



**2022-2023**  
**VAAGDEVI DEGREE & PG COLLEGE**  
Kishanpura, Hanamkonda



## **ANTI-SEXUAL HARASSMENT AND ANTI – RAGGING CELL**

### **Constitution of Committees**

It is resolved to Constitute the following committees as per the UGC Guidelines and the requirement of Higher Education Council to assist the administration in smooth operation of curricular and Extra and Co-Curricular activities for the academic year 2020 -2021.

### **Anti-Sexual Harassment Committee**

### **Policy on Sexual Harassment**

#### **Preamble**

With regard to Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of Gender Equality and guarantee against Sexual Harassment and abuse, more particularly against Sexual harassment at workplaces, the University Grants Commission(UGC) has issued circular since 1998, to all the universities, advising them to establish a permanent cell and a committee, to develop guidelines to combat Sexual harassment, violence against Women and ragging at the Universities and Colleges. Keeping the above guidelines in view, Vaagdevi Degree & PG College has constituted a committee against Sexual Harassment.

Vaagdevi Degree & PG College has committed itself to provide a Congenial and conducive atmosphere in which students, teachers and Non-Teaching Staff can work together in an environment free of violence, harassment, exploitation and intimidation. This includes all forms of Gender, Violence, Sexual Harassment and discrimination on the basis of Gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, strongly supports Gender Equality and opposes any form of Gender discrimination and Violence.

The Supreme Court of India, is a landmark Judgment in August 1997 (Vishaka & Others Vs. the State of Rajasthan & Others) stated that every instance of Sexual Harassment is a violation of “Fundamental Rights” under Article 14, 15 & 21 of the Constitution of India, and amounts to a violation of the “Right To Freedom” under Article 19(1) (g). Another Supreme Court Judgment in 1999 (Apparel Export Promotion Council Vs Chopra) has stated the Sexually Harassing behavior “Needs to be eliminated as there is no compromise on such violations”. The Supreme Court further reiterated that Sexual Harassment “Is a Violation of the Fundamental Right to Gender Equality and the Right to Life and Liberty”.

Based on these, our college made it mandatory to adhere to the following points:

1. Anti-Sexual Harassment Cell to be made functional with atleast Two Senior Women Faculty on the Committee.
2. An Anti-Sexual Harassment Policy to be adopted and publicized.


The Supreme Court Judgment of 1997 makes it obligatory for any employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat Sexual harassment in the workplace. Educational Institutions under the ambit of Kakatiya University are bound with the same directive. Following these Vaagdevi Degree & PG College, Hanamkonda being committed to uphold the constitutional mandate ensuring the above mentioned Human Rights, adopted the following Policy:

### **Declaration of Policy**

Vaagdevi Degree & PG College, Hanamkonda, shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for Human Right, ensures the full enforcement of “Fundamental Rights” under the Articles 14, 15 ,19(1)(g) and 21 of the Constitution of India, uphold the dignity of workers, employees, applicants of the employment, students or those undergoing training, instruction or education. Towards this end, all forms of Sexual Harassment in the employment, educational training environment are hereby declare unlawful.

### **Objectives Of The Policy:**

1. To fulfill the directive of the Supreme Court, as per UGC directives and the Kakatiya University respect of implementing a policy against Sexual Harassment in the Institution.
2. To evolve a mechanism for the prevention and redressal of Sexual Harassment cases and other acts of Gender based Violence in the Institution.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To provide an environment free of Gender Based Discrimination.
5. To ensure equal access of all facilities and participation in all activities of the College.
6. To create a secure Physical and Social Environment which will deter acts of Sexual Harassment.
7. To promote a Social and Psychological Environment that will rise awareness about Sexual Harassment in its various forms

  
Dr. A. Sheshachalam  
PRINCIPAL  
Vaagdevi Degree & P.G. College,  
Kishanpura, Hanamkonda

## **DEFINITION OF SEXUAL HARRASMENT**

For this purpose, Sexual Harassment includes such unwelcome Sexually Determined behavior (Whether directly or by implication) as :

1. Physical Contact and advances;
2. A demand or request for sexual favors;
3. Sexually colored remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non –verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or enrollment in the institution whether she is drawing salary, or honorarium or otherwise, such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work or studentship including recruiting or promotion or academics when it creates a hostile work environment . Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection there to.

