



Maulana Azad College

8, RAFI AHMED KIDWAI ROAD, KOLKATA - 700013, WEST BENGAL, INDIA
 Phone : 033 2249-3737 / 2226-7814 Web : <https://maulanaazadcollegekolkata.ac.in>
 e-mail : maulanaazadcollegekolkata@gmail.com, Institutional e-mail : info@maulanaazadcollegekolkata.ac.in



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CPE (1st Cycle) ♦ NAAC Accredited 'A' Grade (2nd Cycle) ♦ DBT STAR College

ISO Certified - 14001 : 2015, 50001 : 2018, 9001 : 2015

Policy Document for Anti-Ragging and Prevention of Sexual Harassment

Maulana Azad College is dedicated to establishing a safe, secure, and friendly environment for all students in accordance with the Supreme Court of India's directives and the University Grants Commission's (UGC) Regulations on Curbing the Menace of Ragging. Any kind of ragging is completely forbidden, and the college makes sure that all students especially newcomers are shielded from any abuse, harassment, or bullying.

This policy outlines the steps taken by Maulana Azad College to prevent ragging, address any incidents that may occur, and establish clear consequences for offenders.

Definition of Ragging

Ragging is defined as follows in accordance with the UGC Anti-Ragging Regulations:

- **Physical Abuse:** Any act of bodily harm or threat of bodily harm committed against a student.
- **Verbal abuse:** Threatening, degrading, or using derogatory language toward students.
- **Psychological Abuse:** Making a pupil complete degrading assignments or giving them emotional pain.
- **Forced Activities:** Making students perform uncomfortable, degrading, or demeaning duties, such forced initiation rites, severe physical labor, or other activities meant to cause embarrassment or humiliation.
- **Sexual abuse:** Any form of sexual harassment or coercion.
- **Hazing:** Forcing students to perform actions that are degrading or humiliating.

Objectives of the Policy

- To end all types of ragging at the college
- To foster a polite and comfortable atmosphere where all students, particularly those just starting out, can learn without fear or prejudice.
- To increase awareness of the negative effects of ragging among students, professors, and staff.


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 Maulana Azad College, Kolkata
 Govt. of West Bengal



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- To adhere to UGC laws and legal provisions in order to discourage ragging.

Prohibited Acts of Ragging:

The following activities are strictly prohibited under the anti-ragging policy:

- ❖ Any conduct that disturbs the peace or academic atmosphere of the college.
- ❖ Forcing students into uncomfortable situations such as doing menial or degrading tasks.
- ❖ Verbally, emotionally, or physically abusing students.
- ❖ Engaging in sexual harassment, bullying, or coercing a student into performing actions that diminish their self-respect.
- ❖ Forcing students to consume substances (alcohol, drugs, etc.) or engage in illegal or unethical behaviour.

Preventive Measures

The following preventive measures will be adopted:

- ✓ **Orientation and Awareness Programs:** Orientation session for new students includes information about **Anti-Ragging Policy**, dangers of ragging and the process to report incidents. Regular workshops and awareness campaigns on anti-ragging will be organized for both students and stakeholders of the college.
- ✓ **Anti-Ragging Committee:** Committee comprising of administrative workers, faculty members, and student representatives. This committee is going to be in charge of keeping an eye on and handling ragging complaints. The committee will also ensure the effective implementation of anti-ragging measures across the campus.
- ✓ **Grievance Redressal Mechanism:**
A dedicated grievance redressal mechanism will be available for students to report incidents of ragging either in person or anonymously. The college website also offers an online redressal facility.


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Reporting Mechanism

- **Confidential Reporting:** Students can report incidents of ragging confidentially via a dedicated email or through college website.
- **Complaint Boxes:** On campus, complaint boxes will be placed at strategic location so that students can file reports without disclosing their identity.
- **Immediate Action:** All complaints will be addressed within 72 hours (excluding holidays) and completed within **seven days** of receipt and appropriate actions will be taken promptly.

Disciplinary Action

For Minor Offenses:

- ✓ Warning or a written apology.
- ✓ Suspension from classes or hostel for a certain period.
- ✓ Community service or social work for the college.

For Major Offenses:

- ✓ Expulsion from the college or hostel.
- ✓ Withholding scholarships, academic privileges, or degrees.

Role of Students, Faculty, and Staff

Students:

- ✓ Students are required to treat each other with dignity and respect and refrain from engaging in or promoting ragging activities.
- ✓ Students should immediately report any incident of ragging or any suspicious behavior to the Anti-Ragging Committee.

Faculty and Staff:

- ✓ Faculty members are responsible for maintaining discipline in the classroom and other college activities.


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- ✓ They must keep a vigilant eye on any incidents of ragging and report them promptly.
- ✓ Faculty members should actively participate in orientation programs to educate students about the dangers of ragging.

Legal Compliance

- ❖ **UGC Regulations:** Maulana Azad College guarantees complete adherence to the UGC Regulations on Curbing the Menace of Ragging.
- ❖ **Legal Provisions:** According to Indian law, ragging is a criminal offense. The college will notify the local police of any serious cases and authority will take necessary actions as applicable.
- ❖ **Supreme Court Judgment:** In regards to ragging, the college is dedicated to follow the Supreme Court's rulings and making sure that violators are not given any leeway.

Annual Reports and Monitoring

- The **Anti-Ragging Committee** will submit an annual report detailing the measures taken to prevent ragging, any incidents reported, and the actions taken to the authority.

Parental Involvement

- **Parental Declaration:** At the time of admission, both students and their parents/guardians will sign a **declaration/ Undertaken** acknowledging that they are aware of the anti-ragging policy and understand the consequences of engaging in ragging.
- Parents will be informed about any complaints related to ragging, and they will be kept updated about actions taken.

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