

Government General Degree College, Mangalkote

[Affiliated to the University of Burdwan]

**Panchanantala, Khudrun Dighi, P.O. Majhigram
Purba Bardhaman, Mangalkote-713132
West Bengal**



POLICY FOR THE PREVENTION AND PROHIBITION OF RAGGING AND SEXUAL HARASSMENT WITH ZERO TOLERANCE

Dr. Pradipta Kumar Basu
OFFICER IN CHARGE, W.B.E.S.
Government General Degree College, Mangalkote
Dr. Panchanantala, West Bengal- 713132



POLICY FOR THE PREVENTION OF RAGGING AND SEXUAL HARASSMENT

As per the National Anti-Ragging Guidelines and mechanisms for redressal in case of ragging and sexual harassment cases, Government General Degree College, Mangalkote, pledges to undertake the following policies that endeavor ZERO TOLERANCE so far as ragging, sexual abuse and any other kind of physical and mental harassment are concerned.

ANTI-RAGGING

UGC Regulations on 'Curbing the Menace of Ragging in Higher Educational Institutions, 2009', in pursuance to the judgement of the Hon'ble Supreme Court of India dated 08.05.2009, are mandatory and Government General Degree College, Mangalkote strictly follows ZERO TOLERANCE policy towards ragging in all forms.

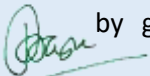
VISHAKHA CELL

In pursuance with the Vishakha Guidelines (AIR 1997 SC 3011) and The Sexual Harassment of Women at Work Place (Prevention Prohibition and Redressal) Act, 2013, The Government General Degree College, Mangalkote strictly follows ZERO TOLERANCE towards any form of sexual harassment.

INTERNAL COMPLAINTS COMMITTEE

In pursuance to the UGC/ Supreme Court guidelines, Government General Degree College, Mangalkote has constituted an Internal Complaints Committee for gender sensitization and handling complaints against sexual harassment. The committee addresses complaints such as discriminatory behaviour and sexual harassment lodged by any member of the college which he/she observes or becomes aware of. The committee also advises the authority to take necessary remedial actions including punishment against the offender.

In accordance with the provisions laid down in the Sections 4(1) and 4(2) of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), the undersigned, on 07/01/2022, by exercising the authority conferred as per Section 4(g) of the said Act, has re-constituted the Internal Complaints Committee (ICC) of Government General Degree College, Mangalkote, Purba Bardhaman, West Bengal to look into complaints of sexual harassment by girl students and women employees working in the college. The committee consists of



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representatives from the faculty members, non-teaching staff, students and legal personnel. The composition and existing official members are as follows:

Sl. No.	Name		Phone Number
1.	Ms. Sanchari De Assistant Professor in Sociology (WBES) Govt. General Degree College, Mangalkote	Presiding Officer	8777723934
2.	Mr. Pinaki Roy Assistant Professor in Sociology (WBES) Govt. General Degree College, Mangalkote	Member	9051271628
3.	Ms. Madhumita Chakraborty Assistant Professor in Political Science (WBES) Govt. General Degree College, Mangalkote	Member	7044729823
4.	Ms. Tahira Tashneem Assistant Professor in English (WBES) Govt. General Degree College, Mangalkote	Member	9734284282
5.	Ms. Sayani Chatterjee, BA, LLB Advocate (Enrolment No.WB/2154/2010) Assistant Manager (Legal) Shristi Infrastructre Dev. Corp. Ltd. Kolkata	External Member	9051496304

Objectives: The committee undertakes inquiries, adhering to the principles of Natural Justice, with regard to complaints of sexual harassment from aggrieved women staff and students (as defined under the Act, 2013). The complaint is kept totally confidential, and adequate protection is provided to the complainant, whenever necessary. Necessary recommendations are provided to the College Management on the basis of the findings of the inquiry. The Committee also undertakes to sensitize students on issues regarding women's health, gender empowerment, harassment, gender-based violence, patriarchy etc.

POLICIES UNDERTAKEN PERTAINING TO RAGGING AND SEXUAL HARASSMENT

1. The Institute does not permit nor will condone any reported incident of ragging in any form and will take all necessary action in accordance with UGC regulations in any case brought to its attention.
2. The Institute policy hereby adopts that every public declaration of intent by the institution, in any electronic, audio-visual or print or any other media, for admission of students to any course of study shall expressly provide that ragging is totally prohibited in the college and




anyone found guilty of aiding/abetting (actively/passively), promoting or supporting ragging is liable to be punished by law in force at the time and in accordance to UGC regulations.

