



Government of West Bengal
Office of the Principal

GOVERNMENT GENERAL DEGREE COLLEGE, MANGALKOTE
PANCHANANTALA, KHUDRUN DIGHI, MANGALKOTE
P.O. - MAJHIGRAM; BLOCK - MANGALKOTE; SUB DIVISION - KATWA
DISTRICT - PURBA BARDHAMAN; WEST BENGAL; PIN CODE - 713132; INDIA
Email: ggdc mangalkote@gmail.com; Website: <https://mangalkotegovtcollege.org>

CRITERION 5-STUDENT SUPPORT AND PROGRESSION

KEY INDICATOR - 5.1 STUDENT SUPPORT

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

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

PROOF W.R.T. ORGANISATION WIDE AWARENESS AND UNDERTAKINGS ON POLICIES WITH ZERO TOLERANCE:

GOVERNMENT GENERAL DEGREE COLLEGE, MANGALKOTE HAS TAKEN INITIATIVES FOR WIDE AWARENESS AND UNDERTAKINGS ON POLICIES WITH ZERO TOLERANCE WHICH ARE LISTED BELOW:

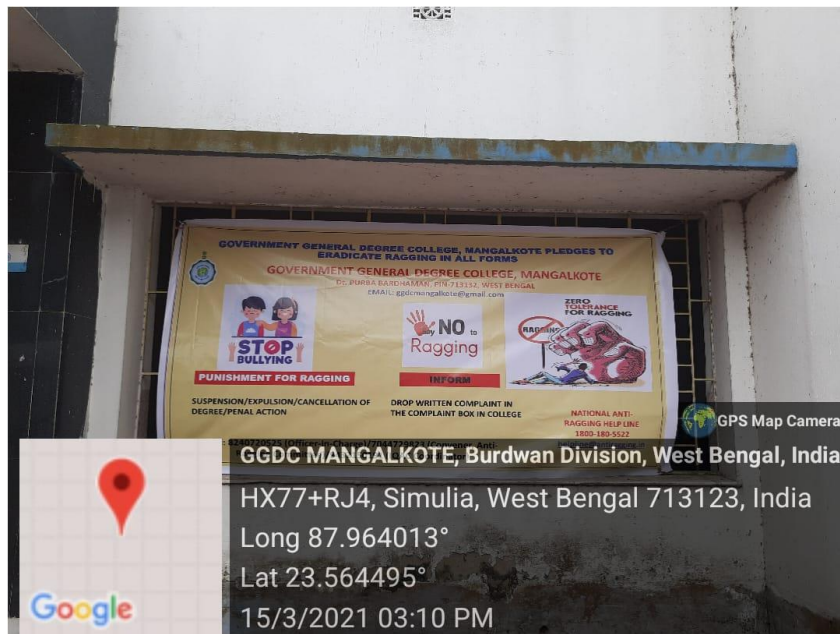
A. DISPLAY OF ANTI-RAGGING POSTERS AT VARIOUS POINTS IN THE CAMPUS AS MANDATED BY THE GOVERNMENT:



PIC. 1: DISPLAY OF ANTI-RAGGING POSTER (IN ENGLISH)



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



PIC. 2: DISPLAY OF ANTI-RAGGING POSTER (IN ENGLISH)



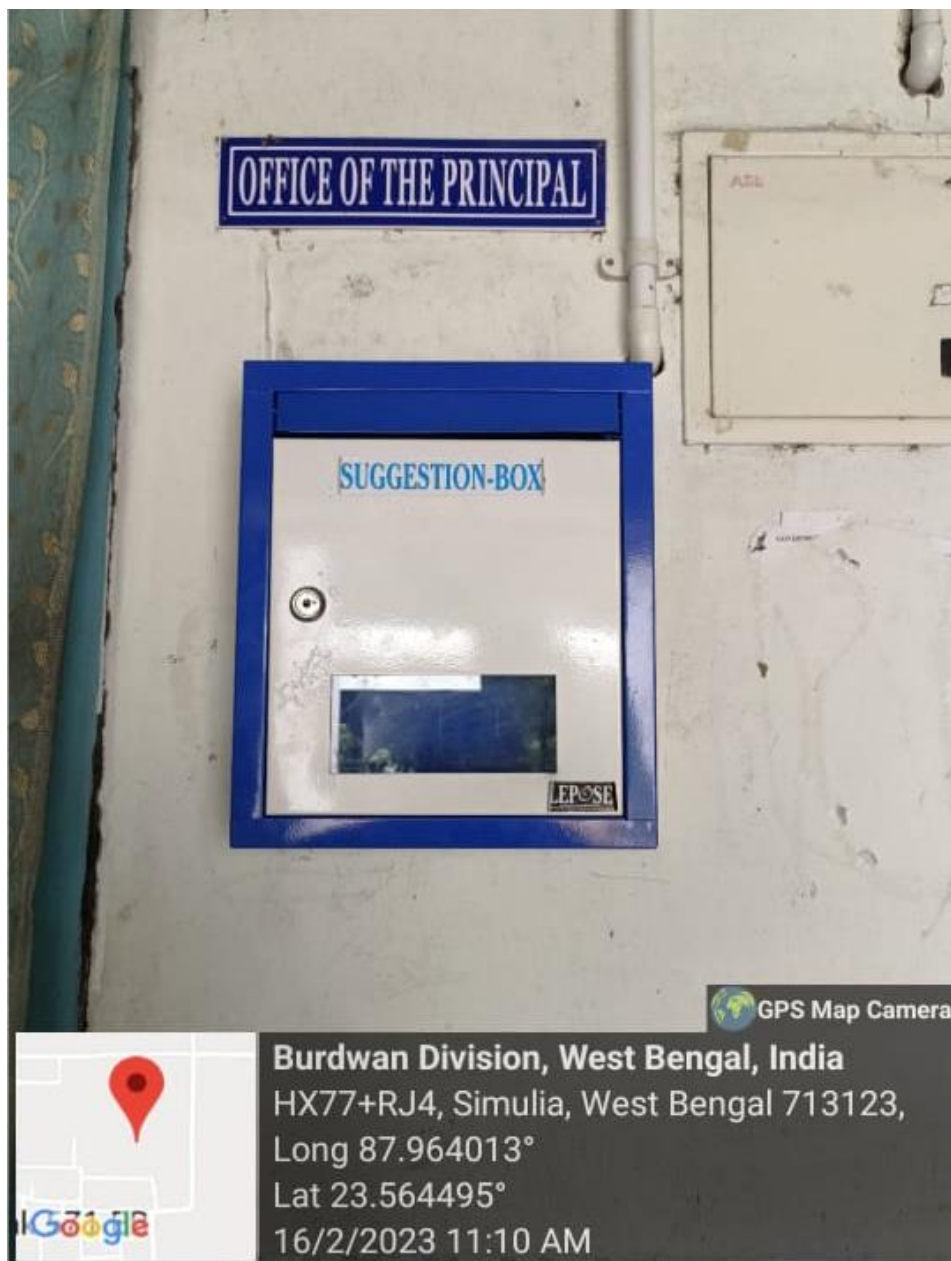
PIC. 3: DISPLAY OF ANTI-RAGGING POSTER WITH HELP LINE NUMBER (IN BENGALI)

Dr. Pradipta Kumar Basu



Dr. Pradipta Kumar Basu
OFFICER IN CHARGE, W.B.E.S.
Government General Degree College, Mangalkote
Dr. Purbu Burdwan, West Bengal- 713112

