragging".

**5. Measures for prohibition of ragging at the institution level:-**

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

**6 Measures for prevention of ragging at the institution level:-**

**6.1 Before admissions:-**

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify



and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

#### **6.2 On admission:-**

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

#### **6.3 At the end of the academic year:-**

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

#### **6.4 Setting up of Committees and their functions:-**

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

#### **6.5 Other measures:-**

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.



- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1<sup>st</sup> year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

#### **6.6 Measures for encouraging healthy interaction between freshers and seniors:-**

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the



affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

**7. Measures at the UGC/ Statutory/ Regulatory body level:-**

**7.1 Regulatory measures:-**

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

**7.2 Incentives for curbing ragging:-**

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

**7.3 Monitoring mechanism to ensure compliance:-**

Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

## **8 Punishments:-**

### **8.1 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:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

### **8.2 At the university level in respect of institutions under it:-**

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations



and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channelised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

### **8.3 At the appointing authority level:-**

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

### **8.4 At the UGC/Statutory/Regulatory body level:-**

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.

-:0:-

**ANNEXURE I, Part I**

**UNDERTAKING BY THE CANDIDATE/STUDENT**

1. I, \_\_\_\_\_  
S/o. D/o. of Mr./Mrs./Ms. \_\_\_\_\_  
have carefully read and fully understood the law prohibiting ragging and the  
directions of the Supreme Court and the Central/State Government in this regard.



2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
  - I will not indulge in any behavior or act that may come under the definition of ragging,
  - I will not participate in or abet or propagate ragging in any form,
  - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year

Signature

Name:

Address:

#### **ANNEXURE I, Part II**

#### **UNDERTAKING BY PARENT/GUARDIAN**

1. I, \_\_\_\_\_  
F/o. M/o. G/o \_\_\_\_\_,  
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this

regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ Year

Signature

Name:

Address:





University Grants Commission

**Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13<sup>th</sup> April, 2009 in UGC, New Delhi.**

The following were present:-

**UGC:**

Prof. Sukhadeo Thorat, Chairman  
Dr. R.K. Chauhan, Secretary.  
Dr. C.S. Meena, JS (CPP-II).  
Shri V.K. Jaiswal, US (CPP-II).

In Chair .

**Members of the UGC Committee for preparation of Regulations:-**

Prof. K.P.S Unni  
Dr. R.P. Gangurde  
Prof. Virbala Aggarwal

**Representatives of the Statutory Councils:**

Medical Council Of India  
National Council of Teacher Education  
Indian Council of Agricultural Research  
Distant Educational Council  
Dental Council of India  
Pharmacy Council of India  
Bar Council of India

**Representative of the State Governments:-**

A.P. Council of Higher Education  
H.P. Government,  
Punjab Government ,  
U.P. Government

Following decisions were taken:-

- a) The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20<sup>th</sup> April, 2009.
- b) The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them

13/4/09  
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13/4/09


13/4/09


13.4.2009 JS (CPP II)



- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be in place before the commencement of the next academic year in June 2009.

The meeting ended with a vote of thanks to the Chair.

  
(R. K. CHAUHAN)  
13.4.2009

  
(SUKHADEO THORAT)



**UNIVERSITY GRANTS COMMISSION  
BAHADLURSHAH ZAFAR MARG  
NEW DELHI-110002**

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny  
Former Registrar, JNU, Brindawvan  
Near DP office, West Yakkara Road  
Palakkad-678014 (Kerala)  
Phone 09895865526, [kpsunny39@gmail.com](mailto:kpsunny39@gmail.com)
  2. Prof. Virbala Aggarwal  
H.P. Univ.  
Shimla-171005  
Phone 09418168234
  3. Dr. R.P.Gangurde,  
Former Addl. Secretary, UGC  
C-13/26, Sector 38, Kendriya Vihar  
Nerul, New Mumbai-400706
  4. Prof. M.Z. Khan  
UGC Consultant  
B-59, City Apartments  
Vasundhara Enclave  
Delhi-110096
- Special invitee

Special invitee

Mr.Raj Kachroo  
Aman Movement

Present (UGC)

1. Prof. S.K.Thorat, Chairman, UGC
2. Dr. R.K.Chauhan, Secretary, UGC
3. Dr.C.S.Meena, Joint Secretary, UGC
4. Sh. A.N.Sharma, Deputy Secretary UGC
5. Sh. V.K.Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC

### Professional Councils

1. Dr. Prem Kumar,  
Additional Secretary  
Medical Council of India  
Pocket- 14, Sector-8  
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New Delhi-110077
2. Prof. SVS Choudhary  
Vice Chairman  
National Council for Teacher Education  
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New Delhi-110002
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4. Shri Shiv Kumar  
Section Officer  
Dental Council of India, Aiwan E Galib Marg  
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5. Ms. Archana Mudgal  
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6. Sh. J.R. Sharma  
Joint Secretary  
Bar Council of India  
21, Rouse Avenue, Institutional Area  
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7. Sh. S.K.Mitra  
Deputy Secretary (Education)  
Indian Council of Agricultural Research, Krishi Bhavan  
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Director  
Edcil , India Ltd., Noida  
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State Council of Higher Education

1. Prof. K.C.Reddy  
Chairman  
Andhra Pradesh State Council of Hr. Education  
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State Education Secretary

1. Dr. Narinder Dhillon  
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2. Shri P.C.Dhiman  
Secretary (Education Dept)  
Govt. of Himachal Pradesh  
H.P. Secretariat, Shimla-171002
3. Sh. Prabhat Sinha  
Spl. Secretary  
Dept. of Higher Education  
Govt. of U.P., Lucknow  
Phone- 09415171471, 0522-2238601

College

4. Dr. Vijay Shanker  
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**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**

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[Affiliated to Shivaji University, Kolhapur]



## 5.1.4

# Organisation Wide Awareness Initiatives





**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**  
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(Affiliated to Shivaji University, Kolhapur)



