



गट ग्रामपंचायत चिकना

पंचायत समिती नागपूर, जि.प.नागपूर.



श्री.नरेश बापुसावजी शिंगणे
सरपंच

सौ.सुचिताताई उमेशजी आकरे
उपसरपंच

पी.एस.ठाकरे
सचिव

जा.क्र.
दिनांक



प्रमाणपत्र

गट ग्रामपंचायत चिकना कडून सबब प्रमाणपत्र देण्यात येते की, संताजी महाविद्यालय नागपूर राष्ट्रीय सेवा योजना अंतर्गत चिकना हे गाव दत्तक घेतले असून राष्ट्रीय सेवा योजनेचे विशेष हिवाळी शिबीर दिनांक- १२ जानेवारी २०२० ते १८ जानेवारी २०२० दरम्यान चिकना ता. जि. नागपूर येथे आयोजित करण्यात येत आहे याशिबाराकरिता गट ग्रामपंचायत चिकना कडून अनुमती देण्यात येत आहे. तसेच शिबिराकरिता आवश्यक सहकार्य करण्यात येईल.

करिता सबब प्रमाणपत्र देण्यात येत आहे.


सरपंच / सचिव
गट ग्रामपंचायत चिकना
पं.स. नागपूर

Santaji Mahavidyalaya, Nagpur

ANTI-RAGGING POLICY

1. Introduction:

1.1. Santaji Mahavidyalaya, Nagpur promotes the healthy and cordial academic and social atmosphere in the college campus. The care is taken to understand the diverse cultural, social, economic and religious background of the students and not to discriminate any on the basis of these aspects. The institution strives for the student's social integration irrespective of their background. The college considers 'Ragging' as a social menace and zero tolerance policy towards it has been adopted by the institute. Keeping in mind the need to curb the ragging incidents in the college campus, a balanced 'anti-ragging policy' is adopted by the college to make it an institute with safe and healthy academic atmosphere for all students.

1.2. Hon'ble Supreme Court of India, during December 2007 has expressed concern over the incidents of ragging occurring in higher educational institutions and the need to eliminate it altogether.

1.3. The Ministry of Human Resource Development, Govt. of India has taken a serious note of the incidents of ragging and is of the view that stern action should be taken against those indulging in "ragging" so that these incidents are not repeated and exemplary punishment is meted out to those indulging in it. Strict implementation of the guidelines issued by Hon'ble Supreme Court on this issue has also been stressed by the Ministry.

1.4. As per UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009" and letter received from the UGC on 24 July 2015 D.O. No.F/15.2009(ARC) PT-III, referring to the need to curb the incidents of ragging in educational institutions an Anti-Ragging Cell was established in the college to control the possible incidents of ragging of the students in college campus and off campus.

1.5. Ragging is a criminal offence and lowers the standards of education. The 'anti-ragging policy' adopted by Santaji Mahavidyalaya, Nagpur takes care of the preventive, procedural and punitive aspects of ragging based on the guidelines provided by Hon'ble Supreme Court of India, recommendations of the Raghavan Committee, instructions/guidelines issued by the Ministry of HRD(Govt. of India) and notification of the UGC and Anti-Ragging Act, 1999 of Govt. of Maharashtra.

2. ANTI-RAGGING POLICY

2.1 This policy is for the promotion and encouragement of students to the academic atmosphere of the college, simultaneously discouraging and preventing any negative, anti-social acts of the senior or any other students that go against the basic purpose of sociology-academic integration. The 'anti-ragging policy' adopted by the institute therefore is aimed at:

- (a) Creation, development and nurturing a conducive, socio-academic atmosphere within the student population in or off the college campus.
- (b) Generating and maintaining a high level of confidence among freshers or any other students and their parents/guardians to perceive that freshers students or any other students to the institute are welcome and provided support, rather than being harassed and intimidated.
- (c) Keeping in place an integrated system to discourage and prevent any negative acts like 'ragging' by the seniors or any other students, which disrupts and disturbs the socio-economic integration of the students.

- (d) Prescribing deterrent measures for any violation of the “Anti-Ragging Policy” by way of disciplinary actions and measures.

3. DEFINITIONS

3.1 For the purpose of this policy the following are defined as under:-

‘Institute’ means Santaji Mahavidyalaya, Nagpur.

