



## DVV 5.1.4

### Queries :

1. HEI is requested to kindly note that assessment period to be considered in this metric, as provide data 2023-24 in provided supporting documents should not be considered.
2. Kindly provide circular/web-link/ committee report justifying the objective of the metric. As per revise data.
3. Kindly provide Minutes of the meetings of student grievance committee, as per metric.
4. Kindly provide statutory regulations/norms of UGC/SRA.

### DVV-1 :

1. HEI is requested to kindly note that assessment period to be considered in this metric, as provide data 2023-24 in provided supporting documents should not be considered.

### Justification :

Documents pertaining to assessment period (up to 2022-23) are provided herewith.

  
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### DVV-2 :

2. Kindly provide circular/web-link/ committee report justifying the objective of the metric. As per revise data.

### Justification :

Committee report for the year 2022-23 is attached herewith. Weblink for the report is

<https://iimhred.edu.in/wp-content/uploads/2024/08/514.pdf> [514.pdf \(iimhred.edu.in\)](https://iimhred.edu.in)

  
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**DVV-3 :**

3. Kindly provide Minutes of the meetings of student grievance committee, as per metric

**Justification :**

- Minutes of Meeting of Grievance committee is attached here with.

**DVV-4 :**

4. Kindly provide statutory regulations/norms of UGC/SRA

**Justification :**

Statutory regulations norms of UGC /SRA are attached here with :

**Justification related Attached Documents are :**

DVV Query	Description	Document with page number
1	Statutory committee 2022-23	Attached
2	Committee Reports	Attached
3	Minutes of Meeting	Attached
4	UGC Regulations on curbing the menace of Ragging in higher educational institution	Attached Page 3 onwards in English
	UGC Regulations on Redressal of Grievance of Students	Attached Page 8 onwards In English
	UGC Regulations on prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions	Attached Page 10 onwards In English

  
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Ref No. : SBES/IIMHRD/ICC/2022-23/222

Date : 8/4/22

As per All India Council for technical Education (Gender sensitization , prevention and prohibition of sexual Harassment of women employees and students and Redressal of Grievance in Technical Institutions Regulation 2016 vide no F. AICTE/WH/2016/04 DATED 17TH JUNE 2016.

### Internal Complaint Committee 2022-2023

SN	Name	Designation	Role in Committee
1	Dr Anand Deshmukh	Director	Chairman
2	Prof. Pooja Karekar	Representative of Faculty	Member
3	Dr Beena Jiby	Representative of Faculty	Secretary
4	Mrs. Sonali Kshirsagar	Representative of Faculty	Member
5	Mrs. Laxmi Rathod	Hostel Rector	Member
6	Mr Mahesh Jadhav	Administrative officer	Member
7	Mr. Patil	Non-Teaching Representative	Member
8	Ms Anchal Ms Nikita	Student Representative	Member
9	Mr. M Jadhav	Govt Officer - DTE Regional Office Pune	Member

  
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Ref No. : SBES/IIMHRD/ICC/2022-23/222

Date : 8/7/22

### Anti Ragging Committee

SN	Name	Designation	Role in Committee
1	Dr L K Tripathi	Campus Director	Chairperson
2	Prof. Pooja Karekar	Representative of Faculty	Member
3	Dr Beena Jiby	Representative of Faculty	Secretary
4	Mr Anurag Marathe	Police Representative	Member
5	Mr Sumedh Gupta	Media Person	Member
6	Dr Neelima Desai	NGO Person	Member
7	Mr. Digambar Jadhav	Local Citizen	Member
8	Mr Anil Tonde	Parent	Member
9	Mrs. Manisha Sherkhane	Warden Girls Hostel	Member
10	Miss Namrata Jain	Student MBA I	Member
11	Miss Amruta Mishra	Student MBA I	Member



DIRECTOR  
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## Anti Sexual Harassment Cell – Vishaka Cell

2022-2023

SN	Name	Designation	Role in Committee
1	Dr L. K Tripathi	Campus Director	Chairperson
2	Prof. Pooja Karekar	Teaching Staff Representative	Member
3	Dr Beena Jiby	Teaching Staff Representative	Secretary
4	Prof Sonali Kahirsagar	Teaching Staff Representative	Member
5	Mr Mahesh Jadhav	Non-Teaching Staff Representative	Member
6	Dr Neelima Desai	NGO Person	Member
7	Adv. Ram Joshi	Legal Member	Member
8	Prof Bharati Vinode	Administration Representative	Member
9	Ms Tejasree Patil	Student Representative	Member
10	Ms. Namrata Mishra	Student Representative	Member



## Women Grievance Committee

2022-2023

SN	Name	Designation	Role in Committee
1	Prof Nirupama Mundad	Founder Secretary	Chairperson
2	Dr Beena Jiby	HOD	Secretary
3	Prof. Pooja Karekar	Assistant Professor	Member
4	Prof Sonali Kahirsagar	Assistant Professor	Member
5	Prof Ashwarya Hamand	Assistant Professor	Member
6	Prof. Shraddha Bansode	Assistant Professor	Member
7	Ms. Anjali Kumari	Student Representative	Student Member
8	Ms. Jayshree Jagdale	Student Representative	Student Member

  
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## SC/ST Cell

2022-2023

SN	Name	Designation	Role in Committee
1	Dr L. K. Tripathi	Campus Director	Chairperson
2	Prof. Shradha Barsode	Assistant Professor	Secretary
3	Prof. Sonali Kshirsagar	Assistant Professor	Member
4	Mr. Grush Chowhan	Liaison Officer	Member
5	Ms. Shruti Hajare	MBA I	Student Member
6	Ms. Madhavi Bala Sonawane	MBA II	Student Member





**WOMEN GRIEVANCE COMMITTEE  
 MINUTES OF MEETING-I (2022-23)**

Women Grievance Committee of IIMHRD(W) has convened its meeting on 5/10/2022 at 3.00 PM in the Conference Hall in IIMHRD(W) following members were present in the meeting.

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. L. K. Tripathi	Campus Director	Chairperson	<i>[Signature]</i>
2	Dr. Hemalata	HOD	Secretary	<i>[Signature]</i>
3	Prof. Pooja Kerkhar	HOD	Member	<i>[Signature]</i>
4	Prof. Sneha Kohirajgir	Representative of Faculty	Member	<i>[Signature]</i>
5	Prof. Ashwarya Humnal	Representative of Faculty	Member	<i>[Signature]</i>
6	Prof. Shradha Puroode	Representative of Faculty	Member	<i>[Signature]</i>
7	Adv. Ram Joshi	Law Officer	Member	<i>[Signature]</i>
8	Mr. Anil Patil	Non-teaching Representative	Member	<i>[Signature]</i>
9	Mrs. Manisha Sherkhane	Girls Hostel Warden	Member	<i>[Signature]</i>
10	Mrs. Anjali Bharti	Students Representative	Student Member	<i>[Signature]</i>
11	Miss. Jayashri Jagdale	Students Representative	Student Member	<i>[Signature]</i>

**Minutes:**

- The minutes of previous meeting were read and confirmed with unanimity. Action taken reports were presented by the concerned faculty.
- Members were happy to learn that minor complaint are dealt by the mentors effectively. It was decided to conduct an awareness program on Gender equality.
- It was decided that mentees should discuss and try to solve the problems of students (if any) during mentorship session. It was suggested to conduct one to one session with individual mentee.
- Any other matter with permission of the chair as there were no other matters to discuss the meeting ended with vote of thanks to the Chair.



**DIRECTOR  
 IIMHRD (W)  
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**WOMEN GRIEVANCE COMMITTEE  
MINUTES OF MEETING-II (2022-23)**

Women Grievance Committee of IIMHRD(W) has convened its meeting on 28/03/2023 at 11:30 AM in the Conference Hall in IIMHRD(W) following members present in the meeting.

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. L. K. Tripathi	Campus Director	Chairperson	
2	Dr. Beena Jitly	HOD	Secretary	
3	Prof. Pooja Kulkarni	HOD	Member	
4	Prof. Sonali Kallesagar	Representative of Faculty	Member	
5	Prof. Aishwarya Humand	Representative of Faculty	Member	
6	Prof. Shraddha Harode	Representative of Faculty	Member	
7	Adv. Ram Jeshi	Law Officer	Member	
8	Mr. Aji Patil	Non-Teaching Representative	Member	
9	Mrs. Manisha Sherkhane	Girls Hostel Warden	Member	
10	Miss. Anjali Kumari	Students Representative	Student Member	
11	Miss. Jyushri Ingole	Students Representative	Student Member	

**Minutes:-**

- The minutes of previous meeting were read and confirmed with unanimity.
- Action taken reports were presented by the concerned faculty.
- Members were happy to learn that the issues of minor complaints are dealt by the mentors effectively.
- It was decided to conduct an awareness program on Cyber Security-Safety while using Social Media.
- It was decided that mentors should continue to discuss and try to solve the problems of students (if any) during mentorship sessions. It was suggested to conduct one to one session with individual mentor.
- Any other matter with permission of the chair.
- As there were no other matters to discuss the meeting ended with vote of thanks to the Chair.



**DIRECTOR  
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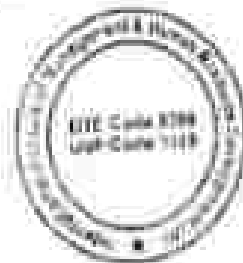
**WOMEN GRIEVANCE COMMITTEE  
MINUTES OF MEETING-1 (2021-22)**

Written Grievance Committee of IMHRD(W) has convened its meeting on 09/09/2021 at 12.30 PM in the Conference Hall at IMHRD(W) following members were present in the meeting.

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. Anand Deshpande	Director	Chairperson	<i>Anand Deshpande</i>
2	Dr. Beena Jibhy	HOD	Secretary	<i>Beena Jibhy</i>
3	Prof. Pooja Karekar	HOD	Member	<i>Pooja Karekar</i>
4	Prof. Sonali Kshirsagar	Faculty Representative	Member	<i>Sonali Kshirsagar</i>
5	Prof. Ashwarya Namund	Faculty Representative	Member	<i>Ashwarya Namund</i>
6	Prof. Shudha Bhanode	Faculty Representative	Member	<i>Shudha Bhanode</i>
7	Adv. Ram Joshi	Law Officer	Member	<i>Ram Joshi</i>
8	Mrs. Bharti Vinode	Non Teaching Representative	Member	<i>Bharti Vinode</i>
9	Mrs. Manisha Sherkhane	Girls Hostel Warden	Member	<i>Manisha Sherkhane</i>
10	Miss. Anjali Kumbhar	Students Representative	Student Member	<i>Anjali Kumbhar</i>
11	Miss. Dipali Meheram	Students Representative	Student Member	<i>Dipali Meheram</i>

**Minutes:-**

- The minutes of previous meeting were read and confirmed with unanimity. Action taken reports were presented by the concerned faculty. Members were happy to learn that minor complaint are dealt by the mentors effectively. It was decided to conduct an awareness program on Gender equality.
- It was decided that mentors should discuss and try to solve the problems of students (if any) during mentorship session. It was suggested to conduct one to one session with individual mentee.
- Any other matter with permission of the chair as there were no other matters to discuss the meeting ended with vote of thanks to the Chair.



*Manisha Sherkhane*  
**DIRECTOR  
IMHRD (W)  
PUNE**

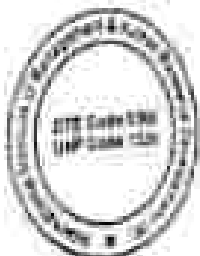
WOMEN GRIEVANCE COMMITTEE  
MINUTES OF MEETING-II (2021-22)

Women Grievance Committee of IIMHRD(W) has convened its meeting on 11/03/2022 at 2:00 PM in the conference hall in IIMHRD(W) following members present in the meeting.