## Awareness Programmes Organized for Prevention of Sexual Harassment, Anti-ragging

Sr. No.	Programme	Date
1	Workshop on Self Defense for Women's	08/03/2018
2	Guest lecture on Women Empowerment	09/03/2018
3	Guest lecture on Laws relating to Women	08/03/2019
4	Group Discussion on Health Hygiene	15/10/2019
5	Guest Lecture on Women Self Defence	08/01/2020
6	Practical Session on Women's Self Defense	08/01/2020
7	Guest lecture on Gender Equality	08/03/2020
8	Women Empowerment and Sustainable Development	02/08/2020
9	Guest lecture on Women Safety and Freedom	08/03/2021
10	Personality Growth Workshop	06/03/2022
11	Guest lecture on How to Prevent Sexual Harassment at Workplace	08/03/2022
12	Posters Displayed at College Campus	



Jayprakash Education Society's  
**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**  
Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.  
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



Name of the Activity	<b>Workshop on Self Defense for Women's</b>
Committee	<b>Prevention of Sexual Harassment Committee / Women Development Cell.</b>
Target Group & Participants	<b>All Students</b>
Topic/Theme	<b>"Workshop on Self Defense for Women's".</b>
Date	<b>08<sup>th</sup> March, 2018</b>
Place	<b>Conference Hall</b>
Brief Report	<p>International Women's Day was celebrated on March 8, 2018. On this day organized workshop on self Defense for Women's. Prof. Mrs. Chief Guest Prof Mrs. Anita Vhatkar was present on this Occasion. She delivered a lecture on "Self Defense for Women's". Women's self-defence ultimately gives women freedom, as they are able to defend themselves against mental, emotional and physical challenges. Women who are afraid to express themselves are confined by their fears. Instead, confidence builds freedom. Self-defence tactics are a way of protecting oneself from any form of physical harm. Being trained in techniques such as judo, karate, etc. helps give the learner be alert and gives them the necessary skillset to defend themselves from any kind of bullying or other forms of physical harm. Similarly, She also did demonstrated how girls should protect themselves in the present day. Prof. Miss. Pramila Mane (Director of the Institute), Principal. Dr. Padmakar S.V. Prof. S.S. Amrutsagar and all the staff were present on this occasion. Students liked program very much.</p>
Photograph	



*Sah*

Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra





**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.  
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



Name of the Activity	<b>Guest lecture on Women Empowerment</b>
Committee	Prevention of Sexual Harassment Committee / Women Development Cell.
Target Group & Participants	All Students
Topic/Theme	Women Empowerment
Date	08 <sup>th</sup> March. 2018
Place	Conference Hall.
Brief Report	International Women's Day was celebrated on March 8, 2018. Adv. Miss. Kshirsagar Dipika Shankar was present on this occasion. She delivered a lecture on "Laws about Women and their Empowerment". She discussed about Women's empowerment and legislation of women. Women Empowerment means women's sense of self-worth, their right to have and to determine choices, their right to have access to opportunities and resources, their right to have power to control their own lives, both within and outside the home and Interacted with the girls and got to know their problems and advised women on how to protect themselves through law. Prof. Pramila Mane (Director of the Institute), Principal Dr. Mirajkar R.M., S. S. Amrutsagar and all the staff were present on the occasion. Women got inspiration from this program.
Photograph	



*Bale*

Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra



**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**  
Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.  
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



Name of the Activity	<b>Guest Lecture : Laws Relating to Women</b>
Committee	Prevention of Sexual Harassment Committee / Women Development Cell.
Target Group & Participants	All Students
Topic/Theme	"Laws relating to women".
Date	08 <sup>th</sup> March. 2019
Place	Conference Hall.
Brief Report	International Women's Day was celebrated on March 8, 2019. Chief Guest Adv. Ashwini Hukkeri delivered a lecture on "Laws relating to women". She discussed various law such as The Prohibition of Child Marriage Act, 2006, Special Marriage Act, 1954, Dowry Prohibition Act, 1961 Indian Divorce Act, 1969, Maternity Benefit Act, 1861, Medical Termination of Pregnancy Act, 1971, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 Indecent Representation of Women (Prevention) Act, 1986, Equal Remuneration Act, 1976, Similarly, She interacted with the girls and got to know their problems and advised women on how to protect themselves through law. Prof. Miss. Pramila Mane (Director of the Institute), Principal. Dr. Padmakar S.V. and all the staff were present on this occasion. Students liked program very much.
Photograph	



*Sale*

Principal,

Dr. Babasaheb Ambedkar Mahavidyalay,  
Peth Vadgaon, Dist. Kolhapur, Maharashtra





Jayprakash Education Society's

# **Dr. Babasaheb Ambedkar Mahavidyalaya,**

Affiliated to Shivaji University, Kolhapur

Re-Accredited by NAAC with B Grade

**Department of English**

**Group Discussion**

**(2019-20))**

<b>Name of the activity</b>	<b>Group Discussion</b>
<b>Committee</b>	<b>Department of English</b>
<b>Target group &amp; Participants</b>	<b>Students 20</b>
<b>Topic / Theme</b>	<b>Group discussion on health hygiene</b>
<b>Date</b>	<b>15th October, 2019</b>
<b>Place</b>	<b>Conference hall</b>
<b>Brief Report</b>	
<p>Dr. Babasaheb Ambedkar Mahavidyala, department of English, has organized a group discussion on health hygiene 15th October, 2019 at conference hall . The group discussion was between students' of BA III , Principal J.C. Ghatage( Dr. Babasaheb Ambedkar Mahavidyala ) and Dr. Kuldeep (HOD of English Department). The aim of the group discussion is to create awareness among the students. Good hygiene is essential for preventing the spread of infectious disease and helping healthy lives.</p>	



## Photograph





**Dr. Babasaheb Ambedkar Mahavidyalaya**

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon-416112

Dist. Kolhapur (Maharashtra) Ph. Office: 0230-2471086

(Affiliated to Shivaji University, Kolhapur)