‘Head of the Institution’ means Principal of Santaji Mahavidyalaya, Nagpur

‘Student’ includes any person who is enrolled for any course, whether full time or part time with the Institute. This also includes research scholars and the students enrolled for the certificate courses run by the Institute.

‘Ragging’ constitutes one or more any one of the following acts:

- (a) a conduct by any student or a group of students whether by words spoken or written or by an act which has the effect of teasing, treating or handling any other students with rudeness;
- (b) indulging in rowdy or undisciplined activities by a student or group of students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any other student;
- (c) asking a student to do any act which the student will not carry out in the ordinary course and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such student(s);
- (d) any act by a student that prevents, disrupts or disturbs the regular academic activity of any other student(s);
- (e) exploiting the services of any student for completing the academic tasks assigned to an individual or a group of students;
- (f) any act of financial extortion or forceful expenditure burden put on a student by any other student or a group of students;
- (g) any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger or any other danger to health or person;
- (h) any act or abuse by spoken words, emails, posts, social networking posts, e-posts, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to a student(s);
- (i) any act that affects mental health and self-confidence of a student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by any student or a group of students over any other student(s).

4. PREVENTIVE MEASURES ADOPTED BY THE INSTITUTE

- Induction Programme is conducted by the Institute in each academic session. In the induction programme the Principal in her address to the students asks them to keep them away from the anti-academic, anti-social and anti-institutional activities that would become hurdle in the their academic growth and progress. The Member Secretary/coordinator of the Anti-Ragging Cell also gives information about the function of the cell and the procedure to fill online undertaking by the students and their parents/guardians.
- Through social, cultural and sports activities the feeling of brotherhood is inculcated among all students.
- CCTV cameras are installed in the college campus for the safety and security of all students and to monitor the activities of the students.
- There is mention of the Anti-Ragging Cell in the college prospectus.
- Guest lectures and orientation programme are organised to throw light on the menace of ragging.
- Class teachers are assigned to each class and they keep vigil on the activity of the students of their respective class and try to create harmony among the students.
- Posters are erected in prominent places of the college to create awareness about the menace of ragging. The same needs to be displayed on the website of the institute.

5. MONITORING OF RAGGING

An Anti-Ragging Cell(ARC) should be constituted at Institute level. Accordingly, the Institute has constituted Anti-Ragging Cell to monitor the monitor and curb the incidents of ragging in and off the college campus. The cell includes the Principal of the college as Chairperson and one Member Secretary/Coordinator from among the faculty, members from the teaching faculty and two student representatives.

Constitution of the Anti-Ragging Cell

Chairperson : Dr. Priya Wanjari, Principal

Member Secretary : Dr. Sunil Ramteke

Contact No. 9423110188

Members : Dr. Neehal R. Sheikh

: Mr. Amit Rehpade

: Dr. Neerja Haridas

Student Representatives: Mr. Harshal Chirutkar B.COM. I

: Miss Vaishnavi Chikhalkar B.A.III

Aims and Objectives of the Cell

- 1) To give information to the students about the function of cell and the menace of Ragging activities

- 2) To give information to the students about filling online undertakings by them and their parents by logging in antiragging.in
- 3) To provide help to the students who are ragged and initiate the relevant action against students indulged in ragging activities.
- 4) To form Anti-Ragging Squad to monitor and check the ragging incidents in the college campus.
- 5) To organise the programmes and activities for the orientation of the students to curb ragging.
- 6) To help students who fell victim to ragging in lodging FIR to the nearby police station.
- 7) To seek help from the teaching and non-teaching employees of the institution in curbing the ragging in the college premises.
- 8) To follow the guidelines and directions of the UGC and Government of Maharashtra concerning to curb ragging.