## **JURISDICTION**

1. The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:
2. By a member of the institution against any other member irrespective of whether the harassment is alleged to have taken place within or outside the campus.
3. By an outsider against member of the college or by a member of the college against outsider if the sexual harassment is alleged to have taken place within the campus.
4. By a member of the college against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases the committee shall recommend that the college authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complaint in pursuing the complaint.

## **Composition of the Anti-Sexual Harassment Committee**

- a) A presiding officer who shall be woman faculty member employed at a senior level at the educational institutional;
- b) Not less than two Teaching employees and two Non-Teaching Employees, preferably committed to the cause of women or who had experience in social work or have legal knowledge.

- c) Not less than three students, who shall be enrolled at the Undergraduate, Master, levels respectively.
- d) One member from amongst Non-Governmental Organizations or Associations committed to the cause of women or a person familiar with the issues relating to the Sexual Harassment. Provide that at least one half of the total members so nominated shall be Women.

The members of the committee for the Academic Year: 2022-23

The Committee consists of members of the faculty, administration, service staff and student representatives. The members of the committee for the current academic Year are:

S.No.	Name	Role	Mobile No.
1.	Dr.C.Padmavathioology)	Convener	9441546023
2.	Ms.K.HimaBindu(BioTechnology)	Member	9618330877
3.	Ms.Laxmi Lalitha(Computer Science)	Member	9959076969
4.	Ms.P.SandhyaRani(Commerce)	Member	9502775490
5.	Lt.B.Sabitha(Chemistry)	Member	8142822253
6.	Ms.T.Anusha(MBA)	Member	9492645074
7.	Ms.Sameena Afreen(Maths)	Member	9177261642

  
 Dr A. Sheshachalam  
 PRINCIPAL  
 Principal  
 Vaagdevi Degree & P.G. College  
 Kishanpura, Hanamkonda



## **ANTI- RAGGING :**

### **PUBLIC NOTICE**

#### **CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS**

It is brought to the notice of the Public that ragging is a criminal offence and that UGC has framed UGC Regulations on curbing the menace of ragging in Higher Educational Institutions, 2009, in order to prohibit, prevent and eliminate the scourge of ragging in Indian Universities/Colleges/Institutions. The above regulations are mandatory and all Institutions should take necessary steps for its implementation under intimation to the UGC.

Students in distress owing to ragging related incidents can access the Toll Free Helpline 1800-180-5522 or contact Ed. CIL (India) Limited, Ed. CIL House, 18A, Sector-16A, Noida-201 301, UP.

Sd/-

Secretary  
University Grants Commission  
New Delhi

#### **UGC Regulations on Curbing The Menace of Ragging in Higher Educational Institutions, 2009**

##### **Ragging:**

- Misconduct of any student either in spoken or written form or any action that has the effect of harming others
- Indulging in undisciplined activities that cause physical or psychological harm or fear or apprehension
- Asking others to do things that they normally will not do and causes a sense of shame or emotional embarrassment
- Any act that disrupts others academic activity
- Financial extortion or forceful monetary burden on a fresher or any other student
- Any act of physical abuse including sexual, homosexual assaults stripping of clothes, forcing obscene lewd acts and gestures causing physical and mental torture
- Any act of abuse by spoken words, emails, posts, public insults to derive sadistic pleasure
- Any act that affects the mental health and self confidence of any student with or without intent to derive sadistic pleasure or priority over others

## Punishments for Ragging

---

Every single incident of ragging, a FIR shall be lodged without exception by the college authorities with the local police. In addition one or any combination of the following punishments can be awarded:

- Cancellation of admission
- Suspension from attending classes.
- Withholding / withdrawing scholarship / fellowship and other benefits.
- Debarring from appearing in any test / examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- Suspension / expulsion from the hostel.
- Rustication from the institution for period ranging from 1 to 4 semesters.
- Expulsion from the institution and consequent debarring from admission to any other institution.
- 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 raggers.

**Anti-ragging Committee:** Every institution University including Deemed to be University imparting technical education shall constitute a Committee to be known as the Anti-ragging Committee to be nominated and headed by the Head of the Institution, and consisting of representatives of civil and police administration, local media, Non Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the fresher's category as well as senior students, non-teaching staff; and shall have a diverse mix of membership in terms of level as well as gender.

### Roles and Responsibilities of Anti Ragging Committee

---

- To ensure compliance with the provision of UGC regulation 2009 at the institute level.
- To monitor and oversee the performance of anti ragging squad in prevention of ragging in the institution.