B. PROOF OF PROVISION FOR SUBMISSION OF STUDENTS GRIEVANCE THROUGH OFFLINE MODE:



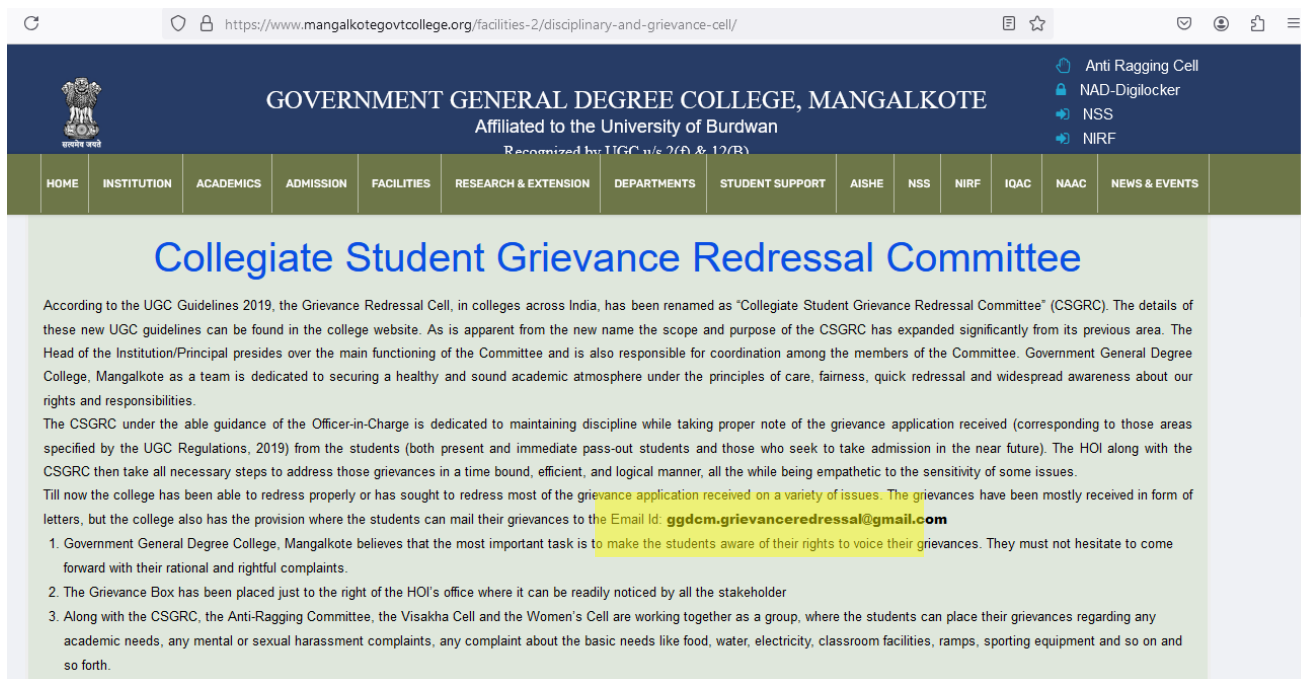
PIC. 4: SUGGESTION BOX OUTSIDE PRINCIPAL'S CHAMBER FOR SUBMISSION OF STUDENTS' GRIEVANCES



C. PROVISION FOR ONLINE SUBMISSION OF GRIEVANCES AS DISPLAYED ON COLLEGE WEBSITE:

LINK TO THE DOCUMENT -

<https://www.mangalkotegovtcollege.org/facilities-2/disciplinary-and-grievance-cell/>



PIC. 5: FORMATION OF 'COLLEGIATE STUDENT GRIEVANCE REDRESSAL COMMITTEE' AS PER UGC REGULATIONS. THE E-MAIL FOR SUBMISSION OF GRIEVANCES ONLINE HAS BEEN HIGHLIGHTED IN YELLOW.

D. FORMATION OF ANTI-RAGGING COMMITTEE AND SQUAD AND DISPLAY ON COLLEGE WEBSITE:

LINK TO THE DOCUMENT -

<https://www.mangalkotegovtcollege.org/facilities-2/anti-ragging-committee/>



PIC. 6: SCREENSHOT OF COLLEGE WEBSITE SHOWIN ANTI-RAGGING COMMITTEE AND SQUAD DETAILS



E. FORMATION OF ICC (INTERNAL COMPLAINTS COMMITTEE) FOR REDRESSAL OF COMPLAINTS REGARDING SEXUAL HARASSMENT:

[LINK TO THE DOCUMENT -](#)

<https://www.mangalkotegovtcollege.org/students-corner/icc-2/>

The screenshot shows the homepage of Government General Degree College, Mangalkote. The header includes the college name, affiliation to the University of Burdwan, and recognition by UGC. A navigation menu lists various departments and services. The main content area is titled 'ICC' and contains a sub-menu with 'About ICC', 'ICC Notices', 'Annual Reports', and 'ICC Related Acts'. The 'About ICC' section is highlighted, detailing the college's history and the formation of the Internal Complaints Committee (ICC) in 2021. It mentions the college's location in a rural area and the importance of the ICC in addressing sexual harassment complaints.

PIC. 7: SCREENSHOT OF COLLEGE WEBSITE SHOWING ICC FORMATION AND DISPLAY

The screenshot shows the 'ICC Related Acts' section of the college website. It details the formation of the Internal Complaints Committee (ICC) in 2022, in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The text states that the committee was constituted on 07/01/2022 to look into complaints of sexual harassment by girl students and women employees working in the college.

