



S.S.V.P. Sanstha's

Late S.D. Patil Alias Baburao Dada Arts, Commerce and Late Bhausahab M.D. Sisode Science College

Shindkheda - 425406, Dist. Dhule (M.S.) Tel. : (02566) 222239

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Prof. Dr. N. S. Pawar
M.Sc. Ph.D.
Officiating Principal

Ref. No. ACS/SNK/ 202

Date : / / 202

CRITERION V -

STUDENT SUPPORT AND PROGRESSION

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases



NAAC REACCREDITED
'B' GRADE (2018-23)

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Declaration

This is to declare that the information, reports, true copies of supporting documents, numerical data etc. submitted/ presented in this file is verified by Internal Quality Assurance Cell (IQAC) and is correct as per records. This declaration is for the purpose of NAAC Accreditation of HEI for 4th cycle period 2018-19 to 2022-23.

Date: 01/07/2024

Place: Shindkheda




PRINCIPAL
S.S.V.P.S's Late S.D.Patil Alias
Baburao Dada Arts, Commerce &
Late Bhausahab M.D.Sisode Science
College Shindkheda, Dist. Dhule



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**Proof w.r.t Organisation wide
awareness and undertakings on
policies with zero tolerance**



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्रधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं 18] नई दिल्ली, मंगलवार, अप्रैल 23, 2013/ वैशाख 3, 1935 (शक)
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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:—

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 of 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.



Be it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

Short title,
extent and
commencement

1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions.

2. In this Act, unless the context otherwise requires,—

(a) "aggrieved woman" means—

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) "appropriate Government" means—

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means—

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.

Explanation.— For the purposes of this sub-clause "management" includes the person or board or committee responsible for formulation and administration of policies for such organisation.

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) "Internal Committee" means an Internal Complaints Committee constituted under section 4;

(i) "Local Committee" means the Local Complaints Committee constituted under section 6;

(j) "Member" means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) "prescribed" means prescribed by rules made under this Act;

(l) "Presiding Officer" means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) "respondent" means a person against whom the aggrieved woman has made a complaint under section 9;

(n) "sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) "workplace" includes —

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;

(vi) a dwelling place or a house,

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of sexual harassment

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:—

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution of Internal Complaints Committee

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women:

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) 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 employer, as may be prescribed.

(5) Where the Presiding Officer or any Member of the Internal Committee,—

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance 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 provisions of this section.

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

Notification
of District
Officer

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

Constitution
and
jurisdiction of
Local
Complaints
Committee

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely:—

Composition,
tenure and
other terms
and conditions
of Local
Complaints
Committee

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.

- (J) Where the Chairperson or any Member of the Local Complaints Committee—
- (a) contravenes the provisions of section 16; or
 - (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - (c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Chairperson 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 provisions of this section.

(d) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (J) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

Grants and
audit

8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (d) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (d) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

Complaint of
sexual
harassment

9. (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing:

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Conciliation

10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation.

Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:

Inquiry into complaint

45 of 1860

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police.

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

45 of 1860.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

5 of 1908

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents; and

(c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

CHAPTER V

INQUIRY INTO COMPLAINT

12. (1) During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Committee or the Local Committee, as the case may be, may recommend to the employer to—

Action during pendency of inquiry

(a) transfer the aggrieved woman or the respondent to any other workplace; or

(b) grant leave to the aggrieved woman up to a period of three months; or

(c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be—

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman;

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

Punishment
for false or
malicious
complaint and
false evidence

14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section.

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (i) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to —

Determination of compensation

(a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;

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

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

(d) the income and financial status of the respondent;

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

22 of 2005

16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Prohibition of publication or making known contents of complaint and inquiry proceedings

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

Penalty for publication or making known contents of complaint and inquiry proceedings

18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

Appeal

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations.

CHAPTER VI

Duties of Employer

19. Every employer shall —

Duties of employer

(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;

(e) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force; 45 of 1980

(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place; 45 of 1980

(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

Duties and powers of District Officer

20. The District Officer shall, —

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

Committee to submit annual report

21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

Employer to include information in annual report

22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

Appropriate Government to monitor implementation and maintain data

23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

Appropriate Government to take measures to publicise the Act

24. The appropriate Government may, subject to the availability of financial and other resources, —

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace;

(b) formulate orientation and training programmes for the members of the Local Complaints Committee.

