



## Policy Documents against Anti-Ragging, Grievance Redressal Sexual Harassment at work Place against Women

### Bhawanipur Anchalik College

Bhawanipur, Barpeta, Assam

As per guideline of University Grants Commission (UGC) and direction of Director of Higher Education, Assam, Bhawanipur Anchalik College constituted the Grievance Redressal Cell/Anti- Ragging Measures Committee/ Committee for Sexual Harassment at Work Place against Women with the following members for redressing the grievances of the stakeholders in a timely and effective manner.

#### Composition:

Sl. No.	Name	Designation	Portfolio
1	Dr.Mukunda Sarma	Principal	Chairperson
2	Dr. Abdus Salam	Vice-Principal	Co-ordinator
3	Mr. Dharani Dhar Talukdar	President, GB	Representative of College Management
4	Lakhimi Dutta	The Additional Deputy Commissioner (Edn.) Cum District Mission Co-ordinator, Samagra Shikha, Barpeta, Barpeta, Assam,	Representative of Civil, Administration
5	Prof. Jagadish Sarma	(Secretary (i/c), UC) M.A. (Gauhati), Ph.D. (Gauhati), M.Phil. (Gauhati), Veda, Department of Sanskrit, Gauhati University Representative	University Representative
6	Mr. Devajit Giri	OC, Bhawanipur Police Out Post, Bhawanipur, Assam 781352,	Representative of Police Administration
7	Mr. Mobarak Hussain	Associate Professor	Teachers' Unit President, Member
8	Dilip Kumar Deka	Assistant Professor	Teachers' Unit Secretary, Member
9	Dr. NivaPathak Choudhury	Associate Professor	Women Member
10	Trishnaxhi Swargiari	Assistant Professor	Women Member
11	Maheswar Das	UDA (Office)	Member
12	Sri Mridul Kumar Sarma	Chief Administrative Officer, Office of the District & Sessions Judge, Bajali, Pathsala, Bajali, District Court Complex, Madan Rauta Nagar, P.O.-Pathsala, P.S.-Patacharkuchi, District- Bajali, (Assam), Pin-781325	Member
13	Mr. Daniram	Guardian Member of Governing Body,	Parent

	Kalita		Member
14	Madhurjya Kalita	General Secretary, Students' Union, Student	Member
15	Mr. Binay Baishya	LDA (Office)	Member
16	Ekram Khan	Assistant General Secretary, Students' Union, (Student)	Member
17	Nikita Kalita	Girls' Com. Room Secretary, (Student)	Member

**Objectives:**

1. To redress the grievances of the students relating to the academic matter.
2. To redress the grievances of the students on Internal and External evaluation system.
3. To redress the grievances of the students relating to Students union Body Election.
4. Grievances regarding establishment section, library, sports facilities and other amenities of institution.
5. To redress the grievances of arise out of misunderstanding of the students on various issues.
6. To solve the issue of ragging quickly and effectively and taking necessary steps to curb ragging
7. To prevent discrimination and sexual harassment against women in work place.
8. To ensure a ragging and harassment free environment in the institution.
9. To address the harassment complaint of the stakeholders quickly and effectively.
10. To create awareness among the students on Anti-Ragging and Anti sexual harassment.

**Powers and functions:**

1. After receiving the complaint from the stakeholders on ragging, sexual harassment or other grievances the convener of the cell convenes a meeting, chalks out strategic plan by investigating the case and takes effective steps to redress the grievances. .
2. The committee has the power to recommend the action to be taken against any person found guilty of sexually harassing, retaliating against/victimizing and making false charges of sexual harassment against the accused person.
3. To register all complaint received and ensure that the mechanism for registering complaints is safe, accessible and sensitive.
4. To consider the sexual harassment and ragging complaint seriously, conducts enquires, provides assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
5. In case of complaint involving legal matter the committee may seek help from police and legal intervention.
6. The cell always tries to solve the cases through mutual understanding depending upon the nature of the cases. It provides appropriate psychological, emotional and physical support to the victim if necessary.

**Scope of Punishment:**

1. Students found guilty after trial may be rusticated.

2. He/She may be suspended from attending the classes for a period.
3. Expulsion or suspension from duty/hostel.
4. Compulsory transfer of the students from the institution.
5. Expulsion from the institution and consequent debarring from admission to any other institution.
6. Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution makes provision for giving group punishment.

**FORMAT OF UNDERTAKING TO BE GIVEN BY THE STUDENTS AT THE TIME OF ADMISSION:**

I..... son/daughter of ..... declare that the statements put above are true to the best of my knowledge and belief and shall abide by the rules and regulations of the college in violation of which, I shall be liable to penalty imposed upon me by the college authority as per rule.

I also declare that I shall not be involve in ragging and shall be liable for action if found guilty of ragging in any form as per rule.

I ..... confirm that the declaration made by my son/daughter will strictly be followed and violation of which will be the violation of existing rules of the college.

Signature of the Guardian  
Date:

Signature of the Applicant  
Date: