



Policy on anti-ragging, prevention of sexual harassment and grievance redressal mechanism in Government Hrangbana College

Ragging and Bullying of any kind (physical, verbal or cyber) is not allowed in and outside the college and hostel campus. Ragging is an offensive and demeaning practice Govt. Hrangbana College has zero tolerance policy towards ragging and this practice will be curbed by the administration at all cost.

ANTI-RAGGING COMMITTEE : The College shall establish a **separate committee, Anti- Ragging Committee**, to strictly restrict and prevent the occurrence of any kind of ragging among the students in the College. The Committee shall ensure strict adherence to the anti- ragging rules and facilitate redressal for the aggrieved students in accordance with UGC Regulations on Anti - Ragging UNIVERSITY GRANTS COMMISSION UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009. (Under Section 26 (1) (g) of the University Grants Commission Act, 1956)

INTERNAL COMPLAINTS COMMITTEE: Harassment on the basis of gender and disability is strictly prohibited. Internal Complaints Committee has been established in the college to exercise the provisions of the SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013.

- Any complaints relating to sexual harassment may be submitted to the Internal Complaints Committee (ICC) of the college.
 - The ICC shall provide mechanism of dispute redressal and dialogue through fair and just conciliation regarding sexual harassment without undermining the complainant's rights.
 - The Committee shall protect the safety of the complainant by maintaining confidentiality and protecting the complainant's identity.
 - The Committee shall try to provide relief to the aggrieved by way of sanctioned leave, relaxation of attendance, transfer to another department as required during the pendency of the complaint.
 - The Internal Complaints Committee shall also provide assistance if an employee/ student chooses to file a complaint regarding sexual harassment with the police.
-
- ***Students who have any complaints may approach the Grievance Redressal Committee.***
 - ***There is a portal in the college website where the aggrieved person can file a complaint online on any issue relating to the college.***
 - ***They can also deposit their complaints in writing in the Complaint Box which are placed in different places around the college.***
 - ***The Committee shall give a fair hearing to any complaint(s) and find solutions and take steps to redress grievances.***