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. Anand Deshmukh	Director	Chairperson	
2	Dr. Beena Jby	HOD	Secretary	
3	Prof. Pooja Karkar	HOD	Member	
4	Prof. Sonali Kshinagar	Faculty Representative	Member	
5	Prof. Ashwarya Hamard	Faculty Representative	Member	
6	Prof. Shradha Binsode	Faculty Representative	Member	
7	Adv. Ram Joshi	Law Officer	Member	
8	Mrs. Bharti Vinode	Non-Teaching Representative	Member	
9	Mrs. Manisha Sherkhure	Girls Hostel Warden	Member	
10	Miss. Anjali Kumari	Students Representative	Student Member	
11	Miss. Dipali Meshram	Students Representative	Student Member	

## Minutes:-

- The minutes of previous meeting were read and confirmed with unanimity. Action taken reports were presented by the concerned faculty. Members were happy to learn that the issues of minor complaints are dealt by the mentors effectively.
- It was decided to conduct an awareness program on Cyber Security-Safety while using Social Media.
- It was decided that mentors should continue to discuss and try to solve the problems of students (if any) during mentorship session. It was suggested to conduct one to one session with individual mentee.
- Any other matter with permission of the chair
- As there were no other matters to discuss the meeting ended with vote of thanks to the Chair.



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## MINUTES OF MEETING I (2022-2023)

Internal Complaints Committee on Sexual Harassment of IIMHRD(W) has convened its meeting on dated 14/10/2022 at 11.30 AM in the conference Hall in IIMHRD(W) following members present in the meeting.

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. L. K. Tripathi	Campus Director	Chairman	
2	Dr. Beena Jiby	Representative of Marketing Department	Secretary	
3	Prof. Sonali Kshirsagar	Representative of Faculty	Member	
4	Prof. Pooja Karthar	Representative of Faculty	Member	
5	Adv. Ram Joshi	Legal Advisor	Member	
6	Mrs. Manisha Sherkhane	Rector's Office	Member	
7	Mr. Mahesh Jadhav	Administrative Officer	Member	
8	Mr. Ajit Patil	Representative of Non Teaching	Member	
9	Dr. Neelima Desai	NGO Representative	Member	
10	Miss. Anvita Mishra	Student Representative	Student Member	
11	Miss. Leena Darya	Student Representative	Student Member	

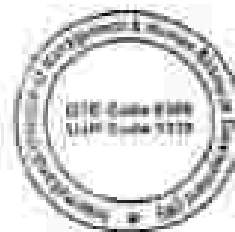


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### Minutes of Meeting

1. Secretary of SOC welcomed all the members and explained the purpose of the meeting.
  2. Minutes of Pre-ious meeting were read and confirmed.
  3. All the members decided to
  4. Take an action plan for the year 2022-2023 to ensure safety of the girl students in the campus.
  5. Make the students aware about the functions and guidelines of the anti-sexualharassment cell for women.
  6. Acquaint the students about the procedure to make complaints if they have any problem regarding sexual harassment.
  7. It was decided to take newly admitted students on the committee.
  8. The Committee noted that no complaint of sexual harassment has been received from any woman employee or student of the college.
  9. The committee decided to place banners/posters/notices defining sexual harassment at prominent places in the college campus.
  10. The Chairperson asked the members to meet the students on a regular basis or earlier, if need arise.
  11. The committee made a recommendation to organize a webinar on "CyberSecurity Awareness Programme" for students to sensitize the students on the misuse of Social Media.
- The vote of thanks for the meeting given by member-Secretary of the committee.



Signature  
**DIRECTOR**  
**IIMHRD (W)**  
**PUNE**



MINUTES OF MEETING II- (2022-2023)

Internal Complaints Committee on Sexual Harassment of IMHRD(W) has convened its meeting on dated 23/01/2023 at 2.30 PM in the conference Hall in IMHRD(W) following members present in the meeting:

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. L. K. Tripathi	Campus Director		
2	Dr. Deena Jyoti	Representative of Marketing Department		
3	Prof. Sonali Keshavnagar	Representative of Faculty		
4	Prof. Durga Kavliar	Representative of Faculty		
5	Adv. Ram Jishi	Legal Advisor		
6	Mrs. Marishi Sheridane	Rector Circle		
7	Mr. Mahesh Jadhav	Administrative Officer		
8	Mr. Ajit Patil	Representative of Non Teaching		
9	Smt. Anapurna R. Nalivade	NGO Representative		
10	Miss. Anjali Salvi	Student Representative		
11	Miss. Ketki Patil	Student Representative		

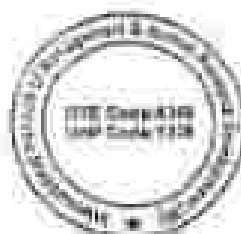


DIRECTOR  
IMHRD (W)  
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### Minutes of Meetings-

1. Secretary of ICC welcomed all the members and explained the purpose of the meeting.
2. Minutes of previous meeting read and confirmed.
3. Action taken report presented.
4. The Committee noted that no complaint of sexual harassment has been received from any woman employee or student.
5. The Chairperson asked the members to meet the students on a regular basis earlier, if need arise.
6. The committee decided to request the staff members to continue the discussion about "Prevention, Prohibition and Redressal of Sexual Harassment" with the students during the mentoring classes.
7. The committee made a recommendation to organize a webinar on "POSH Act" for students to sensitize the students on the Prevention, prohibition, and redressal of Sexual harassment at Workplace.
8. The meeting ended with vote of thanks to the Chair.



  
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IIMHRD (W)  
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INTERNATIONAL INSTITUTE OF MANAGEMENT & HUMAN RESOURCE DEVELOPMENT  
IMHRD For Women



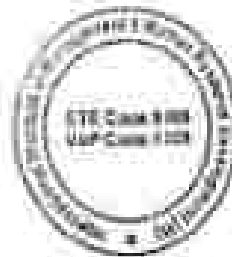
Established by Ministry of Education & Government of Maharashtra, University of Pune, Government of India



MINUTES OF MEETING I (2021-22)

Internal Complaints Committee on Sexual Harassment of IMHRD(W) has convened its meeting on dated 18/12/2021 at 12:30 PM, in the conference Hall in IMHRD(W) following members present in the meeting.

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. A.A.Deshmukh	Director	Chairman	<i>Deshmukh</i>
2	Dr. Beena Jibey	Representative of Marketing Department	Secretary	<i>Beena</i>
3	Prof. Sushil Kabisagar	Representative of Faculty	Member	<i>Sushil</i>
4	Prof. Faraja Karbar	Representative of Faculty	Member	<i>Faraja</i>
5	Ade. Ram Joshi	Legal Advisor	Member	<i>Joshi</i>
6	Mrs. Manisha Sherkhane	Rector Girls	Member	<i>Manisha</i>
7	Mr. Mahesh Jadhav	Administrative Officer	Member	<i>Mahesh</i>
8	Mrs. Bharti Vinode	Representative of Non Teaching	Member	<i>Bharti</i>
9	Dr. Neelima Desai	NGO Representative	Member	<i>Desai</i>
10	Miss. Tejashri Patil	Student Representative	Student Member	<i>Patil</i>
11	Miss. Namrata Mishra	Student Representative	Student Member	<i>Namrata</i>



*Deshmukh*  
DIRECTOR  
IMHRD (W)  
PUNE





### Minutes of Meeting

1. Secretary of ICC welcomed all the members and explained the purpose of the meeting.
  2. Minutes of Previous meeting were read and confirmed.
  3. All the members decided to
    - a) Take an action plan for the year 2021-2022 to ensure safety of the girl students in the campus,
    - b) Make the students aware about the functions and guidelines of the anti-sexual harassment cell for women,
    - c) Acquaint the students about the procedure to make complaints if they have any problem regarding sexual harassment.
    - d) It was decided to take newly admitted students on the committee.
  4. The Committee noted that no complaint of sexual harassment has been received from any woman employee or student of the college.
  5. The committee decided to place banners/posters/notices defining sexual harassment at prominent places in the college campus.
  6. The Chairperson asked the members to meet the students on a regular basis or earlier, if need arise.
  7. The committee made a recommendation to organize a webinar on "CyberSecurity Awareness Programme" for students to sensitize the students on the misuse of Social Media.
- The vote of thanks for the meeting given by Member Secretary of the committee.



*Dr. S. S. S. S.*  
**DIRECTOR**  
**IIMHRD (W)**  
**PUNE**



**MINUTES OF MEETING-II- (2021-22)**

Internal Complaints Committee on Sexual Harassment of IIMHRD(W) has convened its meeting on dated 05-03-2022 at 11:30 AM in the conference Hall in IIMHRD(W) following members present in the meeting.

S.N.	Name	Designation	Role in Committee	Signature
1	Dr. L.K. Tripathi	Campus Director	Chairman	
2	Dr. Beena Jby	Representative of Marketing Department	Secretary	
3	Prof. Smriti Khatnagar	Representative of Faculty	Member	
4	Prof. Pooja Karekar	Representative of Faculty	Member	
5	Adv. Ram Jothi	Legal Advisor	Member	
6	Mrs. Manisha Sherklime	Retrose Guide	Member	
7	Mr. Mahesh Jadhav	Administrative Officer	Member	
8	Mr. Ajit Paul	Representative of Non Teaching	Member	
9	Smt. Anurupa R. Nalawade	NGO Representative	Member	
10	Miss. Mona Dhoke	Student Representative	Student Member	
11	Miss. Mangal Thakre	Student Representative	Student Member	



**DIRECTOR**  
**IIMHRD (W)**  
**PUNE**



**Minutes of Meeting:-**

1. Secretary of EDC welcomed all the members and explained the purpose of the meeting.
2. Minutes of previous meeting read and confirmed.
3. Action taken report presented.
4. The Committee noted that no complaint of sexual harassment has been received from any woman employee or student.
5. The Chairperson asked the members to meet the students on a regular basis wherever, if need arise.
6. The committee decided to request the staff members to continue the discussion about "Prevention, Prohibition and Redressal of Sexual Harassment" with the students during the mentoring classes.
7. The committee made a recommendation to organize a webinar on "POSH Act" for students to sensitize the students on the Prevention, prohibition, and redressal of Sexual Harassment at Workplace.
8. The meeting ended with vote of thanks to the Chair.



  
**DIRECTOR  
IMHRD (W)  
PUNE**



## Anti Ragging Committee

### Introduction

The Institute has Constituted the Anti Ragging Committee. The following instructions are framed to prevent the menace of ragging and foster healthy interpersonal relations amongst students in the campus of IMHRD(W). Ragging is strictly forbidden in or outside the campus. All students shall familiarize themselves with rules/regulations/guidelines on code of conduct, anti-ragging measures and discipline. All 'new comers' should attend counselling/awareness sessions organised for them from time to time by the staff.

### Objective

1. To orient the students of dehumanizing effect of ragging inherent in its pervasivity.
2. To keep a continuous watch and vigil over ragging to prevent its occurrence.
3. To promptly and vigorously deal with the incidents of ragging brought to our notice.

### Functions of Committee

1. Conduct workshops against ragging menace and orient the students.
2. To make available for students the information pertaining to contact address and telephone numbers identified to receive complaints/discuss calls.
3. To take all necessary measures for prevention of Ragging inside the Campus Hostels.
4. Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
5. To consider the complaints received from the students and conduct enquiry and submit report to the Anti-Ragging Committee along with punishment recommended for the offenders.



## Anti-Ragging Cell

## Minutes of Meeting I (2021-22)

Anti Ragging Committee of IIMHRD has convened its meeting on dated 4/12/2021 at 2:00 PM in the conference Hall following members present in the meeting.

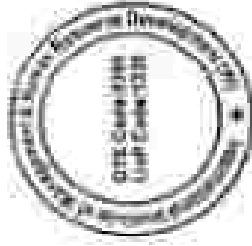
Sr. No.	Name	Members	Signature
1	Dr. Anand Deshmukh	Director	
2	Dr. Beena Juby	Representative of Department	
3	Mr. Anurag Mishra	Representative of Pwhe in Charge	
4	Mr. Sameer Gupta	Representative of Local Media	
5	Dr. Neelima Desai	Representative of NGO	
6	Prof. Niranjan Manojkumar	Representative of Faculty	
7	Prof. Pooja Karakar	Representative of Faculty	
8	Prof. Parag Khare	Representative of Faculty	
9	Mrs. Leena Rathod	Rector Girls	
10	Mr. Mahesh Jadhav	Administrative Officer	
11	Mr. Abh Patil	Representative of Non-Teaching	
12	Miss. Shrusi Thakre	Student Representative	
13	Miss. Madhavi Kulkarni	Student Representative	

## Agenda of Meeting

- To review the case of ragging (if any).
- To Organise anti-ragging Awareness programmes.
- To give Guidelines to Hostels.
- Any other relevant subject at the time of meeting.