**National Service Scheme Special Camp Activity Report 2019-20**

<b>Name of the Activity</b>	Guest lecture : Mahila Swa Sanrakshan
<b>Department</b>	National Service Scheme
<b>Participants &amp; Target Group</b>	N. S. S. Volunteers & Sonarli Vasahat Villagers
<b>Date</b>	08-01-2020
<b>Place</b>	Sonarli Vasahat, Peth Vadgaon, Dist. Kolhapur
<b>Participants</b>	75

**Brief Report**

Jayaprakash Education Society's Dr. Babasaheb Ambedkar Mahavidyalaya, Peth Vadgaon National Service Scheme organized guest lecture on "Mahila Swa Sanrakshan" on the occasion of "National Service Scheme Special Camp. Prof. Anita Vhatkar told about the importance of Women's Self Defense and practical session also conducted by her. N. S. S. Program Officer Prof. A. A. Gurav, Prof. S. S. Amrutsagar, Dr. A. D. Attar, Prof. T. S. Kumbhar, Shree D. D. Burkule, N. S. S. Volunteers as well as villagers were present.

**Photographs**

Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra



**National Service Scheme Special Camp Activity Report 2019-20**

<b>Name of the Activity</b>	Practical Session on Women's Self Defense
<b>Department</b>	National Service Scheme
<b>Participants &amp; Target Group</b>	N. S. S. Volunteers & Sonarli Vasahat Villagers
<b>Date</b>	08-01-2020
<b>Place</b>	Sonarli Vasahat, Peth Vadgaon, Dist. Kolhapur
<b>Participants</b>	75

**Brief Report**

Jayaprakash Education Society's Dr. Babasaheb Ambedkar Mahavidyalaya, Peth Vadgaon National Service Scheme organized practical session on "Women's Self Defense" on the occasion of "National Service Scheme Special Camp. Prof. Anita Vhatkar told about the importance of Women's Self Defense and practical session also conducted by her. N. S. S. Program Officer Prof. A. A. Gurav, Prof. S. S. Amrutsagar, Dr. A. D. Attar, Prof. T. S. Kumbhar, Shree D. D. Burkule, N. S. S. Volunteers as well as villagers were present.

**Photographs***Bah*

Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra






# DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.  
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



Name of the Activity	Guest Lecture : Gender Equality
Committee	Prevention of Sexual Harassment Committee / Women Development Cell.
Target Group & Participants	All Students
Topic/Theme	"Gender Equality".
Date	08 <sup>th</sup> March. 2020
Place	Conference Hall.
Brief Report	International Women's Day was celebrated on March 8, 2020. Mrs. Swati Krushnat was present on this occasion. She delivered a lecture on "Gender Equality". She discussed concept of gender equality. Gender equality is when people of all genders have equal rights, responsibilities and opportunities. Everyone is affected by gender inequality - women, men, trans and gender diverse people, children and families. Gender equality requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards. Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources. Prof. Pramila Mane (Director of the Institute), Principal Mr.J.C. Ghadage, Prof.Sunita Amrutsagar,(Head of the Women Dep. Cell) Prof. Sadhana Kamble, and all the staff were present on this occasion. Women got inspiration from this program.
Photograph	



*Bah*

Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra

दिनांक: ०१/०८/२०२०

प्रति,

मा. प्राचार्य,

डॉ. बाबासाहेब आंबेडकर महाविद्यालय

पेठ वडगाव, ता. हातकणंगले, जि. कोल्हापूर

विषय: "Women's Empowerment and Sustainable Development", या  
विषयावर व्याख्यान आयोजित करण्यास परवानगी मिळणेबाबत ....

महोदय,

उपरोक्त विषयास अनुसरून महाविद्यालयातील इतिहास विभागाच्या वतीने दिनांक ०२ ऑगस्ट  
२०२० रोजी सकाळी ठीक १०.०० वाजता "Women's Empowerment and Sustainable  
Development", या विषयावर व्याख्यान आयोजित करण्याचे योजले आहे. तरी सदर व्याख्यान  
घेण्यास परवानगी मिळणेस सहकार व्हावे ही विनंती.

कळावे,

आ. वि.

*B. V. Mane*

(डॉ. रणजीतमाने)

Department of History,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur.





Jayprakash Education Society's

## Dr. Babasaheb Ambedkar Mahavidyalaya

Barrister Tatyasaheb Mane Vidyanagar, PethVadgaon, Dist: Kolhapur. 416112

Organizes

Interdisciplinary National Webinar on

**"WOMEN'S EMPOWERMENT AND SUSTAINABLE DEVELOPMENT"**

Sunday, August 02, 2020 - Time - 10.00 a.m.

### \* Program Schedule \*

Time	Hon'ble Speaker and Subject
10.00 to 10.05 a.m.	<b>Welcome and Introduction</b> : Dr. Sarjerao Padmakar I/c Principal
10.05 to 10.45 a.m.	<b>Keynote Speaker</b> Mr. Nagarjun Wadekar : Head, Dr. Babasaheb Ambedkar Chair & Associate Professor School of Humanities and Social Sciences YCM Open University, Nashik
10.45 to 11.25 a.m.	<b>Resource Person</b> : Miss. Shabana Mulla Social Activist, Lecturer, Jawahar Navoday Vidyalaya, Jind, Haryana
11.25 to 11.30 a.m.	<b>Presidential Address</b> : Hon'ble. Adv. Nanasahabaji Mane Ex. MLA, Chairman, Jayprakash Education Society
	<b>Compere</b> : Mr. Ruturaj Kuldeep
11.30 to 11.35 a.m.	<b>Vote of Thanks</b> : Lt. Dr. Ranjit Mane

### Instructions:

- Participants should join the online Webinar from 9.50 a.m. to 10.00 a.m. by using the given link on the WhatsApp Group of Webinar.

*B. Mane*  
Head

Department of History,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth vadgaon, Dist. Kolhapur.