INTERNAL COMPLAINTS COMMITTEE 2022-2023

Sl. No.	Name	Role	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)	Member	9051271628

PIC. 8: SCREENSHOT OF COLLEGE WEBSITE SHOWING DETAILS OF ICC DISPLAYED ALONG WITH CONTACT NUMBERS



F. FORMATION OF VISHAKA CELL FOR REDRESSAL OF COMPLAINTS REGARDING SEXUAL HARASSMENT:

LINK TO THE DOCUMENT –

<https://www.mangalkotegovtcollege.org/vishaka-cell/>

GOVERNMENT GENERAL DEGREE COLLEGE, MANGALKOTE
Affiliated to the University of Burdwan
Recognized by UGC u/s 2(f) & 12(B)

Anti Ragging Cell
NAD-Digilocker
NSS
NIRF
UG Admission 2024-25
Contact Us

HOME INSTITUTION ACADEMICS ADMISSION FACILITIES RESEARCH & EXTENSION DEPARTMENTS STUDENT SUPPORT AISHE NSS NIRF IQAC NAAC NEWS & EVENTS

Vishaka Cell

THE VISHAKA CELL

The Vishaka Cell of Government General Degree College Mangalkote was formed in 2016 maintaining the guidelines promulgated by the Supreme Court of India in 1997 and further superseded in 2013 as an Act for prevention, prohibition and redressal of Sexual Harassment of Women at Workplace. It was a landmark judgment for India, acknowledging and recognizing for the first time, sexual harassment at workplace and the fact that it is a violation of women's fundamental rights. Hence, the formation of a Vishaka Committee is significant and essential to create a safe and harassment-free work environment for women and also further ensures more participation of women in workplace catering to the development and growth of the nation. The Vishaka cell empowers women employees to speak-up against sexual harassment and seek redressal for their grievances.

In this context, the Vishaka Cell of GGDC Mangalkote actively organized several gender sensitization programs and seminars to spread awareness about the importance of the Vishaka guidelines to the students as well as to the teaching and non-teaching staff of the college:

- On 9th June 2022, Dr. MadhumitaSen, eminent Professor and ICC coordinator of Government Girl's General Degree College, Kolkata enlightened us with her deliberation on how to combat patriarchy and the historical story behind this landmark judgement by Indian Supreme Court after the Bhanwari Devi gang-rape case in Rajasthan. Dr. SahanaSen, Assistant Professor, St. Xavier's College Mumbai further discussed about the various aspects of gender values and how gendered socialization impacts in establishing patriarchal mind-set

PIC. 9: SCREENSHOT OF COLLEGE WEBSITE SHOWING DETAILS OF VISHAKA CELL DISPLAYED AS PER THE PROVISIONS OF THE SUPREME COURT OF INDIA

challenges and obstacles they still face in this 21st C while pursuing their career in science and research and how they overcome them in their everyday life.

- The Vishaka Cell with great enthusiasm collaborated with the Anti-Ragging Committee and the Women's Cell of GGDC Mangalkote on 3rd April 2024 in organizing a sensitization program on 'My Rights-My Choices' which dealt with gender issues, sexual harassment, rights and Zero Tolerance policy. Thus, through these multi-dimensional sensitization workshops and webinars, the Vishaka Cell continues to spread awareness to the students as well as to the teaching and non-teaching staff of the college to voice against any kind of discrimination and sexual harassment faced within the institute so that everyone can feel mentally and physically safe to work and add to the effective functioning and productivity of the college.

VISHAKA CELL OF GGDC, MANGALKOTE

Ms.TinatRuksana	Assistant Professor in Pol. Science	Convener
Ms.Keshab Chandra Saha	Assistant Professor in Bengali	Joint Convener
Ms.Sanchari De	Assistant Professor in Sociology	Member