## Minutes of Meeting

- Minutes of earlier meeting were read and approved by the undersigned.
- There is no case regarding ragging of student.
- All the members of committee visited to all hostels on the campus and guided students regarding the issue.
- Subject to last meeting a notice was displayed on notice board and was circulated to students in all anti-ragging form with in the time limit.



DIRECTOR  
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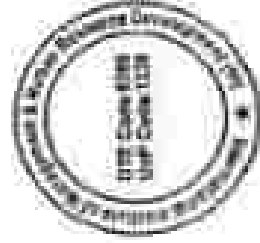


### Anti Ragging Committee Report 2021-22

To prevent, the menace of ragging and maintain healthy interpersonal relations among students in the college campus of IIMHRD(W), Ragging is strictly forbidden in or outside the campus. for this purpose, the Anti Ragging Committee has been actively functioning. All members are actively endeavoring to maintain the peaceful and quite environment in campus.

In the academic year 2021-22 all the college student specially, freshers were counseled and given the information about anti ragging, students filled their anti-ragging affidavit form and submitted to their class in charge. In the year there were no happening of any minor ragging case in the campus. I am thankful to Director, All Class in charge faculty and honorable committee members.

Thank You



*Dr. Subhashini*  
**DIRECTOR**  
**IIMHRD (W)**  
**PUNE**



### Anti-Ragging Cell Minutes of Meeting 11 (2021-23)

Anti Ragging Committee of IIMHRD has convened its meeting on date: 12/01/2022 at 12:30 PM in the conference Hall following members present in the meeting.

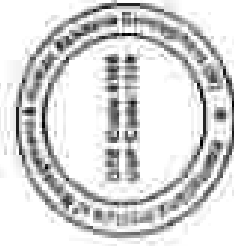
Sl. No	Name	Members	Signature
1	Dr. Anand Deshmukh	Director	<i>Anand Deshmukh</i>
2	Dr. Bheera Jibby	Representative of Department	<i>Bheera Jibby</i>
3	Mr. Sankar Rane	Representative of Police in Charge	<i>Sankar Rane</i>
4	Mr. Shivani Ajitwal	Representative of Local Media	<i>Shivani Ajitwal</i>
5	Smt. Anurupa R. Nalawade	Representative of NGO	<i>Anurupa R. Nalawade</i>
6	Prof. Manoj Kumar	Representative of Faculty	<i>Manoj Kumar</i>
7	Prof. Pooja Kulkarni	Representative of Faculty	<i>Pooja Kulkarni</i>
8	Prof. Partha Bhowe	Representative of Faculty	<i>Partha Bhowe</i>
9	Mrs. Laxmi Kulkarni	Regent Clerk	<i>Laxmi Kulkarni</i>
10	Mr. Mahesh Jadhav	Administrative Officer	<i>Mahesh Jadhav</i>
11	Mr. Nil Paul	Representative of Non-Teaching	<i>Nil Paul</i>
12	Mrs. Mani Chole	Student Representative	<i>Mani Chole</i>
13	Ms. Mrugini Thakre	Student Representative	<i>Mrugini Thakre</i>

#### Agenda of Meeting

- To review the case of ragging if any
- To Organize anti-ragging Awareness programmes.
- To give Guidance to Hostel inmates.
- Any other relevant subject at the time of meeting.

#### Minutes of Meeting

- Minutes of earlier meeting were read and approved by the chairperson.
- There is a notice regarding ragging of student.
- All the members of committee visited to all hostels on the campus and guided inmates regarding the issue.
- Subject in last meeting a notice was displayed on notice board and was circulated to students to fill online anti-ragging form with in the time limit.



**DIRECTOR  
IIMHRD (W)  
PUNE**

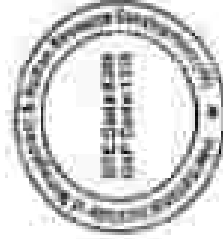


### Anti Ragging Committee Report 2021-22

IIIMHRD(W) appointed an Anti-Ragging committee to prevent the menace of ragging and maintain healthy interpersonal relations among students in the campus. Ragging is strictly forbidden in or outside the campus. For this purpose, the Anti Ragging Committee has been actively functioning.

In the academic year 2021-22 all the students are informed about Anti ragging through prospectus. All students filled their anti-ragging affidavit form and submitted to their faculty in charge. In the year there were no ragging case in the campus.

I am thankful to Director, All faculty in charge and honorable committee members.Thank You



**DIRECTOR  
IIIMHRD (W)  
PUNE**





## **Anti Ragging Committee**

### **Introduction**

The Institute has constituted the Anti Ragging Committee. The following instructions are framed to prevent the increase of ragging and to foster healthy interpersonal relations amongst students in the campus of IIMHRD(W). Ragging is strictly forbidden in or outside the campus. All students shall familiarize themselves with rules/regulations/guidelines on code of conduct, anti-ragging measures and discipline. All 'new comers' should attend counseling/Awareness session organized for them from time to time by the staff.

### **Objectives**















1. To remove the students of dehumanizing effect of ragging inherent in its pervasivity.
2. To keep a continuous watch and vigil over ragging to prevent its occurrence.
3. To promptly and stringently deal with the incidents of ragging brought to our notice.

### **Functions of Committee**

1. Conduct workshops against ragging incidents and orient the students.
2. To make available for students the information pertaining to contact address and telephone numbers identified to receive complaints/distress calls.
3. To take all necessary measures for prevention of Ragging inside the Campus/ Hostels.
4. Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
5. To consider the complaints received from the students and conduct enquiry and submit report to the Anti-Ragging Committee along with punishment recommended for the offenders.

**Anti-Ragging Cell**  
**Minutes of Meeting I (2022-23)**

Anti Ragging Committee of IIMRD has convened its meeting on dated 21/12/2022 at 3:15 PM on the conference hall. Following members present in the meeting.

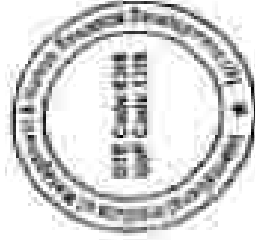
Sl. No.	Name	Members	Signatures
1	Dr. L. K. Tripathi	Chairman	
2	Dr. Divya Jyoti	Representative of Department	
3	Mr. Anant Manjive	Representative of Police in Charge	
4	Mr. Vinodh Gupta	Representative of Local Media	
5	Dr. Neelima Desai	Representative of NSRF	
6	Prof. Narayana Mananda	Representative of Faculty	
7	Prof. Pooja Karmar	Representative of Faculty	
8	Prof. Suresh Kothiyangal	Representative of Faculty	
9	Mrs. Manisha Sheelkhan	Representative of Faculty	
10	Mr. Mahesh Jadhav	Director Gifts	
11	Mr. Ajit Patil	Administrative Officer	
12	Ms. Shreya Tumbale	Representative of Non Teaching	
13	Ms. Manjivise Kulkarni	Student Representative	
		Student Representative	

**Agenda of Meeting**

- To review the state of ragging if any.
- To Organized anti-ragging Awareness programmes.
- To give Guidance to Hostelier.
- Any other relevant subject at the time of meeting.

**Minutes of Meeting**

- Minutes of earlier meeting were read and approved by Honorable Chairman.
- There is a no case regarding ragging of student.
- All the member of committee visited to all hostels on the campus and guided students regarding the issue.
- Subject to last meeting a notice was displayed on notice board and was circulated to students to fill online anti-ragging form within the time limit.



  
**DIRECTOR**  
**IIMRD (W)**  
**PUNE**

### Anti-Ragging Committee Report 2022-23

To prevent, the increase of ragging and maintain healthy interpersonal relations among students in the college campus of DATTAREWVA, Ragging is strictly forbidden in or outside the campus. For this purpose, the Anti Ragging Committee has been actively functioning. All members are actively taking efforts to maintain the peaceful and quite environment in campus.

In the academic year 2022-23 all the college student specially, freshmen were counseled and given the information about anti ragging. students filled their anti-ragging affidavit form and submitted to their class in charge. In the year there were no happening of any minor ragging case in the campus. I am thankful to Director, All Class in charge faculty and honorable committee members.

Thank You





**Anti-Ragging Cell  
 Minutes of Meeting II (2022-23)**

Anti Ragging Committee of IIMHRD has convened its meeting on dated 20/07/2023 at IIMHRD, APT on the Conference Hall following members present in the meeting

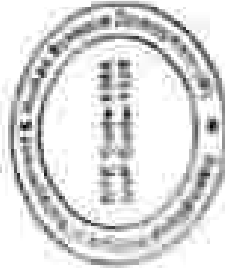
Sr. No.	Name	Members	Signature
1	Dr. J. K. Tripathi	Convener/Coordinator	
2	Dr. Harsha Jha	Representative of Departmental Representative of Police in Charge	
3	Mr. Nitram Agrawal Asst. Professor Savitribai	Representative of Legal Media Representative of IIMHRD	
4	Prof. Nitiparni Mundeja	Representative of Faculty	
5	Prof. Pooja Kumbhar	Representative of Faculty	
6	Prof. Anand F. Desai	Representative of Faculty	
7	Ms. Manisha Sherkhane	Doctor/Guid	
8	Mr. Mahesh Jadhav	Administrative Officer	
9	Mr. Ajit Patil	Representative of Non Teaching	
10	Mrs. Mona Dhole	Student Representative	
11	Mrs. Shagun Thakur	Student Representative	

**Agenda of Meeting:**

- To review the case of ragging if any.
- To Cooperate anti-ragging Awareness programmes.
- To give Guidance to Hostel inmates.
- Any other relevant subject at the time of meeting.

**Minutes of Meeting:**

- Minutes of meeting were read and approved by the convener.
- There is a case regarding ragging of student.
- All the members of committee visited all hostel on the campus and guided students regarding the case.
- Subject of the meeting a notice was displayed on notice board and was circulated to students to fill up the anti-ragging form with in the form book.



**DIRECTOR  
 IIMHRD (W)  
 PUNE**

### Anti Ragging Committee Report 2022-23

IIMHRD (W) appointed an Anti-Ragging committee to prevent the menace of ragging and maintain healthy interpersonal relations among students in the campus. Ragging is strictly forbidden in or outside the campus. For this purpose, the Anti Ragging Committee has been actively functioning.

In the academic year 2022-23 all the students are informed about Anti ragging through prospectus. All students filled their anti-ragging affidavit form and submitted to their faculty in charge. In the year there were no ragging case in the campus.

I am thankful to Director, All faculties in charge and honorable committee members. Thank You



DIRECTOR  
IIMHRD (W)  
PUNE

**DRAFT**

**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:-**

- 1.1. "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 sensitised 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 1, 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 mark 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/ departmental 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 committee, 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 procure 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-orientation 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 5 freshers and 1 Mentor of a higher level for 5 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 departmental/course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters maintained 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 available 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 assisted 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 moto 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 constituted 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 printers 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 counsellor-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-free 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-free 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 urgent 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:-**

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 NITA, the IIMs, the AICTE, the DCL, the NCTE, 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 Suspension 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 channelled 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 Deleting 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.



**ANNEXURE I, Part I**

**UNDERTAKING BY THE CANDIDATE/STUDENT**

- I, 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, \_\_\_\_\_  
P/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.

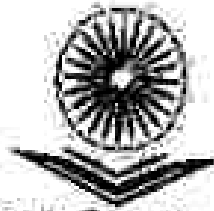
2. I assure you that my son/daughter/ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

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:

**IGC**

Prof. Sukhdeo Thorat, Chairman

in Chair

Dr. R.K. Chaudhan, Secretary

Dr. C.S. Meena, IS (CPP-II)

Shri V.K. Jaiswal, US (CPP-II)

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

Prof. K.P.S. Usha

Dr. R.P. Gangurde

Prof. Vibala 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.