Jayprakash Education Society's  
**Dr. Babasaheb Ambedkar Mahavidhyalaya**

Barister Tatyasaheb Mane Vidhyanagar, Path Vadgaon, Dist. Kolhapur-416112 (MS)

LIVE WEBINAR

**WOMEN'S EMPOWERMENT AND SUSTAINABLE DEVELOPMENT**

**SUNDAY AUGUST 2, 2020 AT 10:00AM**

TO JOIN THE WEBINAR FREE ON Zoom Cloud Meetings Application

Link for Registration: <https://forms.gle/TVierroAYKniLgko>

**Lt. Dr. Ranjit Mane**  
Convener

**Organizer**  
**Mr. S.S. Wadave**  
Coordinator, IQAC

**Dr. S.V. Padmakar**  
I/C Principal

Speaker



**Dr. Ranjit Mane**  
Head, Dr. Babasaheb Ambedkar Chair - 4  
National Institute  
of Women and Gender Studies  
Maharashtra Open University,  
Nashik



**Miss. Shabana Mulla**  
Social Activist &  
Lecturer, Jyoti Nivodhya Vidyalaya,  
Jind Haryana

Preside By



**Adv. Manasahebji Mane**  
Ex. MLA, Chairman, Jayprakash Education Society

**Instructions:**

- \* Participants should register on Google form link given below in order to join the webinar.
- \* Webinar will be conducted on Zoom Cloud Meetings Application. Hence, the participants should download Zoom Cloud Meetings Application on their Android Mobile, Laptop or Desktop.
- \* Webinar access on Zoom Cloud Meetings Application will be open to all. ID and Password is not necessary to join the webinar.
- \* Certificate will be automatically issued to the participants after attending webinar and submitting the feedback form.

Call for Assistance : 9782765948







Jayprakash Education Society's  
**Dr. Babasaheb Ambedkar Mahavidyalaya**

Barrister Tatyasaheb Mane Vidhyanagar, Peth Vadgaon, Dist: Kolhapur  
(NAAC Re-Accredited "B" Grade & Affiliated to Shivaji University, Kolhapur)

**Organized Interdisciplinary Webinar on  
"WOMEN'S EMPOWERMENT AND SUSTAINABLE DEVELOPMENT"**

**Date: 02<sup>th</sup> August 2020**

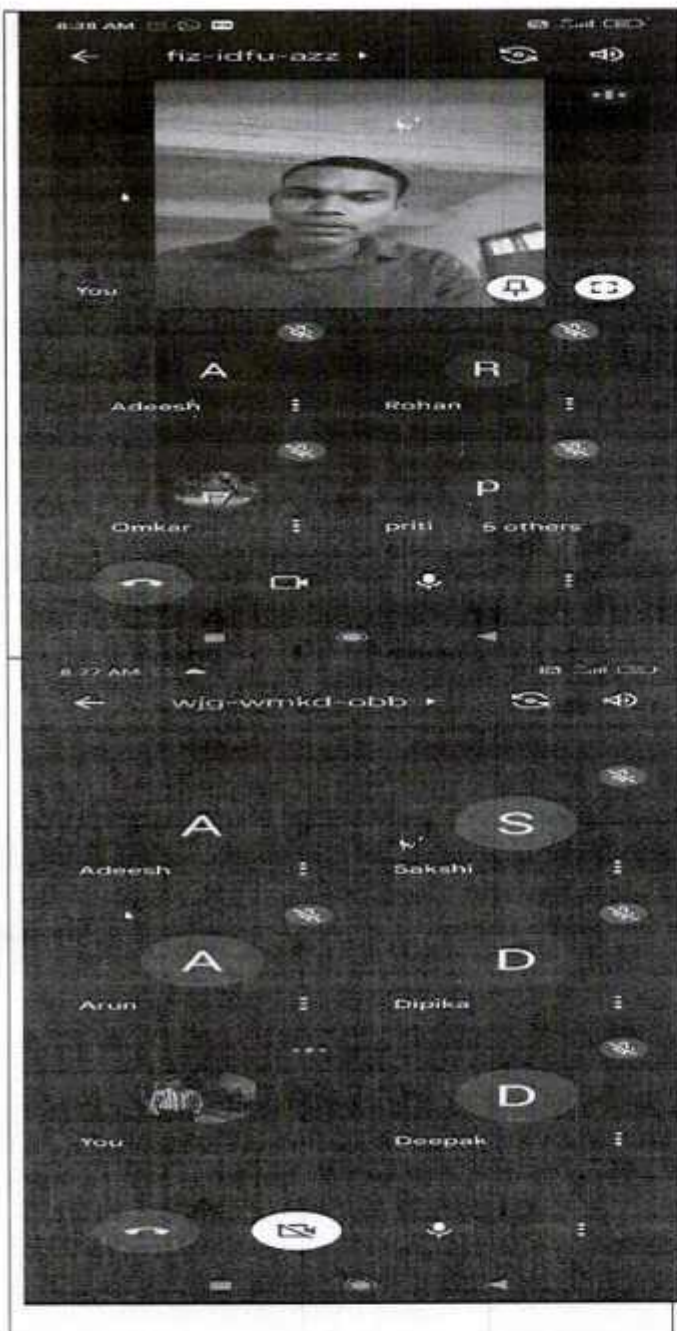
*Certificate of Participation*

This is to certify that .....of.....has participated in the Interdisciplinary National Webinar on "Women's Empowerment and Sustainable Development" organized by Dr. Babasaheb Ambedkar Mahavidyalaya, Peth Vadgaon, Kolhapur, Maharashtra on Sunday, August 2, 2020.