PIC. 10: SCREENSHOT OF COLLEGE WEBSITE SHOWING THE NAMES OF CONVENERS AND MEMBERS OF VISHAKA CELL DISPLAYED



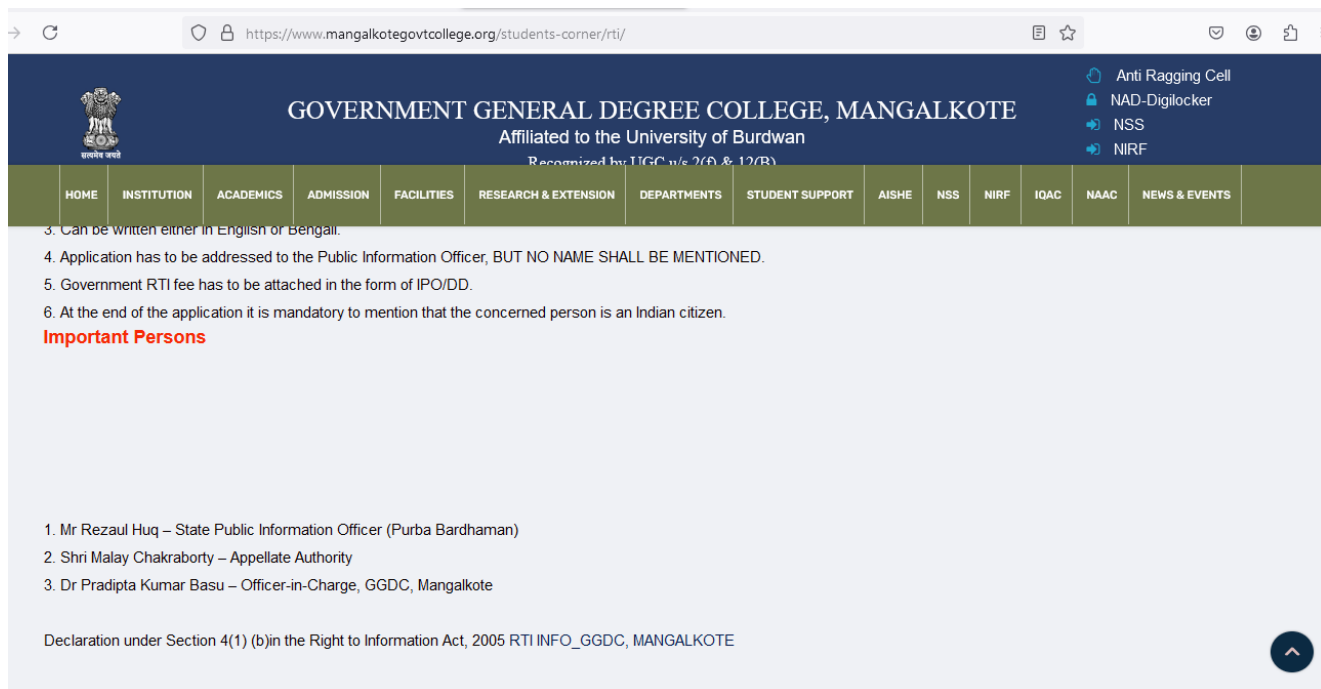
G. FORMATION OF RTI CELL AS PER UGC GUIDELINES:

LINK TO THE DOCUMENT –

<https://www.mangalkotegovtcollege.org/students-corner/rti/>



PIC. 11: SCREENSHOT OF COLLEGE WEBSITE SHOWING THE FORMATION OF RTI CELL AND ITS DISPLAY



PIC. 12: SCREENSHOT OF COLLEGE WEBSITE SHOWING THE MEMBERS OF RTI CELL TO BE CONTACTED IF THE NEED SO ARISES



H. LINKS TO ANNUAL REPORTS OF ANTI-RAGGING COMMITTEE AND SQUAD HOSTED ON THE COLLEGE WEBSITE:

Sl. No.	ACADEMIC SESSION	LINK TO THE COLLEGE WEBSITE
1	2018-19	https://www.mangalkotegovtcollege.org/wp-content/uploads/2024/07/ANNUAL-REPORT-2018-19-1.pdf
2	2019-20	https://www.mangalkotegovtcollege.org/wp-content/uploads/2024/07/ANNUAL-REPORT-2019-20-1.pdf
3	2020-21	INITIATIVES COULD NOT BE UNDERTAKEN DUE TO COVID-19 CONDITIONS
4	2021-22	INITIATIVES COULD NOT BE UNDERTAKEN DUE TO COVID-19 CONDITIONS
5	2022-23	https://www.mangalkotegovtcollege.org/wp-content/uploads/2024/07/ANNUAL-REPORT-2022-23-2.pdf

I. LINK TO ANNUAL REPORTS OF ICC HOSTED ON THE COLLEGE WEBSITE:

<https://www.mangalkotegovtcollege.org/students-corner/icc-2/>

The screenshot shows the website for Government General Degree College, Mangalkote. The header features the college's logo and name, along with affiliations to the University of Burdwan and recognition by UGC. A navigation menu includes links for Home, Institution, Academics, Admission, Facilities, Research & Extension, Departments, Student Support, AISHE, NSS, NIRF, IQAC, NAAC, and News & Events. On the right, there are quick links for Anti Ragging Cell, NAD-Digilocker, NSS, NIRF, UG Admission 2024-25, and Contact Us. The main content area is titled 'ICC' and has sub-sections for 'About ICC', 'ICC Notices', 'Annual Reports', and 'ICC Related Acts'. The 'Annual Reports' section is active, displaying the title 'ANNUAL REPORTS OF THE ICC' and introductory text about the committee's mission and activities.