- 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)  
13.11.2008

  
(SUKHADEO THORAT)

UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI-110002

F.1-16/2007(CPE-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/T Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. K.P.S. Gony  
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Near DP office, West Yakkara Road  
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Phone 09118168234
3. Dr. R.P. Gangrade  
Former Adm. Secretary, UGC  
C-17/26, Sector 38, Khandi, a Vihar  
Nerul, New Mumbai-400706
4. Prof. M.Z. Khan  
UGC Consultant  
B-59, City Apartments  
Vasantbhara Enclave  
Delhi-110096 Special invitee

Special invitee

Mr. Raj Kaurhoo  
Antar Movement

Present UGC

1. Prof. S.K. Deyral, Chairman, UGC
2. Dr. H.K. Chaurhan, 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

### Professional Councils

1. Dr. Prem Kumar,  
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New Delhi-110027
2. Prof. S.V.S Choudhary  
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3. Shri C.L. Bhatia  
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4. Shri Shis Kumar  
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6. Sh. J.R. Sharma  
Joint Secretary  
Bar Council of India  
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State Education Secretary

1. Dr. Narinder Dhillon  
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H.P. Secretariat, Shimla-171002
3. Sh. Prabhat Sinha  
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College

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# भारत का राजपत्र

## The Gazette of India

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विश्वविद्यालय अनुदान आयोग

अधिसूचना

नई दिल्ली, 11 अप्रैल, 2023

विश्वविद्यालय अनुदान आयोग (छात्रों की शिक्षाओं का निवारण) विनियम, 2023

**F.1-13/2022(CPP-II)**—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 26 की उप-धारा (1) के खंड (ख) द्वारा प्रवक्त शक्तियों का प्रयोग करते हुए और विश्वविद्यालय अनुदान आयोग (छात्रों की शिक्षाओं का निवारण) विनियम, 2019 के अधिक्रमण में, विश्वविद्यालय अनुदान आयोग द्वारा निम्नलिखित नियम बनाता है: नाम—

1. संक्षिप्त नाम, विनियोग और धारक:

- (क) इन विनियमों को विश्वविद्यालय अनुदान आयोग (छात्रों की शिक्षाओं का निवारण) विनियम, 2023 कहा जाएगा।
- (ख) वे ऐसे सभी उच्चतर शिक्षा संस्थानों पर लागू होंगे, जिन्हें किसी केंद्रीय अधिनियम अथवा राज्य अधिनियम के तहत स्थापित या नियमित तथा हो और विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (च) के तहत मान्यता-प्राप्त सभी उच्चतर शिक्षा संस्थानों तथा ऐसे सभी सम विश्वविद्यालय संस्थानों पर लागू होंगे जिन्हें उत्सर्ग की धारा 3 के तहत विश्वविद्यालय घोषित किया गया हो।

(ग) वे आसकीय राज्य में उनके प्रकाशित होने की तिथि से प्रभावी होंगे।

## 2. प्रवेश:

किसी संस्थान में पहले से ही नामांकित छात्रों और प्राप्त की ऐसे संस्थानों में प्रवेश के हस्तुक्त छात्रोंकी कतिपय शिक्षाप्रती के विचारण के लिए अवसर प्रदान करना और उसके लिए एक तंत्र स्थापित करना।

## 3. परिभाषा:

(1) जब तक कि इन विनियमों के अन्तर्गत में अन्यथा अपेक्षित न हो -

- (क) "अधिनियम" का अर्थिनाम विधविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) से है;
- (ख) "पीठिक छात्र" से अधिनाम किसी ऐसे छात्र से है जिसे इन विनियमों के तहत परिभाषित शिक्षाप्रती के संबंध में किसी नामने अथवा उत्तराधिकारी किसी नामने में कोई शिक्षाप्रती हो।
- (ग) "महाविद्यालय" से अधिनाम अधिनियम की धारा 12ए की उपधारा (1) के तहत (ख) में इस प्रकार से परिभाषित किसी संस्थान से है।
- (घ) "आयोग" से अधिनाम विधविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 4 के तहत स्थापित विधविद्यालय अनुदान आयोग से है।
- (ङ) "घोषित प्रवेश नीति" का अधिनाम संस्थान द्वारा प्रस्तुत किए जा रहे किसी पाठ्यक्रम या अध्ययन कार्यक्रम में प्रवेश के लिए संस्थान की विवरणिका में उल्लिखित की गई किसी ऐसी नीति से है, जिसमें उसके अंतर्गत आने वाली प्रक्रियाएं भी शामिल हैं।
- (च) "शिक्षाप्रती" का अधिनाम, और इसमें मिलावट के संबंध में किसी पीठिकछात्र द्वारा की गई शिक्षाप्रती (शिक्षाप्रती) शामिल है, नामतः

- i. संस्थान की घोषित प्रवेश नीति के अनुचार निर्धारित की गई योग्यता के विपरीत प्रवेश दिया जाना;
- ii. संस्थान की घोषित प्रवेश नीति के तहत प्रक्रिया में अतिमसिद्धताएँ;
- iii. संस्थान की घोषित प्रवेश नीति के अनुचार प्रवेश देने से इंकार किया जाना;
- iv. इन विनियमों के उपबंधों के अनुचार, संस्थान द्वारा विवरणिका का प्रकाशन न किया जाना;
- v. संस्थान द्वारा विवरणिका में ऐसी कोई जानकारी देना जोकि झूठी या धामक हार्थीर तथ्यों पर आधारित न हो;
- vi. किसी छात्र द्वारा ऐसे संस्थान में प्रवेश लेने के प्रयोजन से जमा किए गए किसी दस्तावेज जोकि उपाधि, डिप्लोमा या किसी अन्य पुरस्कार के लक्ष में हो, उसको अपने पास रख लेना या वापस करने से इंकार करना ताकि ऐसे किसी पाठ्यक्रम या अध्ययन कार्यक्रम के संबंध में छात्र को किसी शुल्क अथवा शुल्कों का भुगतान करने हेतु तैयार किया जा सके अथवा मजबूर किया जा सके जिसमें छात्र अध्ययन नहीं करना चाहता हो;
- vii. संस्थान की घोषित प्रवेश नीति में निर्धारित राजि से अधिक धनराशि की मांग जाना।
- viii. छात्रों की विभिन्न शैणियों के लिए प्रवेश में सीटों के आरक्षण के संबंध में उर्तमान में लागू किसी कानून का संस्थान द्वारा उल्लंघन किया जाना।

- (xx) ऐसे किसी संस्थान की घोषित प्रवेश नीति के तहत अथवा आयोग द्वारा विहित किसी जर्न, बहिर्-ओई ह्ये जो, के तहत किसी भी छात्र हेतु छात्र-वृत्ति या वित्तीय सहायता का भुगतान नहीं किया जाना अथवा विलम्ब से भुगतान किया जाना;
- (xxi) संस्थान के शैक्षणिक कैम्पस में अथवा आयोग द्वारा विहित ऐसे किसी कैम्पस में विनिर्दिष्ट अनुसूची से तहत परीक्षाओं के आयोजन में अथवा परीक्षा के परिणामों की घोषणा में विलम्ब करना;
- (xxii) विवरणिका में बसा उल्लिखित अथवा संस्थान द्वारा लागू किसी कानून के किसी उपबंध के तहत बसा अपेक्षित छात्रों की सुविधा प्रदान करने में संस्थान द्वारा विफल रहना;
- (xxiii) छात्रों के भ्रष्टाचार के लिए संस्थान द्वारा अपनाई गई गैर-मान्यता अथवा अनुचित प्रवृत्तियाँ;
- (xxiv) ऐसे किसी छात्र को छात्र के तत्वों में विलेन करना, अथवा हटाए देना जो कि विवरणिका में उल्लिखित समय के भीतर, अर्थात् बहु समय-समय पर आयोग द्वारा जारी दिशा-निर्देशों के अर्थात् ही, नामांकन वापस लेता है;
- (xxv) अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग, महिला, अल्पसंख्यक अथवा विजातीय क्षेत्रों के छात्रों से अपेक्षित भेदभाव की शिकायत;
- (xxvi) प्रवेश दिए जाने के समय जैसा प्रतीक्षा दिनांक तथा या अथवा उदात्त किया जाना अपेक्षित या के अनुसूचित पुस्तकानुसूचित जैसा प्रदान नहीं किया जाता;
- (xxvii) छात्र के उत्तीर्ण के अन्य मामलों के अलावा जिन पर वर्तमान में लागू किसी कानून के अन्तर्गत उनसे कोई अपेक्षा की जाती हो, छात्र का उत्तीर्ण किया जाना अथवा उसे विद्याया कक्षाया लागाना;
- (xxviii) संस्थान के कानूनों, अध्यादेशों, नियमों, विनियमों, या दिशा-निर्देशों के विपरीत कोई कार्यवाई किया जाना अथवा मुक्त किया जाना, अथवा
- (xxviiii) आयोग और/अथवा संबंधित विधायक निष्काश द्वारा बनाए गए/जारी किए गए नियमों और/या दिशा-निर्देशों के विपरीत कोई भी कार्यवाई किया जाना अथवा मुक्त किया जाना;

(घ) "संस्थान" से तात्पर्य विश्वविद्यालय से है जो विश्वविद्यालय अनुदान आयोग अधिनियम की धारा 2 की उप-धारा (एन) में परिभाषित है, एक संस्थान जिसे अधिनियम 3 के तहत विश्वविद्यालय नाम प्राप्त तथा है और विश्वविद्यालय अनुदान आयोग अधिनियम 1956 की धारा 12ए (1) (डी) में परिभाषित एक महाविद्यालय से है।

(ज) "नोकिया" का अर्थवाचन इन विनियमों के तहत विमुक्त नोकिया से है।

(झ) "विवरणिका" का अर्थवाचन और इसमें ऐसा कोई प्रकाशन शामिल है, चाहे वह मुद्रित स्वरूप में अथवा अन्यथा हो, जिसे जनसाधारण (जिसमें ऐसे संस्थान में प्रवेश करने के इच्छुकों सहित) को एक संस्था से संबंधित नियमों और धारणाओं जानकारी प्रदान करने के लिए ऐसे संस्थान अथवा किसी अधिकृत अथवा ऐसे संस्थान द्वारा ऐसा करने के लिए प्राधिकृत किए गए किसी व्यक्ति द्वारा जारी किया गया हो।

(ञ) "छात्र" के अर्थवाचन किसी ऐसे संस्थान जिसमें बहु विनियम लागू होते हैं, में किसी भी पाठ्यक्रम से अर्थात् औपचारिक/मुक्त और दूरस्थ शिक्षा (ओडीएल)/ऑनलाइन से नामांकित किसी व्यक्ति अथवा नामांकित होने के लिए प्रवेश जति के इच्छुक से है।

- (द) "ज्ञान विकास निवारण समिति (एफडीआरपी)" का अधिप्राय एक संस्थान के स्तर पर इन विनियमों के तहत गठित एक समिति से है, तथा
- (इ) "विश्वविद्यालय" से अधिप्राय अधिनियम की धारा 2 की कंड (च) में क्या परिभाषित द्वितीय विश्वविद्यालय से है अथवा जहाँ अधिनियम के अनुसार, तत्संबंध की धारा 3 के तहत इस प्रकार घोषित कोई कम विश्वविद्यालय संस्थान से है।

(2) इन विनियमों में प्रयुक्त और परिभाषित नहीं किए गए लेकिन विश्वविद्यालय अधिनियम अधीन अधिनियम, 1956 में परिभाषित शब्दों और अभिव्यक्तियों के वही अर्थ होंगे जो इसका अधिनियम में उनके लिए निर्धारित किए गए हैं।