Lt. Dr. Ranjit Mane  
Convener

Mr. S. S. Wadave  
Coordinator, IQAC

Dr. S. V. Padmakar  
I/C Principal



  
**Head**  
**Department of History,**  
**Dr. Bahasaheb Ambedkar Mahavidyalaya**  
**Peth vangaon, Dist. Kolhapur**



Jayprakash Education Society's  
**Dr. Babasaheb Ambedkar Mahavidyalaya**

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon  
Tal- Hatkanangale, Dist- Kolhapur, 416112 (MS)

**DEPARTMENT OF HISTORY**

**A Report of National Webinar**

**A brief Report of National Webinar**

Name Of The Institute	Dr. Babasaheb Ambedkar Mahavidyalaya, Peth Vadgaon
Organizing Department	Department of History
Title Of The Activity	<b>"WOMEN'S EMPOWERMENT AND SUSTAINABLE DEVELOPMENT"</b>
Date	02 <sup>nd</sup> August, 2020
Total Participant	120
Principal	Dr. Sarjerao Padmakar
Organizer	Dr. Ranjit Mane

This entire activity was conducted by Dr. R.P. Mane. Hon. Prin. Mr. J. C. Ghatage has guided and cooperated well for the programme. In this program Dr. Nagarjun Wadekar and Miss. Shabana Mulla expressed his thoughts. and Prof. S.S. Wadave proposed a vote of thanks. The role of women is important in overall development. Hence their full participation is essential to achieve sustainable development". There is a dual rationale for promoting gender equality. First, equality between men and women equal rights, opportunities and responsibilities is a matter of human rights and social justice. And secondly, greater equality between women and men is a prerequisite (and effective indicator) of sustainable people-centred development. The perceptions, interests, needs and priorities of both women and men should be considered not only as a matter of social justice but as necessary to enrich the development process. The lecturers expressed this opinion.




  
Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra



**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**  
Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112,  
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



Name of the Activity	Guest Lecture : Women safety And Freedom
Committee	Prevention of Sexual Harassment Committee / Women Development Cell.
Target Group & Participants	All Students
Topic/Theme	"Women safety And Freedom".
Date	8 <sup>th</sup> March. 2021
Place	Conference Hall.
Brief Report	International Women's Day was celebrated on March 8, 2021. Hon. Mrs. J.S. Gayakwad and their staff were present on this occasion. All resource persons delivered a lecture as like Women's safety involves strategies, practices and policies which aim to reduce gender-based violence (or violence against women), including women's fear of crime. Women's safety involves safe spaces. Space is not neutral. Space which causes fear restricts movement and thus the community's use of the space. Women freedomIssues commonly associated with notions of women's rights include the right to bodily integrity and autonomy, to be free from sexual violence, to vote, to hold public office, to enter into legal contracts, to have equal rights in family law, to work, to fair wages or equal pay, to have reproductive rights. They advised economic and social empowerment of women. Prof. Pramila Mane (Director of the Institute), Principal Dr. S.V. Pdmakar, Prof.SunitaAmrutsagar,(Head of the Women Dep. Cell) and all the staff were present on this occasion.
Photograph	



  
Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra

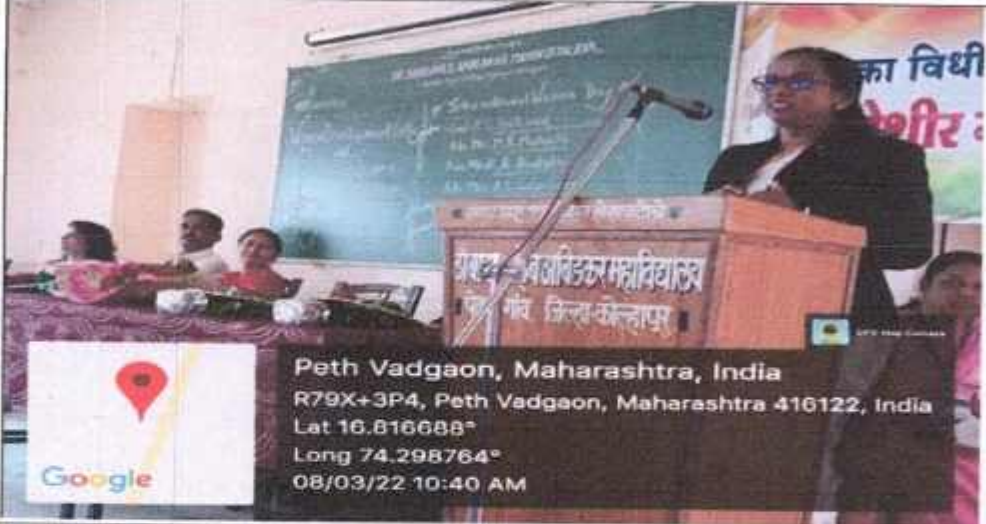




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Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



Name of the Activity	<b>Guest Lecture : How to Prevent Sexual Harassment at Workplace</b>
Committee	Prevention of Sexual Harassment Committee / Women Development Cell.
Target Group & Participants	All Students
Topic/Theme	"Sexual Harassment at Workplace".
Date	8 <sup>th</sup> March. 2022
Place	Conference Hall.
Brief Report	International Women's Day was celebrated on March 8, 2022.Hon. Mrs. J.S. Gayakwad and their staff were present on this occasion. All resource persons delivered a lecture as like Sexual Harassment is behavior. It is defined as an unwelcome behavior of sexual nature Sexual harassment at workplace is a widespread problem in the country whether it is a developed area or developing area or undeveloped area, atrocities against women is a common everywhere. It is universal problem giving negative impact on both men and women. It is happening more with women gender in particular Prof. Pramila Mane (Director of the Institute), Principal Mr.J.C. Ghadage. Prof. Sunita Amrutsagar,(Head of the Women Dep. Cell) and all the staff were present on this occasion. Women got Confidence from this program.
Photograph	



  
Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra



Jayprakash Education Society's

## Dr. Babasaheb Ambedkar Mahavidyalaya

(Barrister Taytyasaheb Mane, Vidyanagar)

Peth-Vadgaon, Tal.- Hatkanangale, Dist- Kolhapur, 416112

### Workshop Activity Report

<b>Name of the Activity</b>	Workshop
<b>Committee</b>	SOCIOLOGY
<b>Target Group &amp; Participants</b>	B.A. 18
<b>Topic/ Theme</b>	Personality Growth Workshop guided by Mr. Abhijeet Manav, Motivational Speaker
<b>Date</b>	06 march 2022, at. 10 am to 4 pm
<b>Place</b>	Dr. Babasaheb Ambedkar Mahavidyalaya, Peth-Vadgaon
<b>Brief Report</b>	It is important to know the importance of personality development during this fast changing world to achieve success after graduation. During this workshop he explained various techniques for developing personality and appple the students to achieve success in their future life. Students after the workshop, students explained their views about their goals and the speaker gave explanation of the questions raised by students.