  
Dr A. Sheshachalam  
PRINCIPAL  
Vaagdevi Degree & P.G. College  
Kishanpura, Hanamkonda

**Details of Anti-Ragging Committee Members:****Anti- Ragging Committee**

Sl.No.	Name of the Member	Role	Mobile No. & E-Mail-id
1	Dr.A.SeshaChalam (Principal)	Convener	9296452832
2	Dr.P. Harender Reddy Academic-Co-ordinator)	Member	8897533103
3	Dr. G. Raja prasad HOD - Physics	Member	9989214113
4	Mr.C. Govinda Rao HOD – Chemistry (P.G)	Member	9963064774
5	Dr. C. Padmavathi HOD – Zoology	Member	9441546023
6	K.Sridhar HOD – Computer Science	Member	9390116058
7	Dr.S.Mahender Kumar HOD – MBA	Member	8008611946
8	Mr. C. Dattatreya HOD Commerce	Member	9441136452
9	Mr. K. Balaraju HOD – Maths	Member	9866166969
10	Ms.S. Rajitha HOD – Chemistry (U.G)	Member	9949283840
11	Ms. K. Himabindu (HOD – Biotechnology)	Member	9618330877

**Student Members of Anti-Ragging Committee:**

S.No.	Name of the Student	Department
1	A AJAY KUMAR	COMMERCE
2	D KOTESWARI	COMMERCE
3	M MAHESH	COMMERCE
4	K DHEERAJ	COMMERCE
5	K HARSHA	BIOLOGICAL SCIENCES
6	K PRANAY	BIOLOGICAL SCIENCES
7	G ROHITH KUMAR	BIOLOGICAL SCIENCES
8	G VENNELA	BIOLOGICAL SCIENCES
9	CH VISHNU	MATHEMATICS
10	E SRILEKHA	MATHEMATICS
11	P ANIL	MATHEMATICS
12	GONELA AKHILA	MATHEMATICS

  
 Dr A. Sheshachalam  
 PRINCIPAL  
 Principal  
 Vaagdevi Degree & P.G. College  
 Kishanpura, Hanamkonda



**2022-2023**  
**VAAGDEVI DEGREE & PG COLLEGE**  
Kishanpura, Hanamkonda



## **Grievance & Redressal Cell Committee:**

### **Role & Responsibilities**


1. A Grievance Redressal committee has been formed in our college to settle genuine grievances of students, staff and parents up to a satisfaction level so as to create a healthy relationship among the students, parent's employees and employer. The grievance will include any matter relating to student and staff. The committee is requested to contribute effectively to dispose the grievances at the earliest.
2. To deals with all the genuine grievances of students and staff of the college from online portal on our website.
3. The committee will meet at least once in a month to resolve the grievances, if any. 3) To take conclusive decision and submit its recommendations to the deciding authority for removal of alleged grievances.
4. The number of grievances settled or pending will be reported to the Principal in every month.

### **Procedure**

- 1) A compliant box is to be provided at the Admin Block for students.
- 2) All grievances referred to the Grievance Redressal committee shall be entered in a Register by designated member.
- 3) All complaints should be resolved within a time frame by looking into its seriousness and by two-way approach.
- 4) The result of the grievance will be informed to the complainant within the period defined.

**Grievance & Redressal Cell Committee:**

Name	Role	Mobile No.
Dr.A.SeshaChalam(Prinicipal)	Convener	9296452832
Mr. K. Balaraju(Maths)	Member	9866166969
Dr.P.Suresh (Zoology)	Member	9959418523
Smt.P.SandhyaRani(Commerce)	Member	9502775490

  
Dr A. Sheshachalam  
PRINCIPAL  
*Principal*  
Vaagdevi Degree & P.G. College  
Kishanpura, Hanamkonda



ज्ञान-विज्ञान विमुक्तये

प्रो. रजनीश जैन  
सचिव

Prof. Rajnish Jain  
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002  
Bahadur Shah Zafar Marg, New Delhi-110002

Ph : 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

D. O. No. F. 3-2/2021 (ARC)

27 OCT 2021 October, 2021

**'SPEED POST'**

**Subject: Revised procedure for students to file online Anti Ragging Affidavit.**

Dear Madam/Sir,

As you are aware, in pursuance to the Judgment of the Hon'ble Supreme Court of India dated 8.5.2009 in Civil Appeal No. 887/2009, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009" and in compliance of the 2<sup>nd</sup> Amendment in UGC Regulations, it is compulsory for each student and his/her parent/Guardian to submit an online undertaking each academic year at either of the two designated web sites, namely, **www.antiragging.in** and **www.amanmovement.org**.