3. The telephone numbers of the Anti-Ragging Helpline and all other important functionaries of the Institute, including but not limited to the Head of the Institution, faculty members, members of the Anti-Ragging Committee and the Anti-Ragging Squad and other relevant authorities are to be published in the admission brochure or the prospectus.
4. The application for admission and enrolment are to be accompanied by an Anti-Ragging affidavit signed by the student in the prescribed format and another affidavit signed by the parent/guardian.
5. Any distress message received at the Anti-Ragging Helpline is to be relayed to the Head of the Institution if the incident has taken place inside the college campus.
6. On receipt of the recommendation of the Anti-Ragging Squad or any receipt of any information concerning any reported incident of ragging, the Head of the Institution shall immediately determine if a case under the penal laws is to be made and proceed to file a First Information Report (FIR) within 24 hours of receipt of such information.
7. The Anti-Ragging Committee shall maintain an appropriate data base, compiled out of anti-ragging affidavits by students and guardians and such data shall also be stored electronically for future reference.
8. The Anti-Ragging Committee may, depending on the nature of misconduct committed and as established by the Anti-Ragging Squad, award to those found guilty one or more of the following punishments:
 - Suspension from attending classes and academic privileges.
 - Withholding or withdrawing scholarship and other benefits.
 - Debarring from appearing in any test or examination.



- Debarring from representing the institution in any regional/national/international events.
 - Cancellation of admission and consequent debarring from admission to any other institution for a specific period.
9. The Institute has an Internal Complaints Committee (ICC) which will look into the complains of sexual harassment by women employees and girl students of the college.
10. The Institute is surrounded by CCTV surveillance system to keep a keen eye on the entire campus.
11. . The Institute tries to provide a safe working environment for both men and women to promote gender justice.

Mechanisms For Redressal of Grievances:

Offline:

In accordance with the UGC guidelines, Government General Degree College, Mangalkote has introduced a transparent mechanism for timely redressal of students' grievances in case of both ragging and sexual harassment. The aggrieved student can submit his/her complain directly to the Head of the Institution or the Convener of the Anti-Ragging Committee or Visakha Cell or ICC Presiding Officer, in writing, or can submit it in the drop box or suggestion box meant for the purpose. The Anti-Ragging Committee or the Visakha Cell or ICC, depending on the nature of the complaint, will then take up the matter with the Officer-in-Charge, the IQAC Committee and the Women's Cell (in case of the aggrieved person being a female). They would then jointly decide upon the action to be taken as mentioned in the anti-ragging and sexual harassment policy of the Institution. The Institution would be very particular in maintaining the anonymity of the aggrieved individual. The Anti-Ragging Committee and the Visakha Cell together with the Head of the Institution and the IQAC Coordinator would further investigate the matter in the following steps:

- At least one meeting will be held with the aggrieved person and the person (separately) against whom the complaint has been made to determine all relevant facts. All the while the committee shall be guided by the principle of natural justice and humanity. The committee members will interview any relevant witness to the complaint made.



- The committee may collect and take into consideration any relevant information provided by potential witnesses.
- The proceedings of the investigation shall be confidential and not open to the public.
- The decision reached at by the Institution (the HOI, IQAC, and the respective committees will then be forwarded to the higher management as may be deemed fit, for further action.

Online:

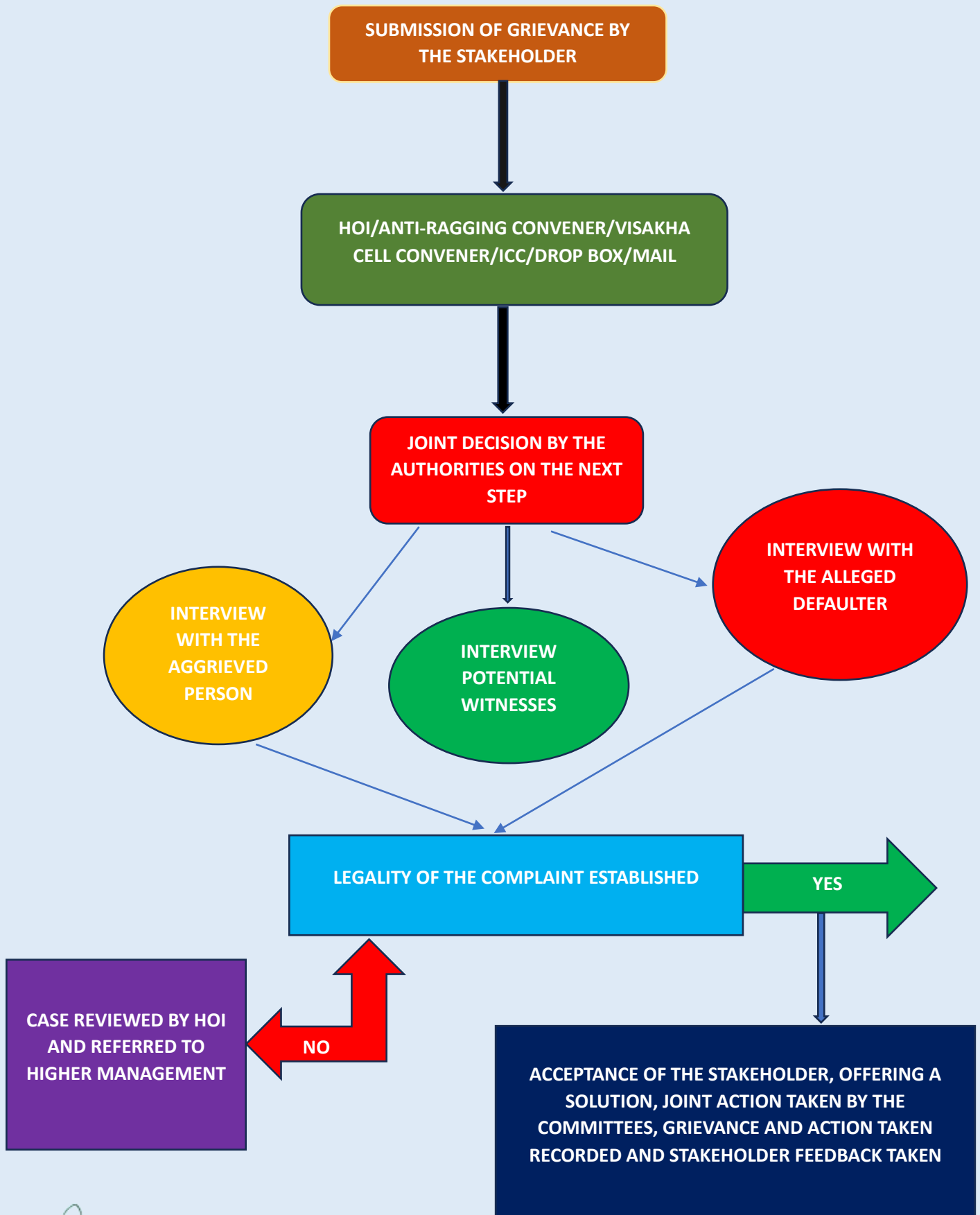
The institution also has an online grievance redressal mechanism whereby the students can directly mail their grievances to the Email Id: ggdcm.grievanceredressal@gmail.com. The Grievance Redressal Box has been placed just opposite the HOI's office where it can be easily noticed by the stakeholders.



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Dr. Pukhraj Barikata, West Bengal- 713032



GRIEVANCE REDRESSAL MECHANISM (OFFLINE/ONLINE)



Dr. Pradipta Kumar Bosu
OFFICER IN CHARGE, W.B.E.S.
Governance Services Division, Dibrugarh, Assam
Dr. Pukhri Barik, West Bengal- 713002



GOVERNMENT GENERAL DEGREE COLLEGE, MANGALKOTE PLEDGES TO ERADICATE RAGGING IN ALL FORMS



GOVERNMENT GENERAL DEGREE COLLEGE, MANGALKOTE

Dt. PURBA BARDHAMAN, PIN-713132, WEST BENGAL

EMAIL: ggdc mangalkote@gmail.com



PUNISHMENT FOR RAGGING

SUSPENSION/EXPULSION/CANCELLATION OF DEGREE/PENAL ACTION



INFORM

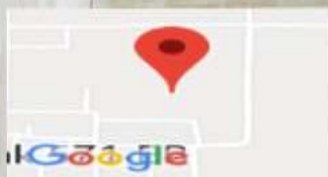
DROP WRITTEN COMPLAINT IN THE COMPLAINT BOX IN COLLEGE



**NATIONAL ANTI-RAGGING HELP LINE
1800-180-5522**

helpline@antiragging.in

Call: 8240720525 (Officer-in-Charge)/7044729823 (Convener, Anti-Ragging Committee)/9432150191 (IQAC Coordinator)



GGDC MANGALKOTE, Burdwan Division, West Bengal, India
HX77+RJ4, Simulia, West Bengal 713123, India

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Lat 23.564495°
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Pradipta
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Dt. Purba Bardhaman, West Bengal-713132



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COMPILED AND CHECKED BY: ANTI-RAGGING COMMITTEE AND VISAKHA CELL

Madhumita Chakraborty

Ms. Madhumita Chakraborty
Asst. Professor HOD, Political Science
Convener, Anti Ragging Committee

Tinat Rukshana

Ms. Tinat Rukshana
Asst. Professor of Political Science
Convener, Visakha Cell

ACCEPTED BY: COORDINATOR, IQAC, GGDC, MANGALKOTE

Dr. Debraj Biswal

Dr. Debraj Biswal, Coordinator, IQAC

Coordinator, IQAC
Govt. General Degree College,
Mangalkote

APPROVED BY: OFFICER-IN-CHARGE, GGDC, MANGALKOTE

Dr. Pradipta Kumar Basu

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Officer in Charge
Govt. General Degree College, Mangalkote



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