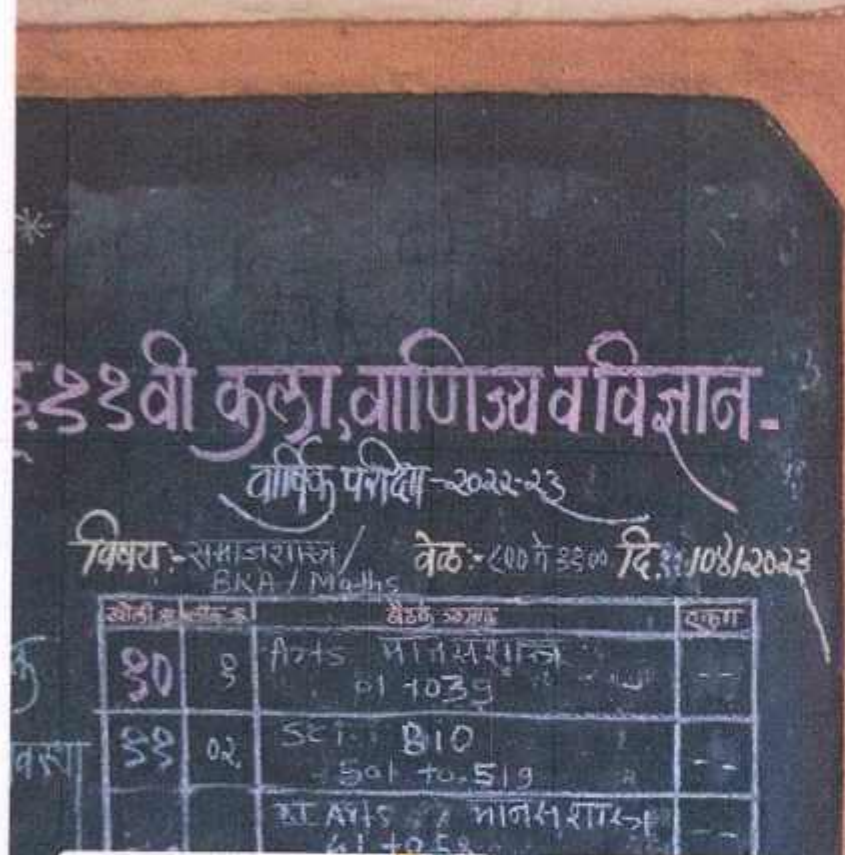


**Photograph**









the king's requirement.

The sage said, "Inscribe upon the ring:  
THIS TOO SHALL PASS.

When the king gazes upon it in triumph, it will  
humble his pride.

When he looks at it in despair, it will lift his hope."



GPS Map Camera



**Peth Vadgaon, Maharashtra, India**

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416122, India

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Long 74.298528°

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416122, India

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इ. इ. ३ वी कुला, वाणिज्य व विज्ञान -  
वार्षिक परीक्षा - २०२२-२३

विषय: समाजशास्त्र / वेळ: १०० ते ३५० दि. ११/१०/२०२३  
BKA / M-115

सोली क्र.	सोली क्र.	वेळक संख्या	वर्ग
३०	१	Arts मानसशास्त्र ५१-१०३९	--
३१	०२	Sci BIO ५०१-५०५९	--
३२	०३	Arts मानसशास्त्र ५१-१०५९	--

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GPS Map Camera



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Peth Vadgaon, Maharashtra, India

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६३वीं कुला, वाणिज्य व विज्ञान -

वार्षिक परीक्षा - २०२२-२३

विषय: समाजशास्त्र / वेळ: २०० ते २५०० दि. ११/०४/२०२३

सं.	विषय	वेळ	वर्ग
३०	Arts मानसशास्त्र	०१-१०३९	--
३१	Sci. BIO	५०१-५०५९	--
३२	Arts मानसशास्त्र	५१-५०५९	--
३३	Comp. CO-OP	२०१-५०२५३	--



GPS Map Camera



Peth Vadgaon, Maharashtra, India

R78X+JMC, Shiye - Bawada Rd, Peth Vadgaon, Maharashtra

416122, India

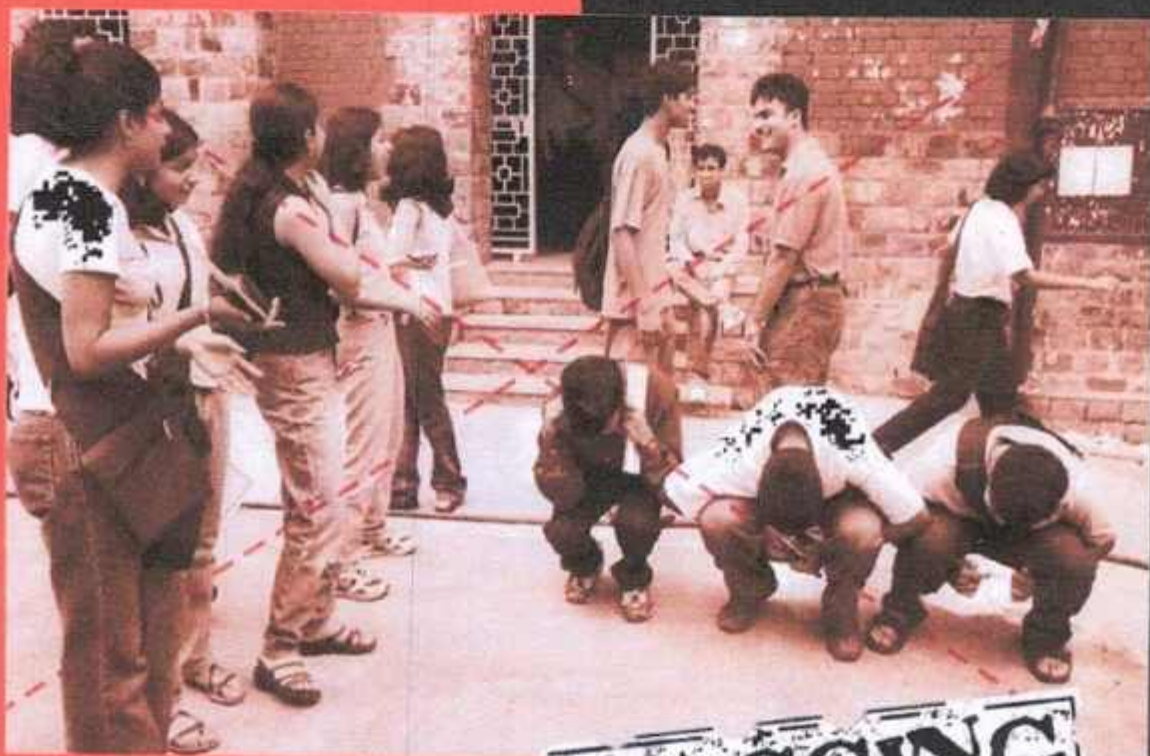
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**Don't just stand and watch. Stop Ragging! Show Character**

*Remember RAGGING is for LOSERS*

Visit UGC Website i.e. [www.ugc.ac.in](http://www.ugc.ac.in) & [www.antiragging.in](http://www.antiragging.in) to see UGC Anti Ragging regulations.

**Are You Being Ragged ?**

Immediately call UGC Anti Ragging Helpline- 1800-180-5522 (24x7 Toll Free)

Or Send an E-mail to [helpline@antiragging.in](mailto:helpline@antiragging.in)



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**Foolishly I ragged  
& got suspended**

**Will I get  
prosecuted?**

**What about my  
Job prospects?**



Download

**ANTI  
RAGGING**

App

**MY FUTURE IS A BIG**



*Remember RAGGING is for LOSERS*

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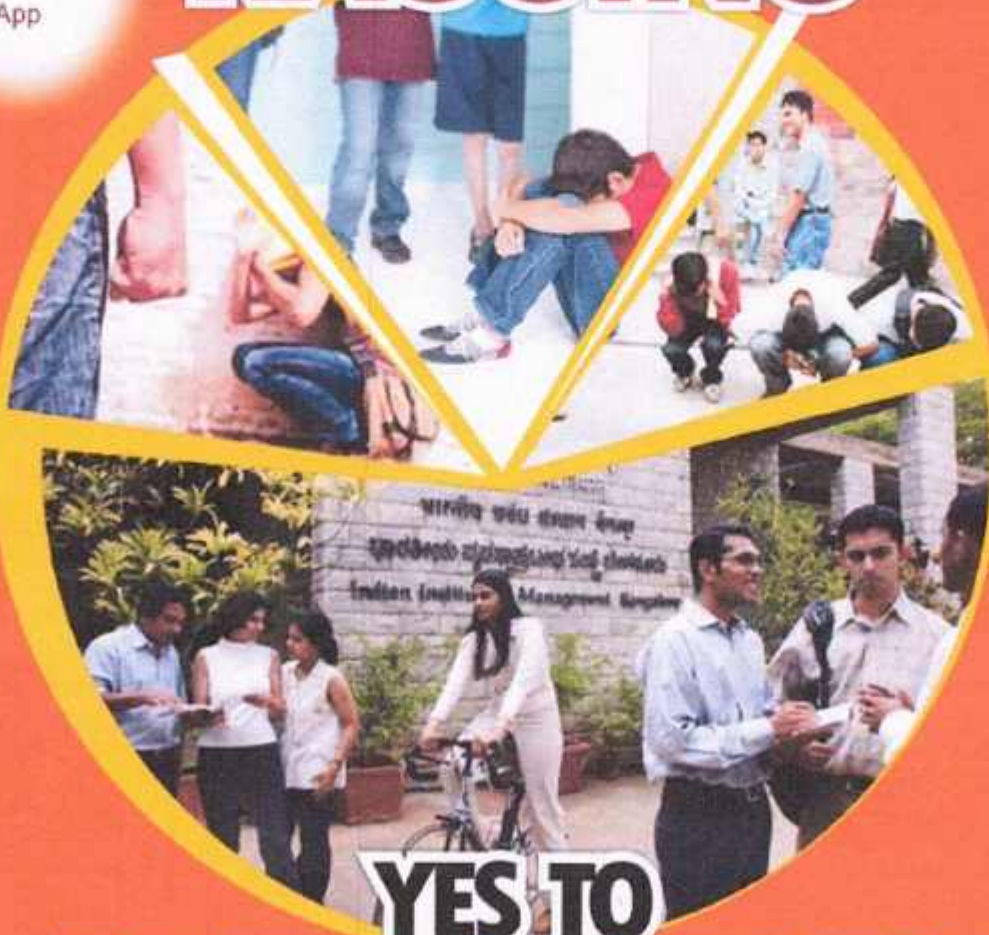


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# SAY NO TO RAGGING



# YES TO JOYFUL CAMPUS

## What is Ragging? Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

### A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- **Collective punishment** : when the persons committing or abetting the crime of ragging are not identified the institution shall resort to collective punishment as a deterrent to ensure community pressure on potential ragger.



Immediately call  
**UGC Anti-Ragging Helpline**  
1800-180-5522 (24X7 toll free)  
or send an e-mail to [helpline@antiragging.in](mailto:helpline@antiragging.in)



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**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**  
Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.  
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



## 5.1.4

# Mechanism for Submission of Students Grievances



## DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.  
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

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### Mechanisms for submission of students' grievances

The College has an effective and objective multi-tier Grievance Redressal Mechanism, consisting of Prevention of Sexual Harassment Committee, Anti Ragging Committee that focuses on careful and sensitive handling of student grievances.