As part of UGC's initiative towards reduction of compliance burden of its stakeholders, UGC has revised the procedure for students to file online Anti Ragging Affidavit.

**The revised procedure is as follows:**

**Step 1:** A student will submit his/her details on the same web sites (**www.antiragging.in** and **www.amanmovement.org**) as before; read and confirm that he/she and his/her parents/Guardians have read and understood the regulations on curbing the menace of ragging. He/She will confirm & agree that he/she will not engage in ragging in any form. (Step 1 is the same like before).

**Step 2:** The student will receive an E MAIL with his/her registration number and a web link. The student will forward the link to the E mail of the Nodal officer in his/her university/college. **(Please note that the student will not receive pdf affidavits and he/she is not required to print & sign it as used to be the case earlier).**

**Step 3:** The Nodal Officer in the university/college can click on the link of any forwarded e mails that he/she will receive from any student of his/her college to get the list of those students who have submitted Anti Ragging Affidavits/Undertakings in his/her college. The list will be updated every 24 hours.

Contd.../-

**CONTINUATION SHEET**

**-02-**

Universities and Colleges are requested to insert **a mandatory column** in your university/colleges admission form as per the given format:

Anti Ragging Undertaking Reference no:	<input type="text"/>
--	----------------------

You are also requested to display the email address and contact number of the Nodal Officer of Anti Ragging of your university/college in your website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities etc. to create awareness about the revised procedure for students to file online Anti Ragging Affidavit.

In addition to this, you are also requested to create E-admission booklet or brochure, E-leaflets giving details on guidance in case of ragging to admitted students instead of print/hard copy.

With kind regards,

Yours sincerely,



**(Rajnish Jain)**

**The Vice-Chancellor of all Universities**

**The Principal of all Colleges**



**Dr A. Sheshachalam**  
**PRINCIPAL**

*Principal*  
Vaagdevi Degree & P.G. College,  
Kishanpura, Hanamkonda



**2022-2023**  
**VAAGDEVI DEGREE & PG COLLEGE**  
**Kishanpura, Hanamkonda**



**Report on Cases Reported During 2022- 23**

As a result of the stringent measures taken by the Institution including the various awareness programs, classes, seminars, oath taking etc. to prevent any kind of student harassment including sexual harassment and ragging, no cases were reported regarding student grievances including Sexual Harassment and Ragging during the Year 2022 – 23.

Sl.No	Date	Name & Details of the students	Type of Complaints	Action Taken	Time for Action	Remarks
1	NA	NA	NA	NA	NA	NA

  
Dr A. Sheshachalam  
PRINCIPAL  
Vaagdevi Degree & P.G. College  
Kishanpura, Hanamkonda





**2022-2023**  
**VAAGDEVI DEGREE & PG COLLEGE**  
**Kishanpura, Hanamkonda**



**ANTI – RAGGING COMMITTEE**

**Meeting**

Date :12/11/2022

Venue: Board Room, Time: 11.00 AM

Meeting Chaired by: Convener, Anti Ragging Committee

Meeting Attended by: Members of Anti-Ragging Committee.

Minutes of the Meeting:

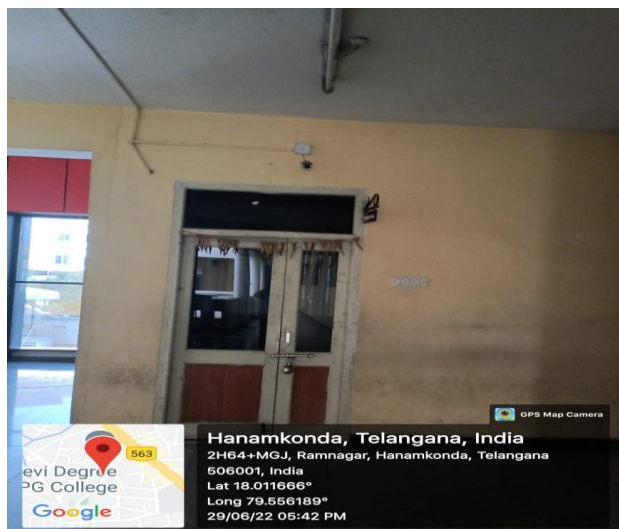
1. Posters explaining anti-ragging policy are displayed around the campus clearly stating the activities which are considered as ragging and punishments prescribed by the law for r such activities. In addition. the anti-ragging policies and related details are also made available in the College website.
2. Affidavits as per the direction from the Government and Anti-ragging undertaking are collected from all the students and their parents.
3. At the commencement of the academic year, through form al circular. students are instructed not to indulge in ragging and are explained about the anti-ragging policies and procedures.
4. Since the institution has implemented very strict policies and procedures to prevent raggingso farno complaints about ragging has been received either in the campus or in hostels.
5. CCTV cameras are also installed at various locations in the college as per the Government regulations as a deterrent for ragging and to monitor.

