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# **SRI SATYA SAI UNIVERSITY** **OF TECHNOLOGY AND MEDICAL SCIENCES**

**5.1.4 The Institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.**

**(2017-18 To 2020-2021)**

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Opp.Oilfed Plant, Bhopal-Indore Road, Sehore (M.P), Pin - 466001



#### **5.1.4**

**The Institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.**

## **Anti-Ragging Policy**

- **Sri SatyaSai University of Technology & Medical Science, Sehore**
- **UGC**

  
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# **SRI SATYA SAI UNIVERSITY OF TECHNOLOGY AND MEDICAL SCIENCES**

## **REGULATIONS/ DIRECTIVE FOR BANNING RAGGING & ANTI-RAGGING MEASURES**

  
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# **REGULATIONS/ DIRECTIVE FOR BANNING RAGGING & ANTI-RAGGING MEASURES**

## **1. Aim**

To root out ragging in all its forms from the University by instituting stringent anti-ragging measures and provisions for strict punishments to defaulters.

## **2. References**

- a) Supreme court Orders
- b) Madhya Pradesh higher education & MP Private University Regulatory Commission
- c) UGC Regulations and Guidelines

## **3. What constitutes Ragging**

- a) Any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student.
- b) Indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological or physical harm or to raise fear or apprehension thereof in a fresher or a junior student.
- c) Asking the students to do any act or perform something which such student will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- d) Teasing, embarrassing, humiliating, assaulting or using criminal force or criminal intimidation, wrongful restraining or confining or causing grievous hurt, kidnapping & extortion or molesting or committing unnatural offences or causing death or abetting suicide, use of criminal force, criminal trespass and intimidation.

## **4. Prohibition of Ragging**

- (a) Ragging within the University Campus including its School / Departments and Hostels is strictly prohibited.

  
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(b) Ragging in any form is prohibited also in the private lodges/buildings where the University students are staying.

(c) No person including students / staff / faculty shall participate or abet or propagate ragging in any form.

## **5. Punishments**

Ragging is a cognizable offence under the law and the punishments to be meted out have to be exemplary and justifiably harsh to act as a deterrent. it may include;-

(a) Cancellation of admission, suspension, rustication or expulsion from the University / Hostel.

(b) FIR with the Police and arrest.

(c) More severe punishment where justified such as fine / imprisonment etc.

(d) Collective punishment may be imposed where involved persons are not identified'

## **6. Measures for Curbing Ragging**

(a) (i) Every student will submit, at the time of Fresh Registration and at the time of registration for 2<sup>nd</sup>/ 4th year two Affidavits as prescribed by the University on Rs. 10.00 stamp paper each, duly notarized, one signed by the student and the other signed by the parent. Draft of the Affidavits required are given at:-

- Annexure I - By the student
- Annexure II - By the parent

(ii) A student will not be registered/ re-registered until the Affidavits mentioned in Para 6 (a) (i) are submitted.

(iii) Every student, at the time of Registration/re-registration will be given information details of Anti-Ragging Regulation. It will give instructions on whom to contact in case of incidence or attempt at ragging. This would include contract Mobile number of Proctorial Board,

Selected persons from General Administration, Anti-Ragging Committees / Anti-Ragging squads and the Anti Ragging Control Room.

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## **(B) Particulars required at the time of Registration**

Every non-hostel student, at the time of Registration will provide full particulars of his stay during the semester, whether staying with parents, relatives, friends, hired hostel / PG accommodation.

The details will include full address, name and contact number of the person.

## **7. General instructions**

### **(a) Anti-Ragging Committees**

(i) The University will form an "Anti-Ragging Committee" headed by the Dean Student Welfare. It will comprise of selected faculty members, students from the fresher's category as well as seniors and selected non-teaching staff.

(ii) This Committee will be fully and totally responsible to ensure that no incidence of ragging as given in these regulations takes place and will also monitor and ensure that the instructions of these regulations are followed fully at all times.

(iii) The Committee will also maintain alert vigil at all times and ensure that the Anti-Ragging Squads/Anti- Ragging Control Room of the institutions carry out their functions properly.

### **(b) Anti-Ragging Squads**

(i) A number of Anti-Ragging Squads will be constituted. The number of squads will be based on the number of blocks / floors and strength of the students so that the Anti -Ragging Measures can be effectively implemented.

(ii) Anti-Ragging Squads will comprise of senior faculty members and responsible representatives of senior and fresher students. its function will include going around / patrolling the institution and the Campus common areas, maintain vigil at all times on all days by rotation as decided by Dean/HOD and take action if they notice any incidence of ragging either in their School/Department or any other institution / or in the Campus.

  
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(iii) The Squads will also have the responsibility to investigate incidences of ragging and to report to the Anti-Ragging Committee / Anti-Ragging Control Room for immediate action / punishment wherever required'

(iv) On the report of Anti-ragging Squad or any other person who witnesses of ragging or on the complaint of any fresher student, immediate action will be taken by the Anti-Ragging Committee to decide appropriate punishment form the list of punishments in the Regulations and award it with intimation to the university HQs.

## **8. Instructions specific to Hostels**

(a) The hostels for the fresher students will be in separate hostel blocks will be barricaded by boundary walls / barbed wire fences and entry into the fresher's hostel will be manned by security staff round the clock.

(b) No one, particularly senior students will be permitted to enter the fresher's hostel at any time. Similarly fresher students are not permitted to visit hostels of senior students. The responsibility for ensuring the above instructions will be of the security guard / guards on duty at the entry points to the fresher's hostels. Responsible security guards will be detailed by Director/Incharge security.

(c) All fresher students will report back in their respective hostel rooms latest by 09:00 PM.

(d) All senior hostel students will be in their respective hostels latest by 10:00 PM

(e) Proper attendance of hostel students both fresher's and seniors will be taken at 9:00PM and 10:00 PM respectively, daily by members detailed from the Anti-Ragging Squads and the attendance report submitted to - one copy to Anti-Ragging Control Rooms and one copy to Incharge Hostel Administration.

(f) All hostel students will abide by the Hostel Rules in addition to the Anti-Ragging Regulations.

(g) All Day Scholars are required to leave the Campus latest by 08:00 PM. Entry / presence of Day Scholars in the Campus will not be permitted beyond 08:00 PM and on holidays unless specifically allowed under the authority of the respective Dean/HODs. Strict

  
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disciplinary action will be taken if a day scholar is seen in the campus after 08:00 PM or on holiday without proper authority.

### **9. Anti-Ragging Control Rooms**

(a) Anti-Ragging Control Room will be established in University Campus under the direction of Anti-Ragging committee. The Control Room will be manned 24 hours.

(b) Anti-Ragging control Room will be equipped with land line and mobile telephone numbers which will be made widely known to all concerned.

### **10. Responsibilities and Reporting**

(a) The Anti-Ragging Committee will be responsible and function under the overall direction of the Vice Chancellor.

### **11. Action Procedure**

(a) Anti-Ragging Squads will immediately report any incidence of ragging or abetment of ragging noticed by them to the Anti-Ragging Committee.

(b) The Anti-Ragging Committee will take immediate action as per the situation which may include:

- Immediate suspension of involved students
- Sending reinforcements or any medical help if required.

(c) The Anti-Ragging Committee will recommend appropriate punishment which will be awarded after the approval of the Vice Chancellor.