1. The student(s) may directly approach the Convenor of appropriate committee with a written application.
2. In case of ragging related grievances, the student(s) may directly inform any of the members of the Anti-Ragging Committee on mobile.
3. Grievances, on plain paper, may be posted in complaint box fixed in the campus at the Outside Administrative Office.



*Bah*  
Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra





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## 5.1.4

# Committees



# Dr. Babasaheb Ambedkar Mahavidyalaya

Barrister Tatyasaheb Mane Vidyanagar PETH VADGAON - 416 112  
Dist. Kolhapur (Maharashtra). Ph. Office : (0230) 2471086, 2473212, 2471764

I/C Principal - Shri.Ghatage.J.C

MA SET  
9823303626

Chairman : **Nanasaheb Mane**  
B.A.,LL.B.,Ex M.L.A.

( Affiliated to Shivaji University, Kolhapur )

Ref. : J/BAC/20 - 20 /

Date : / / 201

## Internal Complaints Committee (ICC) ( 2021-22 )

- |                                 |         |
|---------------------------------|---------|
| 1) Prin.Dr. M,S. Badadare-Patil | P.O     |
| 2) Prof,Smt. S.k. kalbhushan    | F.M.    |
| 3) Prof.Smt. S.R. Kamble        | F.M.    |
| 4) Mrs. Priya Umesh Chorage     | NGO     |
| 5) Shri. D.D .Burkule           | N.T.    |
| 6) Shri. S.T. Kamble            | N.T.    |
| 7) Smt. S.U. Padmai             | Student |
| 8) Smt. A.J. Kamble             | Student |
| 9) Mr. T.K. Waydande            | Student |



Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra.





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Dist. Kolhapur (Maharashtra). Ph. Office : (0230) 2471086, 2473212, 2471764

I/C Principal - Shri.Ghatage.J.C  
MA SET  
9823303626

Chairman : **Nanasaheb Mane**  
B.A, LL.B., Ex. M.L.A.

( Affiliated to Shivaji University, Kolhapur )

Ref. : J/BAC/20 - 20 /

Date : / / 201

## Internal Complaints Committee (ICC) ( 2020-21 )

- |                                 |         |
|---------------------------------|---------|
| 1) Prin.Dr. M,S. Badadare-Patil | P.O     |
| 2) Prof,Smt. S.k. kalbhushan    | F.M.    |
| 3) Prof.Smt. S.R. Kamble        | F.M.    |
| 4) Mrs. Priya Umesh Chorage     | NGO     |
| 5) Shri. D.D .Burkule           | N.T.    |
| 6) Shri. S.T. Kamble            | N.T.    |
| 7) Smt. S.U. Padmai             | Student |
| 8) Smt. A.J. Kamble             | Student |
| 9) Mr. T.K. Waydande            | Student |



  
Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra



'B' Re-accredited by NAAC (2015)  
Jayprakash Education Society's

# Dr. Babasaheb Ambedkar Mahavidyalaya

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon-416112

Dist:Kolhapur (Maharashtra) Ph.Office: 0230-2471086

(Affiliated to Shivaji University, Kolhapur)

I/c. Principal: **Dr. R. M. Mirajkar**  
M.Sc., LL.B., M. Phil., Ph. D.  
Mob.: 9823561930

Chairman: **Adv. Nanasaheb Mane**  
B.A., LL.B., Ex.MLA

Ref.: J/BAC/201 -201

Date:

## Internal Complaints Committee (2019-20)

(2019-20)

- |                                 |         |
|---------------------------------|---------|
| 1. Prin. Dr. M.S.Badadare       | P.O.    |
| 2. Prof. Smt. Tejaswini Kumbhar | F.M.    |
| 3. Prof. Smt. S.R. Kamble       | F.M.    |
| 4. Mrs. P.U. Chorage            | NGO     |
| 5. Shri. D.D.Burkule            | N.T.    |
| 6. Shri. S.T. Kamble            | N.T.    |
| 7. Smt. Priyanka Babaso Dhumal  | Student |
| 8. Smt. Snhehal Sharad Patil    | Student |
| 9. Mr. Indrajeet Chavan         | Student |



  
Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist.Kolhapur, Maharashtra





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Dist. Kolhapur (Maharashtra) Ph. Office : (0230) 2471086, 2473212, 2471764

Principal : **Dr. D. G. Nejkar**  
M.S.W., Ph.D.  
Mob. 9423281066, 9890658763

Chairman : **Nanasaheb Mane**  
B.A., LL.B., Ex. M.L.A.

(Permanent Affiliated to Shivaji University, Kolhapur)

Ref. : J/BAC/20 -20


Date : / 201

(2018-19)

### Internal Complaints Committee (ICC)

1) Prin.Dr.M.S.Badadare- Patil	P.O.
2) Prof.Smt.S.K.Kalbhushan	F.M.
3) Prof. Smt. S.R. Kamble	F.M.
4) Mrs.Priya Umesh Chorage	NGO
5) Shri. D.D.Burkule	N.T.
6) Shri.S.T.Kamble	N.T.
7) Smt.S.U.Padmai	Student
8) Smt. A.J.Kamble	Student
9) Mr.T.K.Waydande	Student



  
Dr. D. G. Nejkar, Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya  
Peth Vadgaon, Dist. Kolhapur, Maharashtra



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9823303626

Chairman : **Nanasaheb Mane**  
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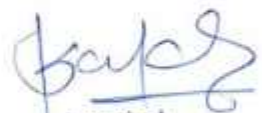
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Date : / / 201

## Internal Complaints Committee (ICC) ( 2017-18 )

- |                                 |         |
|---------------------------------|---------|
| 1) Prin.Dr. M,S. Badadare-Patil | P.O     |
| 2) Prof,Smt. S.k. kalbhushan    | F.M.    |
| 3) Prof.Smt. S.R. Kamble        | F.M.    |
| 4) Mrs. Priya Umesh Chorage     | NGO     |
| 5) Shri. D.D .Burkule           | N.T.    |
| 6) Shri. S.T. Kamble            | N.T.    |
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Principal,  
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