#### 4. विनियमों का अन्वय प्रकाशन, इसकी विषयवस्तु तथा मूल्य निर्धारण

- (1) प्रत्येक संस्थान, अपने पाठ्यक्रम वा अध्वयन के द्वितीय की कार्यक्रम में प्रवेश करने करने की तिथि से कम से कम साठ दिन की समाप्ति से पूर्व अपनी वेबसाइट पर एक विनियम प्रकाशित और अथवा प्रकाशित करेगा, जिसमें इस तरह के संस्थान में प्रवेश लेने के इच्छुक व्यक्तियों और आम जनता की जानकारी के लिए निम्नलिखित जानकारी अंतर्भूत होगी, तथा:
- (क) प्रत्येक पाठ्यक्रम अथवा अध्वयन के कार्यक्रम के लिए, शिक्षण के घंटों, व्यावहारिक सत्रों और अन्य कार्य के साथ-साथ अध्वयन के कार्यक्रमों और पाठ्यक्रमों की पूर्ण सही उपयुक्त सांख्यिक सांख्यिक अथवा संस्थान, जैसा भी मामला हो, द्वारा विनिर्दिष्ट पाठ्यक्रम की जांच करेगा।
- (ख) विषय शिक्षा वर्ष हेतु प्रवेश दिए जाने का प्रस्ताव हो, उसके प्रत्येक पाठ्यक्रम अथवा अध्वयन के कार्यक्रम के संबंध में उपयुक्त सांख्यिक सांख्यिक द्वारा अनुमोदित पीठों की संख्या।
- (ग) संस्थान द्वारा विनिर्दिष्ट द्वितीय विशेष पाठ्यक्रम अथवा अध्वयन कार्यक्रम में छात्र के रूप में प्रवेश के लिए व्यक्तियों की न्यूनतम और अधिकतम आयु सीमा सहित शैक्षिक योग्यता और पाठ्यक्रम की अर्थ।
- (घ) इस प्रकार के प्रवेश के लिए आवेदन करने वाले योग्य उम्मीदवारों के चयन की प्रक्रिया, जिसमें प्रत्येक पाठ्यक्रम अथवा अध्वयन कार्यक्रम में प्रवेश के लिए ऐसे अभ्यर्थियों के चयन के लिए परीक्षा या इम्तहान के विवरण के संबंध में सभी संभव जानकारी और प्रवेश परीक्षा के लिए निर्धारित शुल्क की राशि शामिल है।
- (ङ) द्वितीय पाठ्यक्रम वा अध्वयन कार्यक्रम में अध्वयन करने के लिए ऐसे संस्थान में भर्ती किए गए छात्रों द्वारा देय शुल्क, तथा छात्रों और अन्य प्रभारों के प्रत्येक बटक और ऐसे मुगदानों की अन्य निबंधन और शर्तें।
- (च) छात्रों लगाए जाने और पंजीयन किए जाने हेतु विनियमविनियम, विनिर्दिष्ट शीर्ष अथवा श्रेणियां, लगाए जाने वाली छात्रों की न्यूनतम और अधिकतम उम्र।
- (छ) ऐसे संस्थानों में छात्रों लेने वाले छात्रों द्वारा यदि पाठ्यक्रम वा अध्वयन कार्यक्रम के पूरा होने से पहले अथवा के बाद छात्रों छोड़ दिया जाता है तो छात्रोंकी प्रतिवाच किए जाने वाले शिक्षण शुल्क और अन्य प्रभारों की प्रतिशत तथा समस्त सीमा जिसके भीतर तथा प्रकृति जिससे छात्रोंको ऐसा प्रतिवाच किया जाएगा।
- (ज) उनकी शैक्षिक योग्यता शिक्षण संकाय का विवरण, उनकी नियुक्ति का स्वरूप (निर्भर/अन्यथा/अस्थायी) और उसके प्रत्येक प्रवर्ष के शिक्षण अनुभव के साथ।
- (झ) शैक्षिक और शैक्षणिक गुणवत्ता दंडों और छात्रावास तथा इसके शुल्क, पुस्तकालय, विद्यालय अथवा अयोग, वहाँ छात्रोंकी व्यावहारिक शिक्षण दिया जाता है, सहित अन्य सुविधाओं के संबंध में जानकारी और विशेषरूप से छात्रों द्वारा संस्थान में प्रवेश प्राप्त करने पर प्राप्त होने वाली सुविधाओं का सही अंतर्भूत हो।

- (अ) संस्थान के परिषद के भीतर अथवा बाह्य आयोगों/अनुशासन बनाए रखने के संबंध में सभी संघत निदेशों/विशेषज्ञों से किसी छात्र अथवा छात्रों की रैगिंग निषिद्ध करने संबंधी ऐश्वर्य/अनुशासन को बनाए रखने और उसका उल्लंघन किए जाने के परिणामों और संघत प्राथमिक विनियामक प्राधिकरण द्वारा इस संबंध में विचार किए गए किसी विनियम के उल्लंघन का उल्लंघन किए जाने के परिणामों का स्पष्ट अंतर्निहित होगा, तथा
- (ब) आयोग द्वारा क्या विनिर्देश और अन्य बातें जारी की जाएंगी।
- प्रत्येक संस्थान इस विनियम के अंतर्गत (क) से (द) में उल्लिखित जानकारी को अपनी वेबसाइट पर प्रकाशित/अपलोड करेगा/करेंगी/विभिन्न समाचार-पत्रों और अन्य मासिकों के माध्यम से प्रमुखता से प्रदर्शित करते हुए विद्यार्थियों के माध्यम से हस्तक्षेप छात्रों और आम जनता का ज्ञान वेबसाइट पर इस तरह के उल्लंघन की और विचार्य जाएगा।
2. प्रत्येक संस्थान अपनी विवरणीयता की प्रत्येक मुद्रित प्रति का मूल्य निर्धारित करेगा, जोकि विवरणीयता के प्रकाशन और वितरण की उचित लागत से अधिक नहीं होगी और विवरणीयता के प्रकाशन, वितरण या विक्री से कोई लाभ अर्जित नहीं किया जाएगा।

### 5. छात्र शिक्षण विचारण समितियाँ (एसटीआरसी)

- (i) संस्थान से संबंधित किसी भी छात्र की किसी भी शिक्षण विचारण समिति (एसटीआरसी) के अध्यक्ष को संबोधित की जाएगी।
- (ii) प्रत्येक संस्थान छात्रों की शिक्षणों पर विचार करने के लिए निम्नलिखित संरचना के साथ अपनी संस्था में छात्रों की शिक्षण विचारण समितियों (एसटीआरसी) का गठन करेगा, जिनमें शिक्षणक्षमता हो सकती है, समातः
- एक प्रोफेसर - अध्यक्ष
  - संस्थान के चार प्रोफेसर/वरिष्ठ संकाय सदस्य - सदस्य के रूप में।
  - शैक्षिक बोम्बता/सह-कूर में उल्लंघनासू-माध्यम/मतिविधियों में प्रदर्शन के आधार पर नामित किए जाने वाले छात्रों में से एक प्रतिनिधि- विशेष आमंत्रित।
  - अज्ञान अथवा कम से कम एक सदस्य का महिला होना चाहिए तथा कम से कम एक सदस्य अथवा अध्यक्ष अनुसूचित जाति/अनुसूचित जनजाति/अन्य पिछड़ा वर्ग में होना चाहिए।
  - अज्ञान और सदस्यों का कार्यकाल दो वर्ष की अवधि के लिए होगा।
  - विशेष आमंत्रित सदस्य का कार्यकाल एक वर्ष का होगा।
  - वैतक के लिए गणपूर्ति अथवा सहित भेजिन विशेष आमंत्रित अति को शीघ्र कर तीन का होगा।
  - एसटीआरसी अपने समय आने वाली शिक्षणों पर विचार करने हुए नैसर्गिक लाभ के सिद्धांतों का पालन करेगा।
  - एसटीआरसी अपनी रिपोर्ट सिस्टारिओं के नाम, यदि कोई हो, संबंधित संस्था के सदस्य प्राधिकारी को भेजेगा और उसकी एक प्रति भी छात्रों को, अधिमातः शिक्षण प्रान होने की तारीख से 15 कार्य दिवसों की अवधि के अंदर भेजेगा।
  - छात्रों की शिक्षण विचारण समिति के निर्णय से भी छात्र इस प्रकार के निर्णय की प्राप्ति की तारीख से पंद्रह दिनों की अवधि के भीतर लोकायत के समक्ष अर्पित कर सकता है।

### 6. लोकायत की नियुक्ति, सेवाकाल, पर से हटाया जाना और सेवा की शर्तें।

- (i) प्रत्येक विश्वविद्यालय इन विनियमों के तहत विश्वविद्यालय के छात्रों और महाविद्यालय विश्वविद्यालय से जुड़े संस्थानों के छात्रों की शिक्षणों के समाधान के लिए लोकायत की नियुक्ति करेगा।

- (iv) एग्जीक्यूटिवी के निर्णयों के विरुद्ध की गई अपीलों को सुनने और उन पर निर्णय लेने के लिए लोअरपाल के रूप में नामित एक या अधिक अंशकालिक न्यायिकारी होंगे।
- (vii) लोअरपाल सेवानिवृत्त कृषक या सेवानिवृत्त प्रोफेसर (जिनमें अधिकांश (हीन) विमान प्रवृत्त के रूप में काम किया हो) होंगे और उनके पास राज्य-केन्द्रीय विश्वविद्यालयों/राष्ट्रीय कृषक के संस्थानों/यस विश्वविद्यालयों या पूर्व जिले में न्यायाधीश के रूप में 10 वर्ष का अनुभव हो।
- (viii) लोअरपालनिष्पत्ति के समय, निष्पत्ति से पहले एक वर्ष के दौरान या लोअरपाल के रूप में आने कार्यकाल के दौरान, संस्थान के नाम दिनों के उपरांत में नहीं होंगे जहाँ उनके व्यक्तिगत संबंध, पेशेवर संबंधता या किसीन दिन समझौता कर सकते हैं या उचित रूप से संस्थान के प्रति निर्णय की स्वतंत्रता से समझौता करने के लिए प्रतीत हो सकते हैं।
- (ix) लोअरपाल को नए पद बनाने की जिम्मेदारी वर्ष की अवधि के लिए अपना 70 वर्ष की आयु प्राप्त करने तक, इनमें से जो भी पहले हो, के लिए निवृत्त किया जाएगा और कार्यकाल के लिए पुनर्निष्पत्ति के लिए पात्र होंगा।
- (x) सुनवाई का संवाहन करने के लिए लोअरपाल को संबंधित विश्वविद्यालय द्वारा निर्धारित नियमों के अनुसार प्रति दिन प्रति बैठक के अक्षर पर शुल्क का भुगतान किया जाएगा और इसके अतिरिक्त, के नाम पर किए गए न्याय की प्रतिपूर्ति के लिए पात्र होंगे।
- (xi) अत्याचार या दुर्भाववाही के विरुद्ध आरोपों पर विश्वविद्यालय लोअरपाल को पद से हटा सकता है।
- (xii) लोअरपाल को हटाने का कोई भी आदेश जब तक नहीं दिया जाएगा जब तक कि इस संबंध में किसी ऐसे व्यक्ति द्वारा वांच नहीं कर ली जाती है, जो उच्च न्यायालय के सेवानिवृत्त न्यायाधीश के पद से नीचे के पद का व्यक्ति ना हो, और जिसमें लोअरपाल को सुनवाई का उचित अवसर दिया गया हो।

#### 7. लोअरपाल के कार्यकरण

- (i) लोअरपाल, शाह द्वारा इन विनियमों के तहत उपबंधित सभी विद्वानों को अपनाये के पश्चात् ही सीहितकार की अपील की सुनवाई करेंगे।
- (ii) पचास, पचास के संवाहन में अथवा अनुसंधान की प्रक्रिया में गठबन्दी के मुद्दों को लोअरपाल को संवर्धित किया जा सकता है, तथापि, लोअरपाल द्वारा उत्तर-पुस्तिकाओं के पूर्व-न्यायालय अथवा अंको को पुन-मोल करने हेतु कोई अपील अथवा आवेदन पर लोअरपाल द्वारा सुनवाई नहीं की जाएगी, जब तक कि संस्था की किसी विशिष्ट घटना के परिणामों को प्रभावित करने वाली किसी विशिष्ट अनिश्चितता को हलित नहीं किया जाता है।
- (iii) लोअरपाल, अतिरिक्त रूप से किए गए संस्था की शिकायतों की सुनवाई करने के लिए नामित के रूप में किसी भी व्यक्ति की सहायता प्राप्त कर सकता है।
- (iv) लोअरपाल सीहितकार (आरो)से अपील प्राप्त होने के 30 दिनों के भीतर शिकायतों का समाधान करके लिए सभी प्रयास करेंगे।