### **12. Fresher's Introduction/ Induction**

Dean/Heads of Departments will organize Fresher/s Introduction party after the commencement of the session, to facilitate Ice breaking between seniors and fresher.

  
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**REGULATIONS FOR  
STUDENT GRIEVANCE REDRESSAL**

## **Student Grievance Redressal Policy**

Sri Satya Sai University of Technology & Medical Sciences has created a mechanism for redressal of student's grievances related to academic and non-academic matters, such as assessment, victimization, attendance, charging of fees, conducting of examinations, harassment by colleague students or teachers etc.

### **Objectives of Grievance Redressal Committee**

The purpose of the grievance redressal committees is to ensure a speedy response to and accountability of concerned to the student of Sri Satya Sai University.

The objectives of the Grievance Redressal Committee are as under:-

- Maintaining harmonious student - student and faculty -Student relationship
- Creating an environment in which students can freely express their grievances without fear of discrimination or victimization
- Counseling students to refrain provoking of their fellow students against faculty and staff of the University.
- Although the anti-ragging committees are in place, the student may if he/she so wishes bring to the notice any incident of ragging through these committee shall ensure speedy action and protection of the student.

Ragging in any form is strictly prohibited in and outside the University and should be brought to the notice of the management immediately.

### **Jurisdiction on of the Committee**

The committee shall deal grievances received in writing about any of the following

- Academic Matters- Issues related to marks grade Cards and other examinations related matter, Transfer Certificate etc.,
- Financial Matter-relating to dues and Payments
- Administration Matters- infrastructure related
- Harassment and Ragging

  
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## **Grievance Redressal Committee**

The Vice Chancellor of the University shall constitute two grievance redressal committees.

- School level/department level grievance redressal committees.
- The university level grievance redressal committee.

The composition of the School level/ Department level grievance redressal committee is as under:

- Program chair/head of department – chairman
- Two senior faculty members including one lady faculty member – member
- The concerned faculty mentor – member
- One administrative staff member – member

These committees will deal with all grievances related to academics and administration. In Addition, the university level committee will also entertain the appeal filed against the decision of the student against the School/department level Grievance Redressal Committee.

### **Procedure for Redressal of Grievance:**

An aggrieved student shall first submit his complaint in writing to his/her mentor who shall resolve the grievance within two days. In case the mentor is not able to resolve the grievance, he shall forward it to the chairperson of the School/Departmental level Grievance Committee.

The Chairperson of the School/ Departmental Committee shall convene a meeting of the committee within 2 days of receiving the complaint from the faculty mentor or from the aggrieved student in case he/she applies directly to the committee.

The chairperson shall attempt to resolve the grievance within a week of the receipt of the complaint and action taken report from the mentor.

If the student is not satisfied with the solution of the school/department level committee, he/she shall appeal to the university level committee giving the reasons for his/her dissatisfaction with the decision within a week of receipt of the decision of the school/department level committee.

The chairperson of the university level university level redressal committee shall convene a meeting of the committee within 2 days of receiving the complaint. The university level committee shall verify the

  
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facts and shall either endorse the decision of the school level committee or shall an appropriate order within a week of receipt of the grievances.

The Vice Chancellor shall review the decision and pass an appropriate order. The vice chancellor, if needed may recommend, necessary corrective action as he/she may deem fit, to ensure avoidance of recurrence of similar grievance at the University, and the necessary changes shall be made in the rules of the university.

At all levels a fair hearing shall be given to all parties at all levels/ committees. The form the submission of grievance is attached with this document.

The law of natural justice shall be observed and a fair hearing to the complaint and concerned persons shall be given at all levels. The relevant provisions of the act/regulations shall be kept in mind while passing an order on the grievance at any level, and no order shall be passed in contradiction of the same.

  
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**Internal Complaint Committee (ICC)  
Policy / Regulations**

  
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**Sri Satya Sai University of Technology & Medical Sciences, Sehore  
MADHYA PRADESH**

**REGULATIONS FOR  
PREVENTION OF SEXUAL HARASSMENT**

  
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# **SRI SATYA SAI UNIVERSITY OF TECHNOLOGY AND MEDICAL SCIENCES**

**Sri Satya Sai University of Technology & Medical Sciences, Sehore  
MADHYA PRADESH**

## **REGULATIONS FOR PREVENTION OF SEXUAL HARASSMENT**

### **1. Definition**

“Sexual Harassment” includes unwelcome behavior of sexual nature (whether directly or by implication) such as

- a) Physical contact and advances;
- b) A demand or request for sexual favors.
- c) Sexually colored remark;
- d) Showing pornography; and
- e) Any other unwelcome physical, verbal or non – verbal Conduct of sexual nature.

### **2. Who Can Make a Complaint**

- a) A person who is –
- b) A student of the University
- c) An employee of the University or holding a consultative position in the University
- d) An applicant for admission into any course offered by the University

### **The following conditions apply to all complaints:**

if a complaint filed is found by the Complaint Committee to be frivolous or vexatious, the Committee Shall, for reasons to be recorded in writing, dismiss the complaint and

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recommend to the Vice-Chancellor that the complainant pay the defendant a fine. The amount of fine imposed will depend on the severity of damage caused to the defendant's reputation.

### **3. The Internal Complaint Committee**

The 'University Internal Complaint Committee' will be constituted by the Vice-chancellor as per the guidelines provided by UGC; comprising of 9 members including chairperson' At least half of the Committee shall be women and the committee will have representation from the

Non-teaching staff as well. The Chairperson of the Complaint Committee will be nominated by the Vice-Chancellor and shall be a woman. Among nine-person committee, there would be two members from teaching staff and two from the non-teaching staff. If a case involves students, then there should be three student members from UG, PG and Ph.D. as I part of it. One member must be tom Non-government organization who should have experience in the area of women empowerment and redressed of sexual harassment cases.

**4. Eligibility for Membership** (i) The Committee will comprise of faculty members of the of the rank of Professor or Associate Professor or a staff member in an equivalent position in the university

(ii) In appointing ordinary members, the Vice-chancellor may take into account the seniority, ability and background of the members.

The Committee my co-opt as many members as are necessary to make an informed (reasonable and expeditious decision. Students, Staff, NGO's or other relevant persons can be co-opted as members.

### **5. Jurisdiction**

All members of staff teaching or non-teaching of the University are subject to the jurisdiction of this ordinance. Even if the complainant is not a staff or faculty Member, but the complaint is against a faculty or staff member, it will be heard by the Complaint Committee.

The jurisdiction of the University Complains Committee shall extend to acts of sexual harassment committed in the University Campus. The campus shall also include hostels, guesthouses, car parks, Buses and other properties owned, maintained, hired or under the control of the University.

In the case of sexual harassment of a third person by a staff of the University, the Complaint Committee may in its discretion provide information regarding the student or

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staff to facilitate a proper determination of the third person's complaint.