PIC. 13: SCREENSHOT OF COLLEGE WEBSITE SHOWING THE GLIMPSE OF ANNUAL REPORTS OF ICC AS HOSTED ON THE COLLEGE WEBSITE



J. DISPLAY OF RULES AND REGULATIONS RELATED TO RAGGING IN COLLEGE CAMPUS AND ITS CONSEQUENCES ON THE COLLEGE WEBSITE:

LINK TO THE DOCUMENT –

<https://www.mangalkotegovtcollege.org/anti-ragging-cell-2/>

The screenshot shows the website for the Anti Ragging Cell at Government General Degree College, Mangalkote. The page features a dark blue header with the college's name and affiliation to the University of Burdwan. A navigation menu includes links for Home, Institution, Academics, Admission, Facilities, Research & Extension, Departments, Student Support, AISHE, NSS, NIRF, IQAC, NAAC, and News & Events. The main content area is titled 'Anti Ragging Cell' and contains the following information:

- NOTICE NO. 82-22 DT 26.09.2022
- ANTI RAGGING SQUAD-NOTICE NO 96-22, DATED 22.11.22
- Guidelines**
In pursuance to the direction of the Hon'ble Supreme Court dated 08.05.2009 in Civil Appeal No. 887/2009 and the UGC notification on 'Regulation on Curbing the Menace and develop both physically of Ragging in Higher Educational Institutions 2009', the Government General Degree College, Mangalkote has taken the following preventive measures to eliminate the scourge of ragging among the students and to provide them congenial environment to learn and develop both physically and mentally:-
- Objectives**
 - To root out ragging in all its form from the institution by prohibiting and preventing its occurrence.
 - To implement the provisions of UGC regulations on curbing and menace of ragging.
 - To regulate and punish those who indulge in ragging, as provided under the UGC Regulation, 2009.
- What constitutes Ragging?**
Ragging constitutes one or more of the following acts:
 - Any conduct by any student or students whether by words or spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any

PIC. 14: SCREENSHOT OF COLLEGE WEBSITE SHOWING THE ANTI RAGGING CELL, ITS GUIDELINES, OBJECTIVES AND OTHER DETAILS

The screenshot shows the 'Provisions of Punishment at the Institution as recommended by the UGC' section of the website. It details the following:

- Provisions of Punishment at the Institution as recommended by the UGC –**
Depending upon the nature and gravity of the offence as established by the anti-ragging committee of this institution, the possible punishment for those found guilty of ragging at the institution level shall be any one or in any combination of the following:
 - Cancellation of admission
 - Suspension from attending the classes
Withholding/withdrawing scholarship/fellowship and other benefits
 - Debaring from appearing in any test/examination or other evaluation process
 - Withholding results
 - Debaring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
Suspension/expulsion from hostel
Rustication from the institution for a period ranging from 1 to 4 semesters
 - Expulsion from the institution and consequent debaring from admission to any other institution.
 - Fine of Rupees 25000/-
 - 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 the potential raggars.
- Preventive measures for Anti-Ragging by the Institution:-**
The Institutions may erect suitable hoardings/bill boards/banners in prominent places within the campus to exhort the students to prevent or not to indulge in ragging and also indicating therein the names of the officials and their telephone number to be contacted in case of ragging.
The institute has formed an Anti Ragging Committee and aimed to ensure that the directions of Hon'ble Supreme Court of India and Justice Barabur Committee

PIC. 15: SCREENSHOT OF COLLEGE WEBSITE SHOWING THE CONSEQUENCES OF RAGGING AS MANDATED BY THE INSTITUTION FOLLOWING UGC GUIDELINES



K. THE POLICY DOCUMENT RELATED TO PREVENTION AND PROHIBITION OF RAGGING AND SEXUAL HARASSMENT WITH ZERO TOLERANCE ADOPTED BY GGDC, MANGALKOTE IS HOSTED ON THE COLLEGE WEBSITE. IT CAN BE FOUND BY CLICKING ON THE FOLLOWING LINK:

https://www.mangalkotegovtcollege.org/wp-content/uploads/2024/07/POLICY-DOCUMENT_-ANTI-RAGGING-AND-SEXUAL-HARASSMENT-1.pdf

THE LINK GIVEN BELOW CAN ALSO BE REFERRED TO:

<https://www.mangalkotegovtcollege.org/facilities-2/anti-ragging-committee/>