#### 8. लोअरपाल तथा शाह शिकायत निवारण समितियों द्वारा शिकायतों के निवारण हेतु प्रक्रिया

- (i) उत्पन्न संस्था, इस अधिनियम के प्राप्ति होने की तिथि से तीन माह की अवधि के भीतर एक अंतर्गत-रिपोर्टल तैयार करेंगे, जहाँ कोई भी सीहितकार अपनी शिकायत के निवारण के लिए आवेदन कर सकता है।

- (iv) आंतराहल शिक्षावत प्राप्त होने पर संस्थान, आंतराहल शिक्षावत की प्राप्ति के 15 दिनों के भीतर अपनी विषयविशेष मंडल शिक्षावत को उपयुक्त छात्र शिक्षावत निवारण समिति को भेजेगा।
- (vii) छात्र शिक्षावत समिति, जैसा भी मामला हो, शिक्षावत की सुनवाई के लिए एक विधि निर्धारित करेगी जिसकी जानकारी संस्थान और गैरिडिटराल को दी जाएगी।
- (viii) गैरिडिटराल छात्र या जो व्यक्तिगत रूप से पैस हो सकता है अपना अपना यह रखने के लिए अपने डिपॉजिटिनिधि को अधिकृत कर सकता है।
- (ix) छात्र शिक्षावत निवारण समिति द्वारा समन्वय नहीं की गई शिक्षावतों को इन विनियमों में उल्लंघित समन्वयि के भीतर लोकराल को भेजा जाएगा।
- (x) संस्थान, शिक्षावतों के ग्रीक नियमान हेतु लोकराल अपना छात्र शिक्षावत निवारण समिति (समिति), जैसा भी मामला हो, कासहयोग करेगी।
- (xi) लोकराल, संबंधित पक्षों को सुनवाई का उचित अवसर देने के बाद, कार्यवाही के समापन पर, संबंधी कारणों के साथ, इस प्रकार का आदेश पारित करेगा, जैसा कि शिक्षावत के निवारण के लिए उपयुक्त मानता जा सकता है और ऐसी उद्घरण कर सकता है जो गैरिडिटराल के लिए उपयुक्त हो सकती है।
- (xii) संस्थान के साथ ही साथ गैरिडिटराल को लोकराल के हस्ताक्षर के तहत जारी की गई आदेश की प्रतियां उपलब्ध कराई जाएगी।
- (xiii) संस्थान, लोकराल की विचारियों का अनुपालन करेगा।
- (xiv) जहां शिक्षावत झूठी या कुछ पाई जाती है उस स्थिति में लोकराल शिक्षावतकर्ता के विरुद्ध उपयुक्त कार्यवाही किए जाने की विचारित कर सकता है।

#### 9. लोकराल और छात्र शिक्षावत निवारण समितियों के संबंध में जानकारी:

संस्थान अपनी वेबसाइट और अपनी विवरणिका में स्पष्ट रूप से इसके लेखाधिकार में आने वाली छात्र शिक्षावत निवारण समिति(समितियों) तथा अपनी किए जाने के प्रयोजनार्थ लोकराल के संबंध में सभी महत्व जानकारीयां उपलब्ध कराएगा।

#### 10. अनुपालन नहीं किए जाने के परिणाम

आयोग, किसी भी संस्थान के संबंध में, जो कमबुझकर इन विनियमों का उल्लंघन करते हैं अथवा बार-बार लोकराल या छात्र शिक्षावत निवारण समितियों की विचारित का शकल करने में विफल रहते हैं, जैसा भी मामला हो, जब तक संस्थान आयोग की संतुष्टि तक इन विनियमों का अनुपालन नहीं करता है, जब तक संस्थान के विरुद्ध निरुद्ध एक या एक से अधिक कार्यवाहियां की जा सकती हैं।

- क) अधिनियम की धारा 12(बी) के तहत अनुदान प्राप्त करने के लिए उपयुक्तता की घोषणा को वापस लेता;
- ख) संस्थान को आर्गेंटिड किसी अनुदान को रोकना या सकता है;
- ग) आयोग के किसी भी सामान्य अथवा विशेष महाभारत कार्यक्रम के तहत किसी भी महाभारत को प्राप्त करने हेतु विचार किए जाने के लिए संस्थान को अनौपचार्य घोषित करना।
- घ) संस्थान को एक निर्विड अवधि के लिए आंतराहल/मुक्त और दूरस्थ शिक्षा माध्यम से पाठ्यक्रम की रोकथाम करने के लिए अनौपचार्य घोषित करना;
- ङ) आंतराहल/ मुक्त और दूरस्थ शिक्षा माध्यम से पाठ्यक्रमों की रोकथाम करने की स्वीकृति को वापस लेना/रोकराल/निर्बंधित करना।

- (च) उपयुक्त सीटिंगा में प्रमुखता से प्रदर्शित कर और आयोग की वेबसाइट पर पोस्ट कर प्रवेश हेतु संभावित अभ्यर्थियों सहित जनसाधारण को सूचित करना तथा इस बाबत घोषणा करना कि संस्थान में शिक्षकों के नियुक्त के लिए न्यूनतम मानक मौजूद नहीं हैं।
- (छ) महाविद्यालय के मामले में, संबद्धता की जांच करने के लिए संबद्ध विश्वविद्यालय को सिफारिश करना,
- (ज) सम विश्वविद्यालय संस्थान के मामले में ऐसी कार्यवाही करना, जो आवश्यक, उचित एवं उपयुक्त हो।
- (झ) सम विश्वविद्यालय संस्थान के मामले में सम विश्वविद्यालय संस्थान के रूप में घोषणा को वापस लिए जाने के लिए, यदि आवश्यक हो तो, केंद्र सरकार को सिफारिश करना,
- (ञ) राज्य अधिनियम के अंतर्गत स्थापित अथवा निर्गमित विश्वविद्यालय के मामले में राज्य सरकार को आवश्यक एवं उचित कार्यवाही करने की सिफारिश करना,
- (ट) पैर अनुपालना के लिए संस्थान के प्रति ऐसी कार्यवाही करना जो आवश्यक एवं उपयुक्त समझी जाए।

इसलिए इन विनियमों के अंतर्गत आयोग की ओर से कोई कार्यवाही नहीं की जाएगी, जब तक कि संस्थान की अपनी स्थिति को स्पष्ट करने एवं उसके पक्ष को सुने जाने का अवसर नहीं दिया गया हो।

11. इन विनियमों में उल्लिखित कोई भी शर्त, विश्वविद्यालय अनुदान आयोग (छात्रों की शिक्षागत विवादों) विनियम, 2019 के प्रावधानोंके अंतर्गत निम्न किसी पंजाबी लोडपास के कार्यकाल की अवधि के दौरान उसके पद पर बने रहने को प्रतिकूल रूप से प्रभावित नहीं होगी; कार्यकाल समाप्त होने के पश्चात् लोडपास की नियुक्ति विश्वविद्यालय अनुदान आयोग (छात्रों की शिक्षागतों का निवारण) के विनियम, 2023 के अनुबन्ध की जाएगी।

ज. मनिस र. बोली, सचिव  
[विज्ञापन-III-4/असा./13-2023-24]

## UNIVERSITY GRANTS COMMISSION NOTIFICATION

New Delhi, the 11th April, 2023

### University Grants Commission (Redressal of Grievances of Students) Regulations, 2023

**F1-13/2022 (CPP-II).**— In exercise of the powers conferred under clause (3) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Redressal of Grievances of Students) Regulations, 2019, the University Grants Commission hereby makes the following regulations, namely:—

#### 1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

- (a) These regulations shall be called as the University Grants Commission (Redressal of Grievances of Students) Regulations, 2023.
- (b) They shall apply to all higher education institutions, whether established or incorporated by or under a Central Act or a State Act, and every institution recognised by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a University declared as such under Section 2 therein and to all higher education institutions affiliated to a University.
- (c) They shall come into force from the date of their publication in the Official Gazette.

#### 2. OBJECTIVE

To provide opportunities for redressal of certain grievances of students already enrolled in any institution, as well as those seeking admission to such institutions, and a mechanism thereto.



**3. DEFINITION**

(1) In these regulations, unless the context otherwise requires—

- (a) "Act" means the University Grants Commission Act, 1956 (3 of 1956);
- (b) "aggrieved student" means a student, who has any complaint in the matters relating to or connected with the grievances defined under these regulations;
- (c) "college" means any institution, so defined in clause (b) of sub-section (1) of section 12A of the Act;
- (d) "Commission" means the University Grants Commission established under section 4 of the UGC Act, 1956;
- (e) "declared admission policy" means such policy, including the process there under, for admission to a course or program of study as may be offered by the institution by publication in the prospectus of the institution;
- (f) "grievance" means, and includes, complaint(s) made by an aggrieved student in respect of the following, namely:
- i. admission contrary to merit determined in accordance with the declared admission policy of the institution;
  - ii. irregularity in the process under the declared admission policy of the institution;
  - iii. refusal to admit in accordance with the declared admission policy of the institution;
  - iv. non-publication of a prospectus by the institution, in accordance with the provisions of these regulations;
  - v. publication by the institution of any information in the prospectus, which is false or misleading, and not based on facts;
  - vi. withholding of, or refusal to return, any document in the form of certificates of degree, diploma or any other award or other document deposited by a student for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
  - vii. demand of money in excess of that specified to be charged in the declared admission policy of the institution;
  - viii. violation, by the institution, of any law for the time being in force in regard to reservation of seats in admission to different category of students;
  - ix. non-payment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of such institution, or under the conditions, if any, prescribed by the Commission;
  - x. delay by the institution in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the institution, or in such calendar prescribed by the Commission;
  - xi. failure by the institution to provide student amenities as set out in the prospectus, or as required to be provided by the institution under any provisions of law for the time being in force;
  - xii. non-transparent or unfair practices adopted by the institution for the evaluation of students;
  - xiii. delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospectus, subject to guidelines, if any, issued by the Commission, from time to time;
  - xiv. complaints of alleged discrimination of students from the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Women, Minorities or persons with disabilities categories;
  - xv. denial of quality education as promised at the time of admission or required to be provided;
  - xvi. harassment or victimization of a student, other than cases of harassment, which are to be proceeded against under the penal provisions of any law for the time being in force;
  - xvii. any action initiated/taken contrary to the statutes, ordinances, rules, regulations, or guidelines of the institution; and
  - xviii. any action initiated/taken contrary to the regulations and/or guidelines made/issued by the Commission and/or the regulatory body concerned.

- (g) "Institution" means a university as defined in sub-section (f) of Section 2 of the UGC Act, an institution declared as institution deemed to be university under Section 3 of the Act, and a college as defined under section 12A (1) (b) of the University Grants Commission Act, 1956;
- (h) "Ombudsperson" means the Ombudsperson appointed under these regulations;
- (i) "Prospectus" means and includes any publication, whether in print or otherwise, issued for providing fair and transparent information, relating to an institution, to the general public (including to those seeking admission in such institution) by such institution or any authority or person authorized by such institution to do so;
- (j) "Student" means a person enrolled, or seeking admission to be enrolled, in any institution, to which these regulations apply, through any mode i.e. Formal / Open and Distance Learning (ODL) / Online;
- (k) "Students' Grievance Redressal Committee (SGRC)" means a committee constituted under these regulations, at the level of an institution; and
- (l) "University" means a University so defined in clause (f) of section 2 of the Act or, where the context may be, an institution deemed to be University declared as such under Section 3 thereof.
- (2) Words and expressions used and not defined in these regulations but defined in the University Grants Commission Act, 1956 shall have the same meanings as respectively assigned to them in the Act.

#### 4. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS, AND PRICING:

- (1) Every institution, shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:
- (a) the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;
  - (b) the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;
  - (c) the conditions of educational qualifications and eligibility (including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution);
  - (d) the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;
  - (e) each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
  - (f) rules/regulations for imposition and collection of any fines in specified heads or categories, minimum and maximum fines may be imposed;
  - (g) the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
  - (h) details of the teaching faculty, including their educational qualifications, along with their type of appointment (Regular/visiting/guest) and teaching experience of every member thereof;
  - (i) information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital, or industry wherein the practical training is to be imparted to the students and in particular the amenities accessible by students on being admitted to the institution;
  - (j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution, and, in particular such discipline relating to the prohibition of ragging of any student or students and the consequences thereof and for violating the provisions of any regulation in this behalf made by the relevant statutory/regulatory authority; and
  - (k) Any other information as may be specified by the Commission.