## **6. Conduct of Enquiry by The complaint committee**

- (I) Any person aggrieved must file a Complaint Committee at the earliest point in time but in no case after 15 days from the date of occurrence of the alleged incident
- ii) The complaint shall contain all the material and relevant details concerning the alleged sexual harassment including the names of the contravener and the complaint shall be addressed to the Chairperson of Complaint Committee
- iii) If the complainant feels that she/he cannot disclose her/his identity for any particular reason, the complainant shall address the complaint in writing to the Vice Chancellor and submit the complaint in person or in a sealed envelope. Upon receipt of such complaint the Vice Chancellor shall retain the original complaint with himself herself and send to the Complaint Committee a gist of the complaint containing all material and relevant details, but withhold the name of the complainant and other particular that might disclose the identity of the complainant.
- iv) The Complaint Committee shall take immediate necessary action(s) by initiating a discrete inquiry or hold a full-blown inquiry, as necessary and has to provide a copy of complaint to the contravener within 7 days of receiving the complaint.
- v) The Complaint Committee shall after examination of the complaint submit its recommendations to the Vice Chancellor recommending the penalty to be imposed.
- vi) Vice Chancellor upon receipt of the report from the Complaint Committee shall, after giving an opportunity to hear the person(s) against whom the complained is filed, decide a course of action following the prescribed procedure.

## **7. Disciplinary Action**

Where the conduct of an employee amounts to misconduct in the form of sexual harassment as defined in Section 1 above, appropriate disciplinary action will be taken in the

form a fine, demotion to a lower position or outright dismissal from the university If the alleged harassment

Rises to the level of felony, the case will be referred to the police for prosecution.

If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC regulations 2015.

**8. Third Party Harassment** where sexual harassment occurs as a result of an act by any third party or outsider on campus, and the victim is a university employee, the university shall take all reasonable steps to assist the affected person(s) in prosecution of the case.

**9. Report** The Internal Complaint Committee shall send their recommendation to the Vice chancellor for further action.

  
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## **GRIEVANCE ENQUIRY: PROCEDURE**

### GRIEVANCE PROCEDURE

A person who is –

#### **Complaint?**

- i. A student of the University
- ii. An employee of the University or holding a consultative position in the University
- iii. An applicant for admission into any course offered by the University

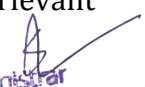
A person who feels aggrieved may discuss his/her complaint in a confidential meeting with her Head of department or Dean'

To file a grievance, person must submit a written, signed statement to the Chairperson prevention of Sexual Harassment of the university' the grievance must contain the following information:

1. The specific incident that has allegedly been violated;
2. The date of the alleged violation and the date on which the grievant became aware of the alleged violation;
3. The facts relevant to the alleged violation;
4. The person(s) against whom the grievance is filed and
5. The redress sought.

#### **The grievant must also submit any documents to the grievance'**

1. Enquiry shall be scheduled as expeditiously as possible and with due regard for the schedule of both Parties.
2. The chairman of the committee 'shall provide written notice of the time and place of the enquiry, the names of panel and copies of any documents submitted by the parties and deemed relevant, to each before the hearing / meeting.
3. The enquiry, meeting shall be conducted in good faith and must be completed as early as possible unless the chairman determines that an extension of time is necessary.
4. Minutes of the enquiry shall be maintained. A party may request and obtain a copy minutes.
5. The privacy of confidential records used in enquiry shall be respected.
6. All parties may present their cases in person and may call witnesses on their behalf.
7. A party; may elect not to appear, in which event the enquiry will be held in his or her absence. Absence of a party shall not be prejudicial to the enquiry.
8. The grievant has the responsibility of proving that there has been a violation of policy or established practice. The committee shall decide whether the preponderance of the evidence supports the allegations made by the grievant'

  
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9. The Committees shall resolve any issues raised by the parties' after providing each party the opportunity to be heard on such matters'
10. When a enquiry panel sustains an allegation made in a grievance' it shall recommend appropriate redress consistent with existing policies' procedures' and practices,
11. The Committee shall submit their recommendation to the Vice Chancellor for
12. 12. In case a grievance is received against any of the me Harassment Committee, then the vice Chancellor, Pro Vice Chancellor Academics and Advisor to Chancellor shall conduct the enquiry and submit the report to the Chancellor' While dealing with complaint, the committees will observe the law of natural justice'
13. The process for filling a complaint is given on the University website. The name of the members of Internal Complaint Committee (ICC) email id and phone number of the Chairperson is also available on University website.
14. The Online feed-back form filled by the student twice a semester includes the following question:

Q11. "Have you faced any harassment from anyone at the university? If yes, kindly send a complaint [vc@sssutms.co.in](mailto:vc@sssutms.co.in) in confidence to the Vice Chancellor, giving the name of the person who harassed you along with detail of the incident i. Your full name. ii. Enrollment no. iii. Name of School. iv. Email id and mobile number".

It is important to point out here that while giving a decision on any grievance the relevant provisions of Act/Regulations should be kept in mind and no decisions should be taken in contradiction of the same.

Measures taken by Sri Satya Sai University of Technology & Medical Science to prevent and spread information regarding Prevention of Sexual Harassment

- Regular seminars by each School.
- Emails to student advising them to report these cases promptly.
- National Seminars by School of Law and School of Humanities
- Poster making competition to spread awareness
- Awareness Programme by each school

  
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**UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI – 110 002**

**NO. F 1-16/2007 (CPP-II)**

**April, 2009**

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER  
EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

**1. Title, commencement and applicability:-**

- 1.1. These regulations shall be called the “UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009”.
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

**2. Objective:-**

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

**3. Definitions:-** For the purposes of these Regulations:-

- 3.1. “college” means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.

- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:  
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

#### 4. Punishable ingredients of Ragging:-

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;

- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of “Ragging”.

## 5. Measures for prohibition of ragging at the institution level:-

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

## 6 Measures for prevention of ragging at the institution level:-

### 6.1 Before admissions:-

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The ‘Prospectus’ and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their ‘Prospectus’.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.



- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify

and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

### **6.2 On admission:-**

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

### **6.3 At the end of the academic year:-**

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

#### **6.4 Setting up of Committees and their functions:-**

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

#### **6.5 Other measures:-**

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.

- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1<sup>st</sup> year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

#### **6.6 Measures for encouraging healthy interaction between freshers and seniors:-**

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

## **7. Measures at the UGC/ Statutory/ Regulatory body level:-**

### **7.1 Regulatory measures:-**

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

### **7.2 Incentives for curbing ragging:-**

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

### **7.3 Monitoring mechanism to ensure compliance:-**

  
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Sri Satya Sai University of Technology  
& Medical Sciences, Seclore (M.P.)

Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

## **8 Punishments:-**

### **8.1 At the institution level:-**

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

### **8.2 At the university level in respect of institutions under it:-**

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations

and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channellised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

### **8.3 At the appointing authority level:-**

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

### **8.4 At the UGC/Statutory/Regulatory body level:-**

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/ Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.



-:0:-

**ANNEXURE I, Part I**

**UNDERTAKING BY THE CANDIDATE/STUDENT**

1. I, \_\_\_\_\_  
S/o. D/o. of Mr./Mrs./Ms. \_\_\_\_\_  
have carefully read and fully understood the law prohibiting ragging and the  
directions of the Supreme Court and the Central/State Government in this regard.

2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
  - I will not indulge in any behavior or act that may come under the definition of ragging,
  - I will not participate in or abet or propagate ragging in any form,
  - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year

Signature

Name:

Address:

## ANNEXURE I, Part II

### UNDERTAKING BY PARENT/GUARDIAN

1. I, \_\_\_\_\_  
F/o. M/o. G/o \_\_\_\_\_,  
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this

regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ Year

Signature

Name:

Address:



University Grant Commission

**Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13<sup>th</sup> April, 2009 in UGC, New Delhi.**

The following were present:-

**UGC:**

Prof. Sukhadeo Thorat, Chairman  
Dr. R.K. Chauhan, Secretary.  
Dr. C.S. Meena, JS (CPP-II).  
Shri V.K. Jaiswal, US (CPP-II).