6. PROCEDURE AND PUNITIVE MEASURES AGAINST RAGGING

- **Ragging Reporting Procedure:** If any student believes that he or she has been subjected to 'ragging' or has knowledge of any such incident, such person shall have option to file a complaint with the Chairperson of ARC. The complaint can be lodged in writing or orally. However, written complaint is preferable.
- **ARC as Enquiry Cell:** Anti-Ragging Cell(ARC) will investigate all reported cases of ragging, in such a way, so as to maintain confidentiality to the extent practicable under the circumstances. The investigation maximum within three days of reporting the incident and reports finalised by the ARC confirming the involvement of the accused along with recommendations relating to the punishment will be submitted to the competent authority maximum within a period of four weeks. In exceptional circumstances, the Chairperson of ARC may grant extension to the time limit to the complainant and the accused. The Head of the Institution keeping in mind the gravity of the incident can lodge FIR to the nearby police station.
- **The Process of Enquiry:** The Process of Enquiry should be carried out in such a way that principles of natural justice are adhered to. Details of the process would be identical as in the case of 'Prevention of Sexual Harassment Policy' adopted by the institute. If the ragging also includes an element of sexual harassment then in that case both committees i.e. ARC and Sexual Harassment Cell will look into the matter independently of each other.
- **Punishment/Penalties for 'ragging':** Based on the report of the enquiry submitted by the ARC, the Chairperson of ARC will recommend any of the punishment(s) listed below or any other kind of punishment, which she may consider to be appropriate. On receipt of the recommendations of the Anti-Ragging Cell of the college or on receipt of any information concerning any reported incident of ragging the Head of the Institution shall immediately determine if a case under the penal laws is made out and if so, either on her own or through a member of the Anti-Ragging Cell authorised by her in this behalf, proceed to file a First Information Report(FIR), within 24 hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely:
 - I. Suspension from attending classes and academic privileges.
 - II. Withholding/withdrawing scholarship, fellowship and other benefits.
 - III. Debarring from appearing in any test, Examination or other evaluation process.
 - IV. Withholding results.
 - V. Debarring from representing the institution in any regional or international meet, tournament, Youth festival, etc.

VI. Cancellation of admission

VII. Rustication from the Institution for period ranging from one to four semesters.

VIII. Expulsion from the Institution and consequent debarring from admission to any other Institution for specified period.

Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

- Maharashtra Prohibition of Ragging Act, 1999 Section 4 also provides punishment up to 2 years imprisonment or fine which may extend to Rs. 10000 or both.
- **Appeal:** Appeal with regards to any action taken against the accused at any level and/or against the punishment awarded under this policy, shall lie with the Principal of the Institute, which should be filed within a period of two weeks from such an action or award of punishment.
- **SAVINGS AND REPEAL CLAUSE** : The Head of the Institute will possess the sole authority for any interpretation, modification, or amendment to the policy depending upon the need from time to time. She will also possess powers to exercise the discretion with respect to any or all of the clauses of this policy.

Pledge to be administered to the Students

I,.....a bonafide student of Semester at Santaji Mahavidyalaya do hereby solemnly pledge that

- 1) I shall not indulge in any ragging activities either directly or indirectly, either on the campus or outside thereof.
- 2) I shall treat all my junior students and also other students as my brothers and sisters.
- 3) I shall maintain cordial atmosphere in the campus and shall follow the discipline laid down by college. I shall report any incident of ragging to the concerned authorities as soon as it comes to my notice.
- 4) I shall say no to ragging and shall not be a party to ragging either as a participant or as an abettor; and
- 5) I shall do all that is possible to make my institution a better place for learning, enlightenment and overall development of the personality of students

The Offence of the ragging is not only punishable under section(2) of Maharashtra Prohibition of Ragging Act 1999 but also under the various provisions of the Indian Penal Code(IPC),1860 (Act 45 of 1860) and is a cognisable offence.

National Anti Ragging Help Line (UGC Crisis Hotline) 24x7 Toll Free Number: 18001805522

To register complaint through Email: helpline@antiragging.in

University Grants Commission(UGC)
3137 Laguna Street
Phone No.: 23232701/23236835/23239437

Website to fill online undertakings by students and parents/guardians: www.antiragging.in



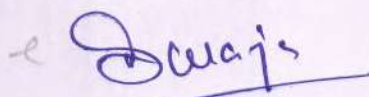
(Dr. Sunil D. Ramteke)

Member Secretary

Anti-Ragging Cell

Santaji Mahavidyalaya,

Nagpur



(Dr. Priya D. Wanjari)

Principal and Chairperson

Anti-Ragging Cell

Santaji Mahavidyalaya,

Nagpur
Principal
Santaji Mahavidyalaya
Pt. Jawaharlal Nehru Marg,
Nagpur-15



Shri Santaji Shikshan Vikas Sanstha's
SANTAJI MAHAVIDYALAYA
(Affiliated to Rashtrasant Tukdoji Maharaj Nagpur University)
ACCREDITED "A" GRADE BY NAAC
website : www.santajicollege.ac.in