Provided that an institution shall publish/upload information referred to in clauses (a) to (k) of this regulation, on its website, and the attention of prospective students and the general public shall be drawn as such publication being on the website through advertisements displayed prominently in different newspapers and through other media.

- (2) Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its publication and distribution and no profit be made out of the publication, distribution, or sale of prospectus.

#### 5. STUDENT GRIEVANCE REDRESSAL COMMITTEES (SGRC)

- (i) A complaint from an aggrieved student relating to the institution shall be addressed to the Chairperson, Students' Grievance Redressal Committee (SGRC).
- (ii) Every Institution shall constitute such number of Students' Grievance Redressal Committees (SGRC), as may be required to consider grievances of the students, with the following composition, namely:
  - a) A Professor - Chairperson
  - b) Four Professors/Senior Faculty Members of the Institution as Members
  - c) A representative from among students to be nominated on academic merit-excellence in sports performance in co-curricular activities-Special invitee
- (iii) Atleast one member or the Chairperson shall be a woman and atleast one member or the Chairperson shall be from SC/ST/OBC category.
- (iv) The term of the chairperson and members shall be for a period of two years.
- (v) The term of the special invitee shall be one year.
- (vi) The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
- (vii) In considering the grievances before it, the SGRC shall follow principles of natural justice.
- (viii) The SGRC shall send its report with recommendations, if any, to the competent authority of the institution concerned and a copy thereof to the aggrieved student, preferably within a period of 15 working days from the date of receipt of the complaint.
- (ix) Any student aggrieved by the decision of the Students' Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within a period of fifteen days from the date of receipt of such decision.

#### 6. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:

- (i) Each University shall appoint Ombudsperson for redressal of grievances of students of the university and colleges/institutions affiliated with the university under these regulations.
- (ii) There shall be one or more part-time functionaries designated as Ombudspersons to hear and decide on appeals preferred against the decisions of the SGRCs.
- (iii) The Ombudsperson shall be a retired Vice-Chancellor or a retired Professor (who has worked as Dean/HOD) and has 10 years' experience as a Professor at State/Central Universities/Institutions of National Importance/Deemed to be Universities or former District Judge.
- (iv) The Ombudsperson shall not, at the time of appointment, during one year before appointment, or in the course of his/her tenure as Ombudsperson, be in conflict of interest with the institution where his/her personal relationship, professional affiliations or financial interest may compromise or reasonably appear to compromise, the independence of judgment towards the institution.
- (v) The Ombudsperson shall be appointed for a period of three years or until he/she attains the age of 70 years, whichever is earlier, from the date of assuming office, and shall be eligible for reappointment for another one term.
- (vi) For conducting the hearings, the Ombudsperson shall be paid a sitting fee, per diem, in accordance with the norms fixed by the respective university and shall, in addition, be eligible for reimbursement of the expenditure incurred on conveyance.
- (vii) The University may remove the Ombudsperson from office, on charges of proven misconduct or misbehavior.
- (viii) No order of removal of Ombudsperson shall be made except after an inquiry made in this regard by a person, not below the rank of a retired judge of the High Court in which a reasonable opportunity of being heard is given to the Ombudsperson.

#### 7. FUNCTIONS OF OMBUDSPERSON:

- (i) The Ombudsperson shall hear appeals from an aggrieved student, only after the student has availed all other remedies provided under these regulations.

- (ii) While issues of malpractices in the conduct of examination or in the process of evaluation may be referred to the Ombudsperson, no appeal or application for re-valuation or re-totaling of answer sheets from an examination, shall be entertained by the Ombudsperson unless specific irregularity materially affecting the outcome or specific instance of discrimination is indicated.
- (iii) The Ombudsperson may avail assistance of any person, as *amicus curiae*, for hearing complaints of alleged discrimination.
- (iv) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the aggrieved student(s).

#### **8. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:**

- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student may submit an application seeking redressal of grievance.
- (ii) On receipt of an online complaint, the institution shall refer the complaint to the appropriate Students' Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
- (iii) The Students' Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved student.
- (iv) An aggrieved student may appear either in person or authorise a representative to present the case.
- (v) Grievances not resolved by the Students' Grievance Redressal Committee within the time period provided in these regulations may be referred to the Ombudsperson by the university.
- (vi) Institutions shall extend co-operation to the Ombudsperson or the Student Grievance Redressal Committee(s), in early redressal of grievances.
- (vii) The Ombudsperson shall, after giving reasonable opportunities of being heard to the parties concerned, on the conclusion of proceedings, pass such order, with reasons thereof, as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
- (viii) The institution, as well as the aggrieved student, shall be provided with copies of the order under the signature of the Ombudsperson.
- (ix) The institution shall comply with the recommendations of the Ombudsperson.
- (x) The Ombudsperson may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

#### **9. INFORMATION REGARDING OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:**

An institution shall furnish, prominently, on its website and in its prospectus, all relevant information in respect of the Students' Grievance Redressal Committee(s) coming in its purview, and the Ombudsperson for the purpose of appeals.

#### **10. CONSEQUENCES OF NON-COMPLIANCE:**

The Commission shall in respect of any institution, which wilfully contravenes these regulations or repeatedly fails to comply with the recommendation of the Ombudsperson or the Students' Grievance Redressal Committee, as the case may be, proceed to take one or more of the following actions till the institution complies with these Regulations to the satisfaction of the Commission, namely:

- (a) withdrawal of declaration of fitness to receive grants under section 11B of the Act,
- (b) withholding any grant allocated to the institution.

- (c) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Commission;
- (d) declaring the institution ineligible to offer courses through Online-ODL mode for a specified period;
- (e) withdrawing / withholding / suspending the approval for offering courses through Online-ODL mode;
- (f) informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (g) recommend to the affiliating University for withdrawal of affiliation, in case of a college;
- (h) take such action as it may deem necessary, appropriate and fit, in case of an institution deemed to be University;
- (i) recommend to the Central Government, if required, for withdrawal of declaration as institution deemed to be a University, in case of an institution deemed to be University;
- (j) recommend to the State Government to take necessary and appropriate action, in case of a University established or incorporated under a State Act;
- (k) such other action as may be deemed necessary and appropriate against an institution for non-compliance.

Provided that no action shall be taken by the Commission under this regulation, unless the institution has been provided an opportunity of being heard to explain its position.

11. Nothing mentioned herein above in these regulations shall affect the continuance in office, during the currency of the term, of an incumbent Ombudsperson appointed under the provisions of the UGC (Redress of Grievances of Students) Regulations, 2019, where after, the appointment of Ombudsperson shall be made as per University Grants Commission (Redressal of Grievances of Students) Regulations, 2023.

Prof. MANISH R. JOSHI, Secy.  
[ADVT -III-4/Enty./13/2023-24]





















- (17) कि वह कोई भी व्यक्ति नियुक्त करेगा, जो कि वह अपने कार्य के लिए आवश्यक है, और जो कि वह अपने कार्य के लिए आवश्यक है;
- (18) कि वह किसी भी व्यक्ति को नियुक्त करेगा, जो कि वह अपने कार्य के लिए आवश्यक है, और जो कि वह अपने कार्य के लिए आवश्यक है;
- (19) कि वह किसी भी व्यक्ति को नियुक्त करेगा, जो कि वह अपने कार्य के लिए आवश्यक है, और जो कि वह अपने कार्य के लिए आवश्यक है;
- (20) कि वह किसी भी व्यक्ति को नियुक्त करेगा, जो कि वह अपने कार्य के लिए आवश्यक है, और जो कि वह अपने कार्य के लिए आवश्यक है;

(Signature: [Illegible])

सचिव, मानव संसाधन विभाग

## MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

### NOTIFICATION

New Delhi, the 2nd May, 2017

University Grants Commission (Prevention, prohibition and removal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2017

No. F.41(1)GR&TFC&S.—In exercise of the powers conferred by clause (g) of sub-section (1) of section 20 of the University Grants Commission Act, 1956 (7 of 1956), read with sub-section (1) of section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:

1. Short title, application and commencement.—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and removal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2017.
- (2) They shall apply to all higher educational institutions in India.
- (3) They shall come into force on the date of their publication in the Official Gazette.
2. Definitions.—In these regulations, unless the context otherwise requires,—
  - (a) "aggrieved woman" means a woman who is or was employed or who claims to have been subjected to any act of sexual harassment by the respondent;
  - (b) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
  - (c) "campus" means the premises or the land on which a Higher Educational Institution and its related institutions including the libraries, laboratories, lecture halls, recreation, sports, canteen, student unions, boards, dining halls, studios, parking areas, parks, the grounds and other amenities that have common access, book corners, etc., are situated and also facilities situated campus and convey within its jurisdiction owned by a member of the HEI including transportation provided for the purpose of conveying to and from the institutions; the premises include the institutions or their reps., auxiliaries, study cells, libraries, club/HRD facilities, places used for camps, cultural festivals, sports events and such other activities where a person is participating in the capacity of an employee or a student of the HEI.

- (b) “**University Grants Commission**” means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (1 of 1956);
- (c) “**sexual harassment**” are persons who have engaged in prohibited activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in prohibited activity and such person can be an employee or a fellow student or graduate of the affected person;
- (d) “**employee**” means a person as defined in the Act and also includes, for the purposes of these Regulations, person, apprentice (as called by any other name), worker, volunteer, teacher assistant, research assistant, whether employed or not, including those involved in field studies, projects, short-term and camps;
- (e) “**Educative Authority**” means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Educative Authority means the Discipline Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1985 or its equivalent rules;
- (f) “**Higher Educational Institution**” (HEI) means a university within the meaning of clause (c) of section 2, a college within the meaning of clause (b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (1 of 1956);
- (g) “**Institution Complaint Committee**” (ICC) means Intra-institution Complaint Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC.  
Provided that in the future when the HEI shall ensure that the constitution of such a body is as required for ICC under these regulations. Provided further that such a body shall be bound by the provisions of these regulations;
- (h) “**prohibited activity**” includes reasonable suspicion as a person believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, colluding with an internal investigator or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or its delegate;

(k) “**Sexual Harassment**” means:

- (i) “An unwanted conduct with sexual overtones if it occurs or which it persists and which amounts, individually or cumulatively to a hostile and intimidating environment or is calculated or likely to be so, or if it is of a nature which causes or is likely to cause severe consequences and includes any one or more or all of the following undesirable acts or behaviour (whether directly or by implication), namely:
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
  - (b) demand or request for sexual favours;
  - (c) making sexually coloured remarks;
  - (d) physical contact and advances, or;
  - (e) showing pornography”
- (ii) any one or more than one or all of the following circumstances, if it occurs or is present in situation or connected with any behaviour that has explicit or implicit sexual overtones:
- (a) implied or explicit promise of preferential treatment or good pay (or) for sexual favours;
  - (b) implied or explicit threat of detrimental treatment in the conduct of work;
  - (c) implied or explicit threat about the present or future status of the person concerned;
  - (d) issuing an intimidating order or hostile working environment;
  - (e) Humiliating treatment likely to affect the health, ability, dignity or physical integrity of the person concerned;



(ii) "sexual assault" means a gross and deliberate act involving a programme of study which directly impacts only a limited field, including harassment, having consequences in a HEI; provided that a student who is in the process of taking admission in HEI, campus, although not yet admitted, shall be treated, for the purpose of these regulations, as a student of that HEI, when any incident of sexual harassment takes place against that student; provided that a student who is a participant in one of the activities in a HEI only then the HEI where such student is enrolled shall be treated for the purpose of these regulations, as a student of that HEI when any incident of sexual harassment takes place against such student;

(iii) "third party (harassment)" refers to a situation where sexual harassment occurs in a course of an act or omission by any third party or parties, who is not an employee or a student of the HEI, but a person in the HEI to whom such capacity or the associated program situation;

(iv) "victimization" means any unreasonable treatment accorded to a person with an explicit or implicit purpose to cause actual harm;

(v) "workplace" means the campus of a HEI including:

(a) Any department, organization, association, institution, company, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by such person, directly or indirectly by the appropriate HEI;

(b) Any space, location, stadium, sports complex or compound in which, within, whether residential or not used for working, sports or other activities relating thereto in HEI;

(c) Any place visited by the students or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for addressing such journey for students HEI;

### 3. Responsibilities of the Higher Educational Institution—(A) Every HEI shall:

(a) Whomever required, appropriately, facilitate the spirit of the above definitions in its policy and regulation on prevention and prohibition of sexual harassment against the employees and the students, and notify its employees and other management staff the requirements of the Regulations;

(b) actively notify the provisions against sexual harassment and cooperate with Government;

(c) organize training programmes in the case may be, workshops for the officers, faculty members, faculty staff students, as indicated in the SANSTHAN Report (Measures for Ensuring the Safety of Women and Programme for Gender Sensitization in Campus) of the Commission, in awareness form and ensure knowledge and awareness of the rights, obligations and responsibilities enshrined in the Act and under these regulations;

(d) not discriminate against all gender based violence perpetrated against employees and students of all levels disregarding their physical women employees staff students and even their students and students of the said gender are vulnerable to every form of sexual harassment and harassment and victimization;

(e) judicial committee shall to a non-retrospective policy towards sexual harassment;

(f) strategies for prevention or curbing or eradicating such sexual harassment, harassment, including or sexual assault at all levels;

(g) disseminate information about what constitutes sexual harassment including their environment, behaviour and other job related harassment;

(h) include in its constitution and charter provisions or comprehensive plans or Policy Boards, the gender and elimination of sexual harassment and other all sections of the institutional community aware of all, information on the mechanism put in place for redressal of complaints pertaining to sexual

Regulation, except details of creation of Internal Complaints Committee, complaint procedure and so on. Any existing Body already functioning with the same objective (like the Gender Sensitisation Committee, Against Sexual Harassment (GSCASH)) could be recognised as the ICC.