In Chair .

**Members of the UGC Committee for preparation of Regulations:-**

Prof. K.P.S Unni  
Dr. R.P. Gangurde  
Prof. Virbala Aggarwal

**Representatives of the Statutory Councils:**

Medical Council Of India  
National Council of Teacher Education  
Indian Council of Agricultural Research  
Distant Educational Council  
Dental Council of India  
Pharmacy Council of India  
Bar Council of India

**Representative of the State Governments:-**

A.P. Council of Higher Education  
H.P. Government,  
Punjab Government ,  
U.P. Government

Following decisions were taken:-

- a) The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20<sup>th</sup> April, 2009.
- b) The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them.

13/4/09  
DS (CPP-II)

13/04/09

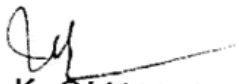
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US (CPP-II)

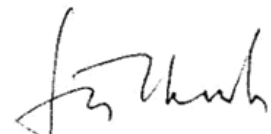
13/4/09  
US (CPP-II)



- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be in place before the commencement of the next academic year in June 2009.

The meeting ended with a vote of thanks to the Chair.

  
(R. K. CHAUHAN)  
13.4.2009

  
(SUKHADEO THORAT)

UNIVERSITY GRANTS COMMISSION  
BAHADLURSHAH ZAFAR MARG  
NEW DELHI-110002

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny  
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  2. Prof. Virbala Aggarwal  
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Shimla-171005  
Phone 09418168234
  3. Dr. R.P.Gangurde,  
Former Addl. Secretary, UGC  
C-13/26, Sector 38, Kendriya Vihar  
Nerul, New Mumbai-400706
  4. Prof. M.Z. Khan  
UGC Consultant  
B-59, City Apartments  
Vasundhara Enclave  
Delhi-110096
- Special invitee

Special invitee

Mr.Raj Kachroo  
Aman Movement

Present (UGC)

1. Prof. S.K.Thorat, Chairman, UGC
2. Dr. R.K.Chauhan, Secretary, UGC
3. Dr.C.S.Meena, Joint Secretary, UGC
4. Sh. A.N.Sharma, Deputy Secretary UGC
5. Sh. V.K.Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC

  
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Sri Satya Sai University of Technology  
& Medical Sciences, Seclore (M.P.)

Professional Councils

1. Dr. Prem Kumar,  
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Vice Chairman  
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2. Shri P.C.Dhiman  
Secretary (Education Dept)  
Govt. of Himachal Pradesh  
H.P. Secretariat, Shimla-171002

3. Sh. Prabhat Sinha  
Spl. Secretary  
Dept. of Higher Education  
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College

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GB Nagar, U.P.  
Phone: 9873885480  
[Shankerfiji@yahoo.co.in](mailto:Shankerfiji@yahoo.co.in)



**UNIVERSITY GRANTS COMMISSION****NOTIFICATION**

New Delhi, the 29th June, 2016

**No. F. 1-15-/2009 (ARC).**—In exercise of powers conferred under clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby makes the following regulations namely:—

- (1) These regulations may be called “Curbing the menace of Ragging in Higher Educational Institutions (third amendment), Regulations, 2016.”
  - (2) They shall come into force on the date of their publications in the Official Gazette.
2. In UGC Regulations on Curbing the menace of Ragging in Higher Educational Institutions, 2009 (herein-after referred to as the Principal regulations), in Para 3 the following shall be added after 3(i) under heading what constitutes Ragging.—
- 3(j). Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

Prof. JASPAL S. SANDHU, Secy. (UGC)

[ADVT. III/4/Exty./149/(113)]

# **Anti-Ragging Redressal Mechanism**

  
Registrar  
Sri Satya Sai University of Technology  
& Medical Sciences, Sohore (M.P.)



*Where talent meets opportunity*

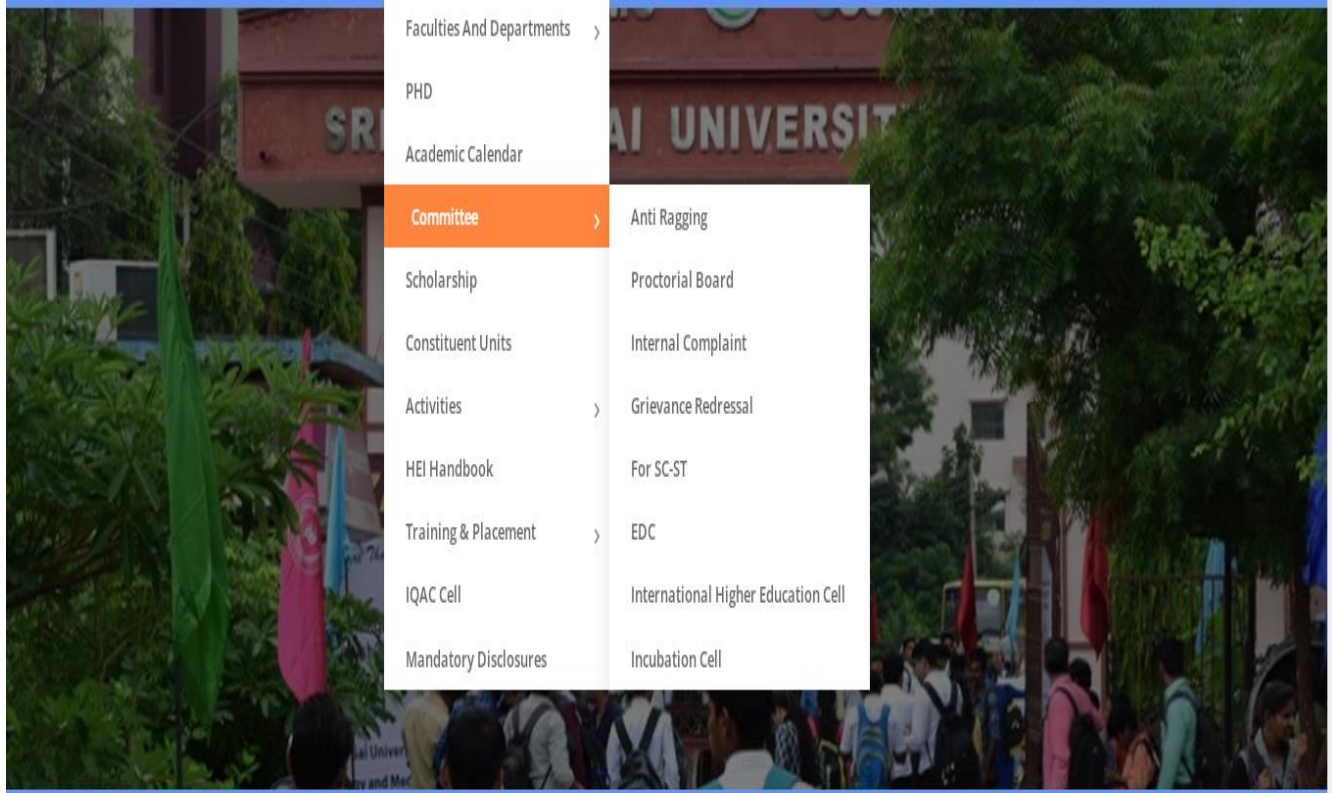
# **SRI SATYA SAI UNIVERSITY OF TECHNOLOGY AND MEDICAL SCIENCES**

## **Mechanism /Action procedure**

On the directions of UGC, Sri Satya Sai University of Technology & Medical Sciences University has framed certain procedures to curb any act of ragging on the campus. It has constituted an anti-ragging squad to prevent ragging in the university premises. To ensure the pro-per redressal of any such act, The University has a transparent mechanism for timely redressal of students, complaint related to ragging.

- (a) Anti-Ragging Squads will immediately report any incidence of ragging or abetment of ragging noticed by them to the Anti-Ragging Committee.
- (b) The Anti-Ragging Committee will take immediate action as per the situation which may include:
  - Immediate suspension of involved students
  - Sending reinforcements or any medical help if required.
- (c) The Anti-Ragging Committee will recommend appropriate punishment which will be awarded after the approval of the Vice Chancellor.
- (d) The university also has formulated a system to address the cases received directly from UGC help lines. Such cases are handled by university anti-ragging committee with immediate effect and accused students are punished AS PER THE NORMS OF THE UNIVERSITY. The Victimized students are also provided with the all sorts of support by the university.

  
Registrar  
Sri Satya Sai University of Technology  
& Medical Sciences, Sohore (M.P.)



- Faculties And Departments >
- PHD
- Academic Calendar
- Committee >**
  - Anti Ragging
  - Proctorial Board
  - Internal Complaint
  - Grievance Redressal
  - For SC-ST
  - EDC
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**SRI SATYA SAI UNIVERSITY**  
OF TECHNOLOGY AND MEDICAL SCIENCES

Opp.Oilfed Plant, Bhopal-Indore  
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(+91) 7748900027 | 7748900028  
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**Registrar**  
 Sri Satya Sai University of Technology  
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**STUDENT GRIEVANCE REDRESSAL**  
**Redressal Mechanism**

  
Registrar  
Sri Setya Sri University of Technology  
& Medical Sciences Sehore (M.P.)



## Mechanism/Procedure for Redressal of Student Grievance

  
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Sri Satya Sai University of Technology  
& Medical Sciences, Sohore (M.P.)

**Mechanism/Procedure for Redressal of Student Grievance** An aggrieved student shall first submit his complaint in writing to his/her mentor who shall resolve the grievance within two days. In case the mentor is not able to resolve the grievance, he shall forward it to the chairperson of the School/Departmental Level Grievance Committee.

The chairperson of the School/Departmental Committee shall convene a meeting of the committee within 2 days of receiving the complaint from the faculty mentor or from the aggrieved student in case he/she applies directly to the committee.

The chairperson shall attempt to resolve the grievance within a week of the receipt of the complaint and action taken report from the mentor.

If the student is not satisfied with the solution of the school/department level committee, he/she shall appeal to the University level committee giving the reasons for his/her dissatisfaction with the decision within a week of receipt of the decision of the school/department level committee.

The chairperson of the University level redressal committee shall convene a meeting of the committee within 2 days of receiving the complaint. The University level committee shall verify the facts and shall either endorse the decision of the school level committee or shall pass an appropriate order within a week of receipt of the grievance.

If the student is not satisfied with the decision of the redressal offered by the University Level Grievance Redressal Committee he /she can submit an appeal to the Vice Chancellor Sri Satya Sai University of Technology & Medical Sciences University within a week of the receipt of decision with all relevant details.

The Vice Chancellor shall review the decision and pass an appropriate order. The Vice Chancellor, if needed may recommend, necessary corrective action as he/she may deem fit , to ensure avoidance of recurrence of similar grievance at the University, and the necessary changes shall be made in the rules of the University.

At all levels a fair hearing shall be given to all parties at all levels/committees. The form for submission of grievance is attached with this document.

  
Registrar  
Sri Satya Sai University of Technology  
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The law of natural justice shall be observed and a fair hearing to the complainant and concerned persons shall be given at all levels. The relevant provisions of the Act/Regulations shall be kept in mind while passing an order on the grievance at any level, and no order shall be passed in contradiction of the same.

  
Registrar  
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# Mechanism for Redresal of Sexual Harassment Cases

  
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& Medical Sciences, Seclore (M.P.)

Sri Satya Sai University of Technology & Medical Sciences University has Zero tolerance for the Sexual Harassment cases. For any sexual harassment cases, following are the redressal mechanism:

### **Grievance redressal Mechanism:**

For the redressal of sexual harassment cases, constitution of ICC is done as per the guidelines of UGC which are as follows:

- (a) A Presiding Officer who is a female senior Professor
- (b) Two faculty members (who are also female Professor)
- (c) Two Non-teaching experienced employees;
- (d) Three students from the Undergraduate, Master's and Research Scholar
- (e) One member from amongst non-government organizations who committed to the cause of women.

### **Responsibilities of Internal Complaints Committee (ICC) -**

The Internal Complaints Committee:

- a) Provide assistance if an employee or a student chooses to file a complaint with the police;
- b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- d) Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- e) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

**The process for making complaint and conducting Inquiry** - The ICC comply with the procedure prescribed in the Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner.

**Process of making complaint of sexual harassment -**

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a) An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee render all reasonable assistance to the person for making the complaint in writing;

b) Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim is allowed to file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

### **Process of conducting Inquiry-**

On receipt of a complaint ICC conduct preliminary enquiry so as to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statement of any possible witnesses including the complainant. ICC then submit the preliminary enquiry report to the Vice-Chancellor along with all the original documents adduced during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, ICC refers such complaints to the Grievance Redressal cell or to the Registrar.

b) The ICC, upon receipt of the complaint, sends one copy of the complaint to the respondent within a period of seven days of such receipt.

c) Upon receipt of the copy of the complaint, the respondent file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

d) To safeguard the complainant, ICC recommends the authority for the suspension of the duties of accused till the enquiry is completed (if required).

e) The inquiry is completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Vice-Chancellor.

f) The Authority of the University further act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

g) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

  
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Sri Satya Sai University of Technology  
& Medical Sciences, Seclore (M.P.)

h) If the Authority of the University decides not to act as per the recommendations of the ICC, then it record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, is served on the party against whom action is decided to be taken. The Authority of the University proceeds only after considering the reply or hearing the aggrieved person.

i) If the aggrieved party seek conciliation in order to settle the matter. No monetary settlement is facilitated as a basis of conciliation by the University through ICC. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

. The identities of the aggrieved party or victim or the witness or the offender has not made public or kept in I the public domain especially during the process of the inquiry' If ICI concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be Punished as per the relevant provision of the aforementioned UGC Regulations 2015

**Interim redressal:** The Higher Authority may,

(a) Transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;

(b) Grant leave to the aggrieved with full protection of status and benefits for a period up to three months;

(c) Restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;

(d) Ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;

(e) Take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

**Punishment and compensation:**

(l) Anyone found guilty of sexual harassment is punished in accordance with the service rules of the higher educational Institute, if the offender is an employee.

  
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(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,

(a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;  
(b) suspend or restrict entry into the campus for a specific period;

(c) Expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants; and

(d) Awards reformatory punishments like mandatory counseling and or, performance of community services.

(3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of –

(a) Mental trauma, pain, suffering and distress caused to the aggrieved person;

(b) The loss of career opportunity due to the incident of sexual harassment;

(c) the medical expenses incurred by the victim for physical, psychiatric treatment;

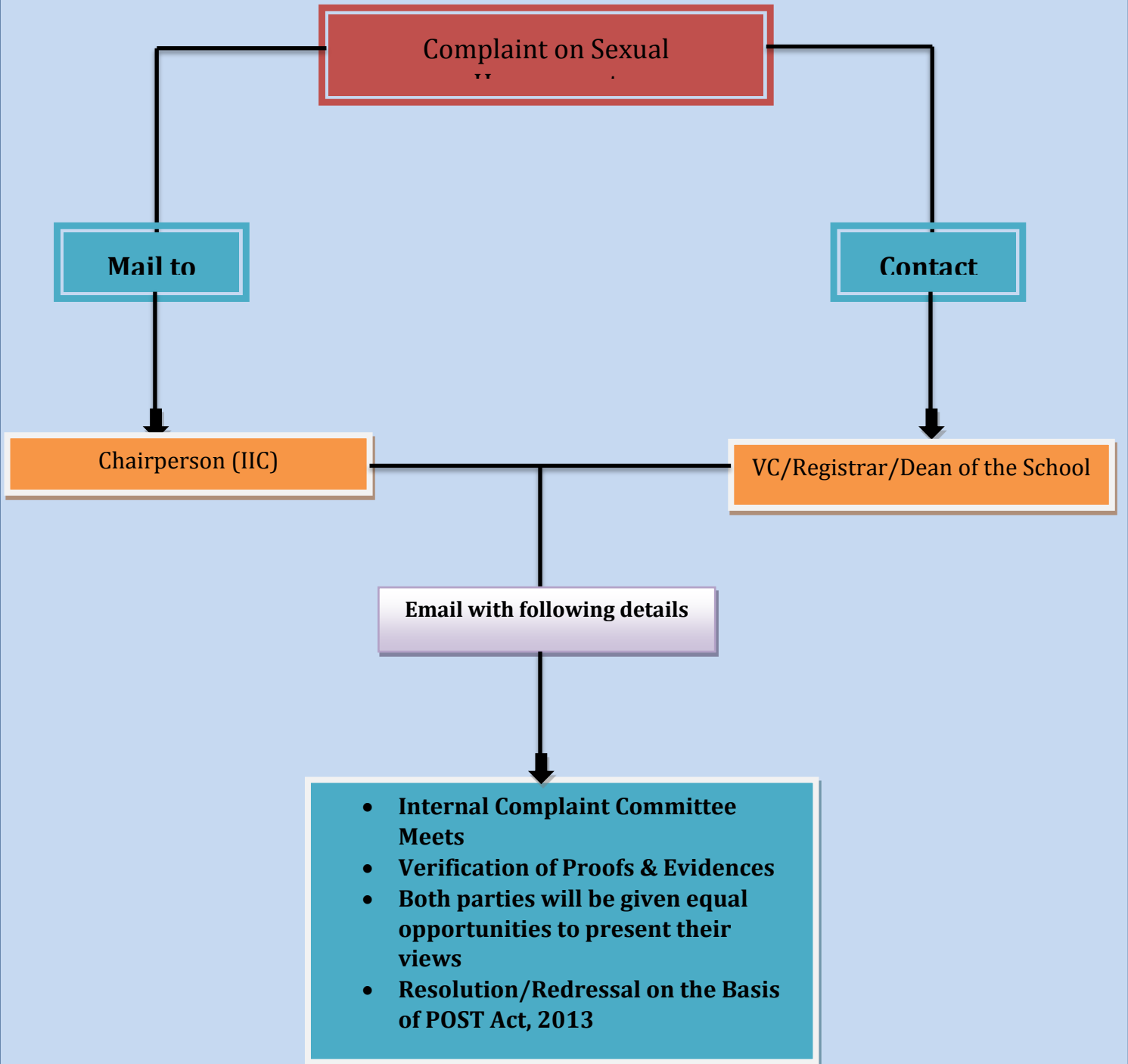
(d) The income and status of the alleged perpetrator and victim; and

(e) The feasibility of such payment in lump sum or in installments.

  
Registrar  
Sri Setya Sai University of Technology  
& Medical Sciences Sehore (M.P.)

## PROCESS FOR LODGING

### A COMPLAINT OF SEXUAL HARASSMENT



**Committee**





# SRI SATYA SAI UNIVERSITY OF TECHNOLOGY & MEDICAL SCIENCES

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Ref: SSSUTMS/Reg./2017/

Date: 01/07/2017

## Office Order

Sri Satya Sai University of Technology and Medical Sciences, Sehore hereby constituted the "ANTI-RAGGING COMMITTEE" and "Anti-Ragging Squad" comprises of the following members -

### ANTI-RAGGING COMMITTEE

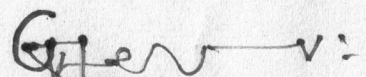
1. Dr. C.K. Tyagi (Dean & Chairman)
2. Dr. Minakshi Pathak (Professor & Member)
3. Town Inspector, Sehore (or his nominee)
4. Mr. Rajkumar Mishra (Representatives of Students)
5. Mr. Rajkumar Shah (Parents of Student)

### ANTI-RAGGING SQUAD

- |                            |   |                      |
|----------------------------|---|----------------------|
| 1. Mr. Ankit Joshi         | - | CS Department        |
| 2. Dr. Neelesh Choubey     | - | Pharmacy Department  |
| 3. Dr. Deepak Kumar        | - | MBA Department       |
| 4. Dr. Deepak Ku. Mittal   | - | Science Department   |
| 5. Dr. Kanchan Shrivastava | - | Economics Department |

### COUNSELOR


- |   |                          |
|---|--------------------------|
| - | Dr. Sanjay Rathore. (CE) |
|---|--------------------------|

  
REGISTRAR

### Copy to :-

1. Hon' ble Vice-Chancellor, SSSUTMS, Sehore for Information.
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3. All Concern Person for Information.

  
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Ref: SSSUTMS/Reg./2018/

Date:15/07/2018

**Office Order**

Sri Satya Sai University of Technology and Medical Sciences, Sehore hereby constituted the "ANTI-RAGGING COMMITTEE" and "Anti-Ragging Squad" comprises of the following members -

**ANTI-RAGGING COMMITTEE**

1. Dr. Minakshi Pathak (Dean & Chairman)
2. Dr. Shahab Ahmed (Professor & Member)
3. Town Inspector, Sehore (or his nominee)
4. Mr. Rajkumar Mishra (Representatives of Students)

**ANTI-RAGGING SQUAD**

- |                             |   |                      |
|-----------------------------|---|----------------------|
| 1. Mr. Manoj Verma          | - | MCA Department       |
| 2. Dr. C.K. Tyagi           | - | Pharmacy Department  |
| 3. Dr. Indrajit Yadav       | - | MBA Department       |
| 4. Dr. Rishkesh Yadav       | - | Education Department |
| 5. Dr. Gajraj Singh Ahirwar | - | Commerce Department  |
| 6. Dr. Kanchan Shrivastava  | - | Economics Department |

**COUNSELOR**


- Dr. Sanjay Rathore. (CE)

  
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**Registrar**  
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Ref: SSSUTMS/Reg./2019/

Date:28/07/2019

## Office Order

In Compliance of All India Council for Technical Education, New Delhi notification No. 37-3/Legal/AICTE/2009, dated 01.07.2009. Sri Satya Sai University of Technology and Medical Sciences, Sehore hereby constituted the "ANTI-RAGGING COMMITTEE" and "Anti-Ragging Squad" comprises of the following members -

### ANTI-RAGGING COMMITTEE

1. Dr. Pushendra Sharma (Dean & Chairman)
2. Dr. Minakshi Pathak (Dean & Member)
3. Dr. Shahab Ahmed (Professor & Member)
4. Mr. Anjab Singh Parents of MBA Students
5. Mr. Ashish Mishra (Local Media Person)
6. Town Inspector, Sehore (or his nominee)
7. Mr. Ankit Joshi (Representatives of Students)
8. Ms. Soniya, office Assistant (Non-Teaching)
9. Mr. C.S. Verma, Asstt. Registrar (Non-Teaching)

### ANTI-RAGGING SQUAD

- |                            |   |                        |
|----------------------------|---|------------------------|
| 1. Dr. Jitendra Sheetlani  | - | MCA Department         |
| 2. Dr. Sunil Shah          | - | Pharmacy Department    |
| 3. Dr. Indrajit Yadav      | - | MBA Department         |
| 4. Dr. Dhiraj Shinde       | - | Education Department   |
| 5. Dr. Shahab Ahmad        | - | Hotel Mgmt. Department |
| 6. Dr. M.D. Singh          | - | Agriculture Department |
| 7. Dr. Vijay Pratap Singh  | - | Homoeopathy College    |
| 8. Mr. Pradeep Maheshwari  | - | Commerce Department    |
| 9. Dr. Abhilasha Pathak    | - | Sociology Department   |
| 10. Dr. Prabodh Khampariya | - | Engineering Department |

### COUNSELOR

- Dr. Sanjay Rathore.

  
REGISTRAR

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Ref: SSSUTMS/Reg./2020/

Date:15/07/2020

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### ANTI-RAGGING COMMITTEE

1. Dr. Pushpendra Sharma (Dean & Chairman)
2. Dr. Minakshi Pathak (Dean & Member)
3. Dr. Shahab Ahmed (Professor & Member)
4. Mr. Dagadu Govinda Tambe, Parents of M. Tech Students
5. Mr. Pradeep Yadav, Parents of B.E.(Civil) 1<sup>st</sup> Year Students
6. Mr. Ashish Mishra (Local Media Person)
7. Town Inspector, Sehore (or his nominee)
8. Mr. Ankit Joshi (Representatives of Students)
9. Ms. Nuzhat Parveen, Librarian (Non-Teaching)
10. Mr. C.S. Verma, Asstt. Registrar (Non-Teaching)

### ANTI-RAGGING SQUAD

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| 2. Dr. Sunil Shah          | - | Pharmacy Department    |
| 3. Dr. Rajesh Sharma       | - | MBA Department         |
| 4. Dr. Dhiraj Shinde       | - | Education Department   |
| 5. Dr. Shahab Ahmad        | - | Hotel Mgmt. Department |
| 6. Dr. M.D. Singh          | - | Agriculture Department |
| 7. Dr. Vijay Pratap Singh  | - | Homoeopathy College    |
| 8. Mr. Pradeep Maheshwari  | - | Commerce Department    |
| 9. Dr. Abhilasha Pathak    | - | Sociology Department   |
| 10. Dr. Prabodh Khampariya | - | Engineering Department |

### COUNSELOR

- Dr. Sanjay Rathore. (CE)

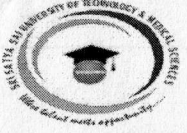
  
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### ANTI-RAGGING COMMITTEE

1. Dr. Anil Ku Dubey (Dean & Chairman)
2. Dr. Minakshi Pathak (Dean & Member)
3. Dr. Shahab Ahmed (Professor & Member)
4. Mr. Njamwar Singh Sisodiya, (Member Representing Parents)
5. Mr. Divyansh Vyas, (Member Representing Junior)
6. Mr. Subhrajyoti Mitra (Member representing PG Student)
7. Mr. Ashish Mishra, (Member local media person)
8. Town Inspector, Sehore (Member)
9. Mr. Ankit Joshi (Representatives of Students)
10. Ms. Nuzhat Parveen, Librarian (Non-Teaching)
11. Mr. C.S. Verma, Asstt. Registrar (Non-Teaching)

### ANTI-RAGGING SQUAD

- |  |   |                           |
|--|---|---------------------------|
| 1. Dr. Neelesh Choubey                 | - | (Dean & Chairman)         |
| 2. Dr. CK Tyagi                        | - | Professor & Member        |
| 3. Dr. Rajesh Sharma                   | - | Professor & Member        |
| 4. Dr. Dhiraj Shinde                   | - | Professor & Member        |
| 5. Dr. Shahab Ahmad                    | - | Professor & Member        |
| 6. Mr. Rajesh Meena                    | - | Asstt. Professor & Member |
| 7. Ms. Priyanka Jhawar                 | - | Asstt. Professor & Member |
| 8. Mr. Pradeep Maheshwari              | - | Asstt. Professor & Member |
| 9. Mr. Kamlesh Verma                   | - | Asstt. Professor & Member |
| 10. Dr. Prabodh Khampariya             | - | Asstt. Professor & Member |
| 11. Dr. Susen Thomas, Abhilasha Pathak | - | Asstt. Professor & Member |

### COUNSELOR

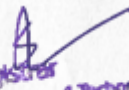
- Dr. Sanjay Rathore. (CE)

  
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3. All Concern Person for Information.

  
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# SRI SATYA SAI UNIVERSITY OF TECHNOLOGY & MEDICAL SCIENCES

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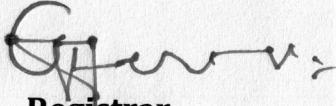
In Compliance of All India Council for Technical Education, New Delhi (Establishment of Mechanism for Grievance Redressal) Regulations, 2012 F No. 37-3/Legal 2012, dated 25.05.2012. Sri Satya Sai University of Technology and Medical Sciences, Sehore hereby constituted the "GRIEVANCE REDRESSAL COMMITTEE" comprises of the following members -

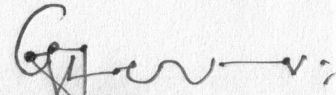
### GRIEVANCE REDRESSAL COMMITTEE

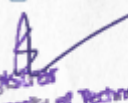
- |                                      |   |                     |
|--------------------------------------|---|---------------------|
| 1. Dr. G.R. Selokar                  | - | Registrar, Chairman |
| 2. Mr. C.K. Tyagi                    | - | Member              |
| 3. Dr. Neelesh Choubey               | - | Member              |
| 4. Dr. Minakshi Pathak               | - | Member              |
| 5. Dr. Jai Prakash Tripathi          | - | Member Secretary    |
| 6. Dr. R.P. Singh, Vice - Chancellor | - |                     |

### Copy to :-

1. Hon'ble Vice-Chancellor, SSSUTMS, Sehore for Information.
2. All Concern Person for Information.

  
Registrar

  
Registrar

  
Registrar  
Sri Satya Sai University of Technology  
& Medical Sciences Sehore (M.P.)



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**UNIVERSITY OF TECHNOLOGY & MEDICAL SCIENCES**

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Ref: SSSUTMS/Reg./2018/

Date: 01/07/2018

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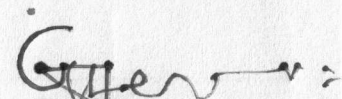
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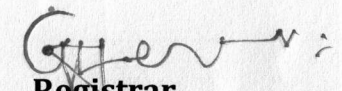
**GRIEVANCE REDRESSAL COMMITTEE**

- |                                      |   |                     |
|--------------------------------------|---|---------------------|
| 1. Dr. G.R. Selokar                  | - | Registrar, Chairman |
| 2. Mr. C.K. Tyagi                    | - | Member              |
| 3. Dr. Neelesh Choubey               | - | Member              |
| 4. Dr. Minakshi Pathak               | - | Member              |
| 5. Dr. Jai Prakash Tripathi          | - | Member Secretary    |
| 6. Dr. R.P. Singh, Vice - Chancellor | - |                     |

**Copy to :-**

1. Hon' ble Vice-Chancellor, SSSUTMS, Sehore for Information.
2. All Concern Person for Information.

  
Registrar

  
Registrar

  
Registrar  
Sri Satya Sai University of Technology  
& Medical Sciences Sehore (M.P.)



**SRI SATYA SAI**  
**UNIVERSITY OF TECHNOLOGY & MEDICAL SCIENCES**

Bhopal-Indore Road opposite Pachama Oil Fed Plant, Pachama, Sehore (M.P.) Pin.- 466001  
Phone: 07562-223647, Fax: 07562-223644, website- www.sssutms.co.in, e-mail- info@sssutms.co.in

Ref: SSSUTMS/Reg./2019/

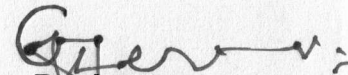
Date: 15/07/2019

**Office Order**

As per the rules and regulations addressed by the AICTE/ UGC/ PCI for student or other stake holders in a university "Grievance Redressal Committee" of Sri Satya Sai University of Technology & Medical Sciencesm Sehore has been constituted with following straff in different postions to enquire the nature and extent of grievance.


**GRIEVANCE REDRESSAL COMMITTEE**

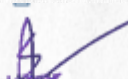
- |                        |   |  |
|------------------------|---|--|
| 1. Dr. Hemant Sharma   | - | Dean, Chairperson                          |
| 2. Dr. Santosh Jagwani | - | Assistant professor & Member               |
| 3. Prof. Vijay Prakash | - | Professor & Member                         |
| 4. Dr. Minakshi Pathak | - | Dean & Member Secretary                    |
| 5. Mr. C.S. Verma      | - | -Assistant Registrar – Non Teaching Member |

  
Registrar

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Ref: SSSUTMS/Reg./2020/

Date: 01/07/2020

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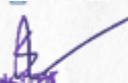
- |                        |   |  |
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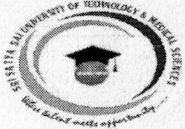
  
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Phone: 07562-223647, Fax: 07562-223644, website- www.sssutms.co.in, e-mail- info@sssutms.co.in

Ref: SSSUTMS/Reg./2021/

Date: 20/08/2021

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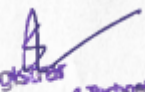
- |                        |   |  |
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Phone: 07562-223647, Fax: 07562-223644, website- www.sssutms.co.in, e-mail- info@sssutms.co.in

Ref: SSSUTMS/Reg./2017/

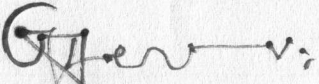
Date: 01/06/2017

## Office Order

As per the Sexual Harassment of Women (Prevention, Prohibition and Redressal) Rules, 2013. Chapter II Sri Satya Sai University of Technology and Medical Sciences, Sehore hereby constituted the "INTERNAL COMPLAINT COMMITTEE" comprises of the following members -


### INTERNAL COMPLAINT COMMITTEE

- |  |   |          |
|--|---|----------|
| 1. Dr. Kanchan Shriwastava   | - | Chairman |
| 2. Dr. Minakshi Pathak   | - | Member   |
| 3. Ms. Priyanka Jhawar   | - | Member   |
| 4. Dr. Abhijat Krishan Tripathi,<br>Principal, Shri Janki Raman<br>Mahavidyalaya, Jabalpur | - | Member   |

  
Registrar

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Phone: 07562-223647, Fax: 07562-223644, website- www.sssutms.co.in, e-mail- info@sssutms.co.in

Ref: SSSUTMS/Reg./2018/

Date: 05/07/2018

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| 3. Ms. Priyanka Jhawar   | - | Member   |
| 4. Dr. Abhijat Krishan Tripathi,<br>Principal, Shri Janki Raman<br>Mahavidyalaya, Jabalpur | - | Member   |

  
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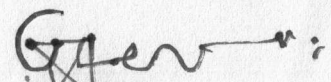
Date: 10/07/2019

## Office Order

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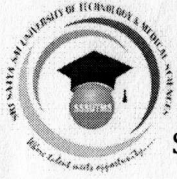
- |  |   |          |
|--|---|----------|
| 1. Dr. Kanchan Shriwastava   | - | Chairman |
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| 4. Dr. Abhijat Krishan Tripathi,<br>Principal, Shri Janki Raman<br>Mahavidyalaya, Jabalpur | - | Member   |

  
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Registrar  
Sri Satya Sai University of Technology  
& Medical Sciences Sehore (M.P.)



**Sri Satya Sai University of Technology and Medical Sciences**

[Established Under Section 2(F) of UGC Act. 1956]

SH-18, Bhopal-Indore Road, Opposite Oilfed Plant, Pachama, Sehore (M.P.) Pin Code - 466001

Phone : 07562-223647, Fax : 07562-223644 Email : [info@sssutms.co.in](mailto:info@sssutms.co.in), Website : [www.sssutms.co.in](http://www.sssutms.co.in)

Ref: SSSUTMS/Reg./2020/

Date: 18/08/2020

**Office Order**

As per the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Rules, 2013. Chapter II Sri Satya Sai University of Technology and Medical Sciences, Sehore hereby constituted the "INTERNAL COMPLAINT COMMITTEE" comprises of the following members -

**INTERNAL COMPLAINT COMMITTEE**

- |                              |   |   |
|------------------------------|---|---|
| 1. Dr. Minakshi Pathak       | - | Dean, Chairman  |
| 2. Ms. Shobha Vyas           | - | Professor, Member   |
| 3. Ms. Priyanka Jhawar       | - | Professor, Member   |
| 4. Prof. Vijay Prakash Singh | - | Professor, Member   |
| 5. Dr. Tabassum Khan         | - | Professor, Member   |
| 6. Dr. Anil Singh Rajput     |   | (Principial CSA PG Govt. College Sehore-<br>External Member |

  
**REGISTRAR**

**Copy to :-**

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2. Registrar, SSSUTMS, Sehore for Information.

  
**REGISTRAR**

  
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Ref: SSSUTMS/Reg./2021/

Date: 25/08/2021

**Office Order**

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2. Registrar, SSSUTMS, Sehore for Information.
3. All Concern Person for Information.

  
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Registrar  
Sri Satya Sai University of Technology  
& Medical Sciences Sehore (M.P.)