

Internal Complaints Cell (anti-ragging, gender harassment, and grievance)

Anti-ragging and gender harassment

Ragging is a criminal offence and is governed by the Anti-Ragging Code of the UGC. The college is firm on ensuring that the UGC framed regulations on prohibition, prevention, and elimination of ragging are strictly followed on campus.

Pursuant to the directives of the Honorable Supreme Court of India and in accordance with the UGC Regulations, on curbing the Menace of Ragging in Higher Educational Institutions, 2009, the college has constituted the ICC for overseeing the strict and meticulous implementation of all the directives.

Ragging & sexual harassment is perceived to violate an individual's dignity. The responsibility of universities and colleges as modern educational institutions is not only to treat women students and all youth regardless of gender as citizens who have a right to safety but to assist them physically, emotionally and intellectually to claim that right and seek to expand its contours.

The National Policy for Empowerment of Women (2001), Government of India, had emphasized the elimination of discrimination and all forms of violence against women in both the public and the private sphere. Institutions and mechanisms /schemes for assistance are to be created and strengthened for prevention of such violence including sexual harassment at education sector and workplace.

Our college is committed to equal opportunities and to providing an environment in which all Faculties, staff and students are treated with dignity and respect in which they can work and study free from any type of discrimination, harassment, or victimization. Harassment is a serious offence which is punishable under the College's disciplinary procedures.

Harassment is unwanted conduct on the grounds of sex, marital status, gender reassignment, race, disability, religion/belief, sexual orientation or age that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. Harassment on grounds of sex, race, religion, disability, sexual orientation or age may amount to unlawful discrimination.

STEPS TO TAKE IF BEING SEXUALLY HARASSED

Know your rights: Sexual harassment is illegal, both the law of the land and the University prohibit sexual harassment. Speak up, if you can and tell the person to stop. State clearly and firmly that you want a particular behavior to cease.

- Do not blame yourself: Sexual harassment is not something one brings upon oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work and live with dignity.
- Do not ignore it: Ignoring sexual harassment does not make it go away. The harasser may misinterpret the lack of response as approval of such behavior.
- Do not delay: Delay in action increases the probability that unwanted behavior will continue or escalate. See Internal Complaints Committee (ICC) stated below.

In summary, examples of behavior that may constitute harassment are:

- Verbal or Physical threats.
- Insulting, Abusive, Embarrassing or Patronizing behavior or Comments.
- Offensive gestures, Language, Rumors, Gossip or Jokes.
- Humiliating, Intimidating, Demeaning and/or Persistent criticism, Open hostility.
- Suggestive comments or Body language.
- Isolation or Exclusion from normal work or study place.
- Publishing, Circulating or Displaying pornographic, Racist, Sexually suggestive or Otherwise offensive pictures or Other materials.
- Unwanted physical contact, Ranging from an invasion of space to a serious assault

ICC, Surendranath College: Anti ragging and gender harassment

With regard to anti-ragging, gender harassment the following is covered by the committee

- Eve-teasing
- Unsavory remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy
- Indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.
- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
- Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students

The Anti-Ragging Committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging. The ICC also assures all the complaints of the students, teaching and non-teaching staffs are treated with dignity and respect and the complaints should be maintained confidential.

Grievance Redressal Mechanism of the ICC

The grievance procedure is a machinery to sort out the issues between student and college. It involves a process of investigation in which the ICC enquires and analyses the nature and pattern of the grievances in a strictly confidential manner.

The ICC also handles various grievances of students as well as teachers. The cell enables a student to express feelings by initiating and pursuing the grievance procedure in accordance with the rules and regulations of the College.

The students can lodge their grievances through the grievance portal of the college or contact the ICC or can contact their respective departmental mentors. Students can also submit their grievances in the drop box placed inside the college office. Grievances will be received and resolved and further course of action will be decided and the same shall be intimated to the students or faculty members.

Objectives of with regard to grievance redressal

The main objective of the ICC is also to develop an accountable and responsive attitude among all the stakeholders so that a harmonious educational atmosphere is maintained in the institute. It also encourages the students to express their problems /grievances frankly and freely. The ICC aims to:

1. To support, those students and teachers who have been deprived of the services offered by the college, for which he / she is entitled.
2. To ensure effective solution to the grievances with an impartial and fair approach.

Functions

1. Redressal of grievances of teachers and students to solve their academic and administrative problems.
2. To co-ordinate between students and Departments to redress the grievances.
3. The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
4. To conduct meeting whenever required and discuss relevant issues, in consultation with the Principal seeking his approval.

Exclusions

The ICC shall not entertain following issues.

1. Decisions of the Academic Council / Board of studies and other academic / administrative committees constituted by the college.
2. Decisions with regard to award of scholarships / fee concessions / awards / medals.
3. Decisions made by college under the Discipline Rules and Misconduct.
4. Decisions of the college in admissions of my courses.
5. Decisions of the competent authority on assessment and examination result.

For any Complaints, Queries & Assistance please reach us at:

email: internalcomplaintscell@gmail.com,

internal_complaints_cell@surendranath.college.ac.in

Complaints can also be registered through Grievance Redressal in our college website:
www.surendranathcollege.ac.in

Members:

Prof Abanti Goswami (Convenor)

Prof. Paromita Chakraborty (Convenor)

Prof. Rathindranath Basu

Prof. Sushanta Kumar Patra

Prof. Sumita Saha

Prof. Barnali Ray Basu

Prof. Bilquis Begum

Prof. Baishali Pandit

Prof. Chaitali Bhattacharya

Prof Chaitali Barman

Prof Amit Saha

Prof Nilofer Khatoon