Provided that in the later case the IIEE shall ensure that the recognition of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations.

- (a) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (b) prepare regular training or awareness programmes for the members of the ICC to deal with complaints, that the process of settlement or amicable settlement with complainant;
- (c) periodically check records of history of harassment of employees and students whether it is from those in a subordinate position in hierarchical relationship within HEIs or arising in relation parties outside or from peers or from children (inside or the geographical limits of the HEI);
- (d) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and standard systems like the ICC to track and prevent sexual harassment on its campus;
- (e) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (f) treat sexual harassment as a violation of the disciplinary rules leading up to restriction and expulsion if the perpetrator is a student;
- (g) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (h) submit the yearly submission of reports by the ICC;
- (i) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2. **Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, on cases judgments and other laws and rules will continue to evolve the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional provision must be given to the functioning of the ICC, including office and building infrastructure, computers, photocopiers, audio-visual equipment, etc. i. staff (support, counselling and legal services) as well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially constructed by ~~age~~ age, class, caste, sexual orientation, disability identity and by being differently abled. Existing committees must be sensitive to such vulnerabilities and special needs.

(4) Since research centres and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervisors are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

- (6) All Academic Staff Colleges (HMC) should submit a Planning Development, Growth (PDCG) and Expansion Centre for Capacity Building (PDCB) and Long-term vision for growth in the education and research sectors. This should be across disciplines and primarily concentrated using the UGC KARIKAM Report which provides indicative models in the report.
- (7) Expansion reports for infrastructure projects in HMCs must have a middle and final assessment but overall financial report. Regular work/progress to be conducted for all sections of the HMC university.
- (8) Co-ordinating mechanism to be implemented in all HMCs and final report must be sent for a year onwards.
- (9) Many HMCs having large campuses have a deficit in lighting and air conditioning as well as plans for the immediate continuity. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well lit road network including a good proportion of bushes of trees canopy, and a security (Security staff must receive gender sensitisation/training as a part of condition of contract).
- (11) HMCs must ensure suitable public transport, especially within large campuses between different sections of the HMC campus, libraries, laboratories and main buildings and especially those that do not have good access for disabled. Cars of staff as well as bus services to established areas campuses and students cannot depend on safe public transport. Suitable transport may be considered by HMCs to enable professors and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HMCs should accord priority to construction of women's hostels. For the growing population of young women wishing to pursue higher education, hostel accommodation is desirable in both urban and rural areas and in all levels of higher education which provides a medium of protection from harassment of all kinds.
- (13) Concern for the safety of women students must be cited to ensure (statutory) rules for women in the hostels as compared to male students. Campus safety policies should not result in restrictions, such as over-policing or policing or curbing the freedom of movement, especially for women employees and students.
- (14) Advanced health facilities are equally mandatory for all HMCs. In the case of women HMCs that include gender sensitive doctor/and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells (WDCs) shall be created and funded to the extent to carry out the range of activities required for gender sensitisation and creation awareness of the functioning of all social institutions committees and HMCs. At the same time they shall extend their activities to include gender sensitisation programmes in collaboration with HMCs and help to disseminate anti-gender harassment policies as compared to a regular basis. The 'annual' report and the 'annual gender report' must be submitted to HMCs from suitable intervals, regularly and systematically.
- (16) Hostel Warden, Female Principals, Vice-Chancellors, Legal Officers and other authorities must be brought within the domain of accountability through implementation of rules or guidelines where necessary.

4. **Gender-related institutions.**—(1) Every University Authority shall constitute a Gender Empowerment Committee (GEC) with an HMC mechanism for gender sensitisation against sexual harassment. The GEC shall have the following composition:

- (i) A Presiding Officer who shall be a senior faculty member employed at a senior level level below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college or the educational institution, nominated by the Executive Authority;
    - Provided that in case a senior level senior employee is not available, the Presiding Officer shall be recruited from other officers or administrative staffs of the workplace referred to in sub-section (2);
    - Provided further that in case the other officers or administrative staffs of the workplace do not have a senior level senior employee, the Presiding Officer shall be recruited from any other workplace of the same employee or other department or organization;
  - (ii) two faculty members and two non-teaching employees, preferably recruited in the name of lecture or sub-lecturer level experience in social work or law legal knowledge, nominated by the Executive Authority;
  - (iii) three students, if the matter involves students, who shall be recruited at the undergraduate, master's and research scholar levels respectively, elected through transparent democratic procedure;
  - (iv) one member from amongst inter-governmental organisations or associations nominated in the name of society or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority;
- (2) At least one-half of the total members of the ICC shall be women;
- (3) Persons in similar administrative positions in the HEIs, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrars, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure impartiality of their functioning;
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may stand every year;
- (5) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed;
- (6) Where the Presiding Officer or any member of the Internal Committee
- (a) discontinues the performance of section 18 of the Act or;
  - (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force or pending against him or;
  - (c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him or;
  - (d) his or their life position or his or her conduct his conduct is in office prejudicial to the public interest;
- such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provision of this section;

**3. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee**

- (a) provide evidence if an employee or a student charges with a complaint with the police;

- (10) provide protection of degree without and without by affidavit and other means through law and the provisions without undermining complainant's rights, and preserve the said law books having appropriate that had as further treatment, situation or holding;
- (11) provide the safety of the complainant by not divulging the person's identity, and provide the necessary relief by way of sanctioned leave or reduction of employer's requirements in transfer or another department or superior or reward during the pendency of the complaint, or other provide for the benefit of the officer;
- (12) ensure that victims or witnesses are not harassed or discriminated against while dealing with complainant of sexual harassment; and
- (13) ensure prohibition of retaliation or adverse action against a covered individual because the recipient of the relief engaged in protected activity.

6. **The process for making complaint and conducting inquiry** - The ICC shall comply with the procedure provided in these Regulations and the Act, for making a complaint and conducting the inquiry by a court of law. The HED shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy.

7. **Process of making complaint of sexual harassment** - 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 Mixed Commission shall (in such) reasonable assistance to the person for making the complaint in writing.

Provided further that the ICC may, for the purpose to be ascertained in the writing, extend the time limit and possibly other means, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period.

Nothing in these, Critiques, Conclusions, Proceedings, or any other processes of the nature that the are required to maintain when the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. **Process of conducting inquiry** - (1) The ICC shall upon receipt of the complaint, send one copy of the complaint to the complainant within a period of seven days of receipt.

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

(3) The inquiry has to be completed within a period of twenty days from the receipt of the complaint. The inquiry shall, with communication, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HED. Copy of the findings or recommendations shall also be sent to both parties to the complaint.

(4) The Executive Authority of the HED shall act on the recommendations of the committee within a period of three days from the receipt of the inquiry report, unless an appeal against the findings is filed within the time by either party.

(5) An appeal against the findings or recommendations of the ICC may be filed by either party before the Executive Authority of the HED within a period of seven days from the date of the recommendations.

(6) If the Executive Authority of the HED decides not to act on the recommendations of the ICC, then it shall send a copy thereof to the person to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act on the recommendations of the ICC, then a show cause notice, wherever applicable, may be issued to the party against whom action is decided to be taken. The Executive Authority of the HED shall proceed only after receiving the reply or taking the appeal of person.

(7) The aggrieved person may seek assistance in order to settle the matter. No suitable assistance should be made just before of conclusion. The HED shall facilitate a conciliation process through ICC, or the

case may be, care is to be taken. The resolution of the conflict is the full satisfaction of the aggrieved party without prejudice to persons or party against whom it is made.

(4) The identities of the aggrieved party or victim or the wrongdoer or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

**8. Interim relief—The HED may:**

(a) transfer the complainant or the respondent to another section or Department to minimize the risks involved in contact or interaction, if such a recommendation is made by the SCC;

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

(c) exempt the respondent from carrying on or performing his work or performing or doing or participation of the complainant;

(d) ensure that offender is not allowed to keep a statement that the aggrieved, and wherever necessary, if there is a definite threat, remove their name into the campus;

(e) take strict measures to provide a conducive atmosphere of safety and protection to the complainant against retaliation and victimization and consequences of making a complaint of sexual harassment.

**10. Punishment and compensation:** (1) Any person found guilty of sexual harassment shall be punished in accordance with the service rules of the HED, if the offender is an employee.

(2) Where the suspension is a matter depending upon the severity of the offence, the HED may:

(a) withhold privileges of the student such as access to the library, internet, halls of residence, transportation, scholarship, 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 offender is a student;

(d) suspend administrative privileges like mandatory counselling and, or, performance of compulsory service.

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

(a) mental trauma, pain, suffering and losses 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 pecuniary and moral of the alleged perpetrator and victim; and

(e) the treatment of such persons in the past or in institutions.

**11. Action against frivolous complaints.—**(1) Where it is proved that the provisions for the protection of employees and students from sexual harassment do not get observed, provisions against false or frivolous complaints have to be made and published within the HED. If the SCC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or withholding information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-section (1) of section 10; if the complainant happens to be an employee and as per sub-section (2)

of the regulations if the applicant appears to be a student. However, the mere failure to advertise a position or provide adequate staff will not amount to denial of the regulations. Additional members of the staff of the Commission shall not be constituted without an inquiry, in accordance with the procedure provided, conducted before any action is recommended.

11. **Compliance of law compliance.**—(1) The Commission shall, in respect of any institution the staff of which is recruited or appointed, take all steps to comply with the obligations and duties laid on for the prevention, prohibition and redressal of sexual harassment of employees and students, and the review of the following areas after providing the notice:
- (a) withdrawal of institutions of State or service groups under section 17B of the University Grants Commission Act, 1956;
  - (b) removing the name of the institution or college from the list maintained by the Commission under clause 10 of section 2 of act 75 of 1956;
  - (c) withdrawing any grant allotted to the institution;
  - (d) directing the institution to provide for consideration for any institution under any of the general or special selection provisions of the Commission;
  - (e) directing the general public, including parents of students, to employ or appoint, through a local employer preferably in the employees or other suitable fields and posted on the website of the Commission, declaring that the institution does not provide for a non-retaliatory policy against sexual harassment;
  - (f) recommending the authority concerned for withdrawal of affiliation, in case of a college;
  - (g) recommending the Central Government for withdrawal of affiliation as an institution deemed to be university, in case of an institution deemed to be university;
  - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act;
  - (i) taking such other steps within its powers as it may deem fit and require such steps to be provided in the University Grants Commission Act, 1956, the staff details of one of the institutions, together with the provisions of these regulations;
  - (ii) No action shall be taken by the Commission under these regulations unless the institution has first given an opportunity to explain its position and an opportunity of being heard has been provided to it.

(K6C-116085) (11)

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