

University Anti-ragging Guidelines

Objective:

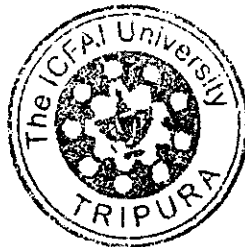
To prevent any disorderly conduct, whether by words spoken or written or by an act, has the effect of teasing, treating, or handling with rudeness a fresher or a junior student or indulging in a rowdy or undisciplined activity that causes or is likely to cause annoyance, hardship, or psychological harm or to raise fear or apprehension thereof in a fresher or junior student or asking the students to do any act or perform something that such students will not do 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 junior student which can lead to adverse effects such as depression, anxiety, and sometimes even suicide.

Anti- Ragging Committee:

As per UGC guidelines an anti-ragging committee has been constituted in the University. The detail of the committee is as under:

Sl No.	Name	Email ID	Phone No.
1	Dr. A. Ranganath	ranganatha@iutripura.edu.in	9436454030
2	Dr. P.R. Borthakur	Priyangshu.borthakur@iutripura.edu.in	9436128180
3	Prof. Mousumi Biswas	mousumi.biswas@iutripura.edu.in	9862007382
4	Mr. Sujit Chakrabarty	suparnafariad@gmail.com	8787445245
5	Dr. Zigisha Pujari	zigishapujari@iutripura.edu.in	9436903888
6	Dr. P. S. Srivastava	pssrivastava@iutripura.edu.in	7687883999
7	Dr. Sujit Deb	sujitdeb@iutripura.edu.in	9862211451
8	Mr. Subijoy Das	subijoydas@iutripura.edu.in	9612980844
9	Prof. Biswajit Chakrabarty	chakrabortyb@iutripura.edu.in	9863108055
10	Mr. Bisnupada Roy	bisnupadaroy@iutripura.edu.in	9862610348
11	Dr. Mousumi Kalita	mousumikalita@iutripura.edu.in	9387746978
12	Dr. Biraj Sarkar	birajsarkar@iutripura.edu.in	8787628167
13	Dr. L.Shila Devi	lshiladevi@iutripura.edu.in	

The Anti-Ragging Committee of the University is to ensure compliance with the provisions of the regulations as well as the provisions of any law for the time being in force concerning




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ragging; investigate complaints and also, monitor and responsible for developing a culture of Ragging Free Environment on the Campus.

The committee needs to conduct awareness programmes from time-to-time on campus.

Zero Tolerance Policy:

Ragging is a criminal offense and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging.

The ICFAI University Tripura has adopted zero tolerance policy for ragging. We have made full proof system so that no act of ragging, major or minor, shall go unnoticed and no ragger, male or female, student or non-student, shall go unpunished.

Punishment Provisions as per UGC guidelines:

Any student or group of students found guilty of ragging on campus or off campus shall be liable to one or more of the following punishments:

- Debarring from appearing in any sessional test/ University examination or withholding results
- Suspension from attending classes and academic privileges
- Withdrawing scholarships and other benefits
- Suspension from the University for a period of one month
- Cancellation of admission
- Debarring from representing the institution in any national or international meet, tournament, youth festival, etc
- Suspension/expulsion from the hostel
- Rustication from the institution for periods of 1 semester or equivalent period
- Expulsion from the institution and consequent debarring from admission to any other institution
- Collective punishment - When the students committing or abetting the crime of ragging are not identified, the University shall resort to collective punishment as a deterrent to ensure community pressure on the potential ragers.