स्व. श्री. गोविंदरावजी वंजारी

Principal : Dr. Priya Wanjari

Jawaharlal Nehru Marg, Nagpur - 440015. Ph. : (O) 0712-2283953

Policy Document of Equal Opportunity Cell

As the college should become more responsive to the needs and constraints of the disadvantaged social groups, Santaji Mahavidyalaya, Nagpur has formed Equal Opportunity Cell in the college. The functions of Equal Opportunity Cell are as follows:

- i. To ensure equity and equal opportunities to the community at large in the college and bring about social inclusion.
- ii. To enhance the diversity among the students, teaching and non-teaching staff and at the same time eliminate the perception of discrimination.
- iii. To create a socially congenial atmosphere for academic interaction for the growth of healthy interpersonal relationships among the students coming from diverse social backgrounds.
- iv. To make efforts to sensitize the institution community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
- v. To help individual or a group of students belonging to the disadvantaged section of society to get rid of the problems related to discrimination.
- vi. To look into the grievances of the weaker section of the society and suggest amicable solution to their problems.
- vii. To disseminate the information related to schemes and programmes for the welfare of the socially weaker section.
- viii. To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- ix. To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.
- x. To adopt measures to ensure due share of utilization by SC/ST in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.
- xi. To sensitize the college on the problems of SC/ST and other disadvantaged groups.

Principal
Santaji Mahavidyalaya
Jawaharlal Nehru Marg,
NAGPUR-15

PREVENTION OF SEXUAL HARASSMENT CELL

As per the Government of India's Act, 2013 (Prevention, Prohibition, Redressal) Prevention of Sexual Harassment Cell was constituted in the college in the year 2017.

POLICY DOCUMENT

To follow the guidelines laid down by the supreme court of India in the matter of Vishakha vs State of Rajasthan to ensure that woman in particular are protected against sexual harassment at all work place, be it in public or private and to create work environments that recognizes right to gender equality in working conditions everywhere. The cell ensures to provide protection against sexual harassment of woman at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected there with or incidental there to according to Government of India's Act, 2013 (Prevention, Prohibition, Redressal)

Aims and Objectives of the cell

1. To give information to the students and employees of the institute about the working of the cell.
2. To frame the policy for redressal of the grievance as required time in accordance with the directives
3. The Cell meets twice in an academic session.
4. To register grievance on the basis of the complaints, if any, received.
5. To put the grievances before the cell and to initiate the procedure for taking suitable action.
6. To organize various activities and programmes acquainting the woman regarding their rights.

CONSTITUTION OF THE CELL

Sr. No.	Name	Designation
1	Dr. Prachi Rode	Presiding Officer
2	Dr. Swati Wakode	Member
3	Mrs. Megha Gandhre (Representing Non Teaching Staff)	Member
4	Mrs. Chhaya Thokal (Social Worker)	Member

Procedures of Registration of complaints

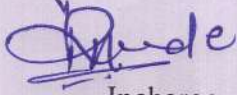
Any aggrieved woman may take in writing, a complaint of sexual harassment at workplace to the Internal committee if so constituted within a period of three months from the date of last incident.

Procedure of Inquiry into complaint

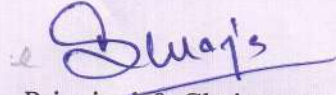
1. Subject to be provisions of section 10, the internal committee, as the case may be shall, where the respondent is an employee, proceed to make inquiry into complaint in the accordance with provisions of the service rules exist, in such manner as may be prescribed on in case of a domestic worker.
2. Forward the complaint to the police, within a period of 7 days for registering the case under section 509 of the Indian Penal Code (45 of 1860) and any other relevant provisions of the said code where applicable.

NOTE :

All formalities and actions will be taken as per instructions as laid down in chapter V, Clause no. 73(10) of Maharashtra Public Universities Act, 2016 and the Sexual Harassment of woman at workplace (Prevention, Prohibition, and Redressal) Act 2013.



Incharge
Prevention of Sexual Harassment Cell
Santaji Mahavidyalaya
Nagpur



Principal & Chairperson
Prevention of Sexual Harassment Cell
Santaji Mahavidyalaya
Nagpur
Principal
Santaji Mahavidyalaya
Pt. Jawaharlal Nehru Marg,
Nagpur-15