  
Dr A. Sheshachalam  
PRINCIPAL  
Principal  
Vaagdevi Degree & P.G. College,  
Kishanpura, Hanamkonda

## Program Report:

Title of the Program	Organising Dept.	Date of the Program	No. of Participants	Resource Person
Anti- Ragging Awareness	IQAC Cell	12/11/2022	18	P.Sugunakar Reddy

### Photos of CCTV Cameras



*A. Sheshachalam*  
Dr A. Sheshachalam  
PRINCIPAL  
Principal  
Vaagdevi Degree & P.G. College,  
Kishanpura, Hanamkonda



Dr A. Sheshachalam

PRINCIPAL

Principal

Vaagdevi Degree & P.G. College,  
Kishanpura, Hanamkonda





**VAAGDEVI DEGREE & PG COLLEGE**  
**KISHANPURA, HANAMKONDA**

**FILE No 44**



**STUDENTS GRIEVANCES AND REDRESSAL  
COMMITTEE**



Respected Sir/Madam .

He belongs to B.com (BA) B Section .  
We need fan facilities in Room No. 301.. please  
arrange as soon as possible . Thank you.

The students of B.com (Business Analytics)  
of Section B. has raised an issue  
regarding fans in classroom in Room no. 301  
which is collected from grievance Box.



The grievance committee have resolved  
the problem regarding fan in room  
no. 301 - fans were arranged within  
3 days.

Respected sir/ madam,

we are BBA final girls, we are  
struggling with washrooms, no proper fans,  
and water. (Commerce Block)

All BBA final year  
girls.

Students from BBA final year have  
raised a problem, which is collected from  
grievance Box. that of non-maintenance  
of washrooms.



The Grievance Committee members have deeply considered this problem as it causes the health issues to girl students.

The problem regarding the proper maintenance have been resolved by appointing an alternate scavenger to clean properly and provide water facility in washrooms.

Feedback:-

We are happy for providing the facilities in washrooms. Thank you Sir/madam for solving the problem.

BBA Final Year.



Respected Sir,  
We the students of B.com  
are facing problem of water facility  
in Commerce block.  
= All B.com (CA) III yr

All B.com (CA) III yr raised a complaint  
regarding water facility provision in  
Commerce Block. This problem is collected  
from the grievance Box, Students request  
to provide a separate drinking water  
facility.



Regarding the problem collected from grievance, the problem is temporally resolved by providing water cans for each floor. Students felt happy, as water facility is seen every floor in commerce block.



Respected Sir.

We are the students of Biotechnology are facing the problem of some lab-equipments and Washrooms.

- All Biotechnology Students III sem.

All the Bsc III sem Biotech students raised a problem on the Washrooms and the lab equipments in some labs which is collected from the grievance Box.

Students request to provide the proper Washrooms and cleaning and some lab equipments.



Regarding this problem collected from grievance Box, some lab equipments are provided by the institution and maintaining washrooms neat.

Feedback:- Students are overwhelmed by providing lab equipments to them and neatness of washrooms.

- 1) Shafiq
- 2) Siraj
- 3) Amal
- 4) B. Nagaraju
- 5) E. Aritha



Respected Sir,

We the students of Food Science are facing problem of water scarcity and washroom problems in our block

= All Food Science Students (III Sem)

All Food science (III Sem) students raised a complaint regarding water scarcity and washroom problem in Main Block. This problem is collected from the grievance box. Students requested to requested to provide proper water facility and clean and neat washrooms.



Regarding the problem collected from grievance box, the problem is temporarily resolved by providing water cans and maintaining clean and neat washrooms for students by keeping clean which is initiated by college.

#### Feedback:-

Students felt happy by providing these two facilities for them.

- 1) P. Bhoomika
- 2) Parani
- 3) Nandhini
- 4) G. Bhavan?
- 5) E. Ranaprathap