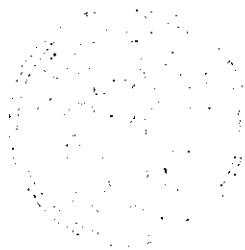



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Awareness and undertakings on policies with zero tolerance for ragging:

- University has constituted anti-ragging committee.
 - Flex posters containing list of members of the anti-ragging committee with their email address and phone numbers are displayed in different locations of the University like Academic block, canteen, and hostel and in different locations of the campus.
 - Any incidence of ragging, students can inform by sending email, SMS, phone call or by sending WhatsApp message to any of the members of the anti-ragging committee
 - Punishments leading to an event of ragging are also displayed in similar manner.
 - Anti-ragging committee along with department head and faculty members conduct orientation program with the students.
 - Students and parents submit undertaking forms related with anti-ragging policy of the University.
 - Students fill-up online anti-ragging undertaking/affidavit forms as prescribed by UGC
 - Anti ragging policy of the University are contained in Students handbook
 - Anti-ragging policy of the university is uploaded in the University website
 - Surprise checking in the hostels and canteen are conducted to ensure zero ragging incidents.
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The ICFAI University Tripura

Internal Complaint Committee (ICC):

The ICFAI University set up Internal Complaint Committee (ICC) as per University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

Objectives:

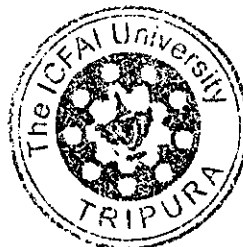
Objective of this committee is to prevent an unwanted conduct with sexual undertones or any act which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or 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
- (f) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (g) Implied or explicit threat of detrimental treatment in the conduct of work;
- (h) Implied or explicit threat about the present or future status of the person concerned;
- (i) Creating an intimidating offensive or hostile learning environment;
- (j) Humiliating treatment likely to affect the health, safety, dignity or physical integrity of the person concerned.

Internal Complaint Committee (ICC):

As per UGC guidelines an Internal Complaint Committee (ICC) has been constituted in the University. The detail of the committee is:

1. Dr. Kabita Chakrabarty, Professor, Faculty of Law, Presiding Officer
2. Dr. Arundhati Bai, Assistant Professor, Faculty of Education
3. Dr. Rita Banik, Associate Professor, ICFAI Tech School
4. Dr. Anindita Choudhury, Assistant Professor, Faculty of Law
5. Ms Kaberi Dey, Dy Manager, HR




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6. Mr. Sujit Sutradhar, Dy Manager, IT
7. Mr. Ramu Das, Administrative Officer, Allied Health Sciences
8. Mr. Sujit Chakrabarty, Reporter, Dainik Sambad, External Member.

ICC committee works for the prevention and prohibition of sexual harassment against the employees and the students. It publicly notify the provisions against sexual harassment and organise training programmes for faculty, staff and students, inform the recourse available to them if they are victims of sexual harassment.

Committee acts 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.

Responsibilities:

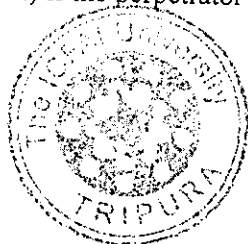
The Internal Complaints Committee shall (ICC):


- (a) 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;
- (b) 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;
- (c) Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (d) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Zero Tolerance:

The ICFAI University Tripura has adopted zero tolerance policy towards sexual harassment.

1. University treats sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee.
2. University treats sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student.




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Process of making complaint of sexual harassment:

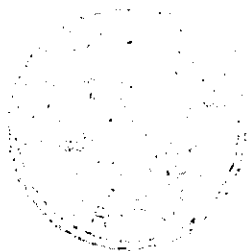
An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing.

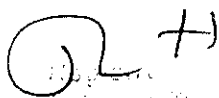
Process of conducting Inquiry:

- (1) The ICC 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 Authority of the University. Copy of the findings or recommendations shall also be served on both parties to the complaint.

Interim redressal: The University 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.
- (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.



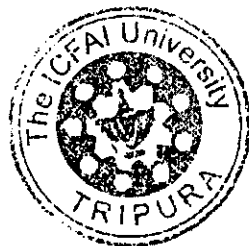

Presiding Officer,
Kerala University Internal Committee

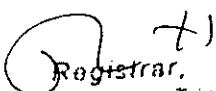
Punishment:

- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the University, if the offender is an employee.
- (2) Where the respondent is a student, depending upon the severity of the offence, the University 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.

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 the University. 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 regulations (1) if the complainant happens to be an employee and as per regulation (2) 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.




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