



2023-2024
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


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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 complainant 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
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


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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.


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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 RaoHOD – Chemistry (P.G)	Member	9963064774
5	Dr. C. PadmavathiHOD – Zoology	Member	9441546023
6	K.Sridhar HOD – Computer Science	Member	9390116058
7	Dr.S.MahenderKumarHOD – MBA	Member	8008611946
8	Mr. C. Dattatreylu 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	B RAM	COMMERCE
2	B TEJA SRI	COMMERCE
3	E ABHINAY	COMMERCE
4	D SREEMANI	COMMERCE
5	D SOORAJ	BIOLOGICAL SCIENCES
6	K BHAVANI	BIOLOGICAL SCIENCES
7	E ASRITHA	BIOLOGICAL SCIENCES
8	J SUNDHUJA	BIOLOGICAL SCIENCES
9	B PAVAN	MATHEMATICS
10	B SAMATHA	MATHEMATICS
11	CH PALLAVI	MATHEMATICS
12	G ARAVIND	MATHEMATICS


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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


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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
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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 2nd 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"/>
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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

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Report on Cases Reported During 2023- 24

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 2023 – 24.

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


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ANTI – RAGGING COMMITTEE

Meeting

Date :20/09/2023

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 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 formal 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 ragging, so far no 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.


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Program Report:

Title of the Program	Organising Dept.	Date of the Program	No. of Participants	Resource Person
Anti- Ragging Awareness	IQAC Cell	03/11/2023	16	P.Sugunakar Reddy

Photos of CCTV Cameras



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