25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing—

Power to call for information and inspection of records

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. (1) Where the employer fails to—

(a) constitute an Internal Committee under sub-section (1) of section 4;

(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

Penalty for non-compliance with provisions of Act

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to—

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence;

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

Cognizance of offence by courts

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

Act not in derogation of any other law.

29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

Power of appropriate Government to make rules.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—

(a) the fees or allowances to be paid to the Members under sub-section (1) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (1) of section 7;

- (d) the person who may make complaint under sub-section (2) of section 9;
- (e) the manner of inquiry under sub-section (1) of section 11;
- (f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;
- (g) the relief to be recommended under clause (c) of sub-section (1) of section 12;
- (h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;
- (i) the manner of action to be taken under sub-sections (1) and (2) of section 14;
- (j) the manner of action to be taken under section 17;
- (k) the manner of appeal under sub-section (1) of section 18;
- (l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and
- (m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

Power to
remove
difficulties

30. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.

P.K. MALHOTRA,
Secy to the Govt. of India

CORRIGENDA

THE PREVENTION OF MONEY LAUNDERING (AMENDMENT) ACT, 2012
(2 of 2012)

At page 18, in line 2, for "Arts", read "Art".

At page 21, in line 14, for "Protection", read "(Protection)".

PRINCIPAL
J.D.M.V.P.S.

Shri S.S. Patil Arts, Shri Bhausaheb
T.T. Salunkhe Commerce and
Shri G.R. Pandit Science College, Jalgaon



2

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:-

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



- 3.2. "Head of the Institution" means the "Vice-Chancellor" in case of a university; "Principal" in case of a college; "Director" in case of an institute.
- 3.3. "Institution" means a higher educational institution (H.E.I.), like a university, a college, an institute, etc. imparting higher education beyond 10 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 making the students to do any act or perform something which such student would not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 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. Possible ingredients of Ragging:-

- Aberrant 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 society;
- Physical or psychological harassment;
- 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 offences against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in a fit manner in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, campus areas, all its premises (premises, 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 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, see section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in bold letters these Regulations in full (including Annexures).
- 6.1.3 The 'Prospectus' and other admission related documents shall incorporate a declaration of the Supreme Court and for the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 6.1.4 The application form for admission/enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure 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 him/ her and in case the latter is found guilty of ragging and/or causing 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.
- 5.1.8 4. The commencement of the Academic session the Head of the Institution shall convene and address a meeting of various functionaries/officers, like Hostel Warden, representatives of students, parent/ guardians, faculty, district or commission 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.
- 5.1.9 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, women's policing shall be resorted to at such points of hot spots during the early months of the academic session.
- 5.1.13 The Institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through parents' meetings, seminars, street plays, etc.
- 6.1.14 The faculty/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify

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

6.2 (b) 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 Warden, 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 'favors', right or wrong, at their behest. Such a step will reduce the fresher's dependence on their seniors.
- 6.2.2 The institution through the bodies mentioned above shall explain to the new entrants the arrangements for their induction and orientation which provide efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshmen about their rights as bona fide students of the institution and clearly instructing them that they should abstain 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 freshmen with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of freshmen 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 11 freshers and 1 Mentor at a higher level for 5 Mentees 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 imposing suitable punishments to be laid down by.
- 6.4.2 The Anti-Ragging Squad: The Anti-Ragging Squad shall be constituted 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 Monitoring Cells, regarding compliance with the instructions on conducting orientation programmes, counselling 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 Agreements 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 counselling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counsellors during the first three months of the new academic year. This shall be done at the institutional and department/course levels. Parents and teachers shall also be involved in such activities.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counsel vig sessions, workshops, printings 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 copies of sensitization against corporal punishments and checking of bullying amongst students so that every teacher is equipped to handle at least the rudiments of the counselling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post, reflecting both the curricular and co-curricular aspects of maintaining discipline, as well as the softer skills of counselling viz. communicating with the youth in the class room situations. Wardens shall be accessible 24 x 7 hours and shall be provided with mobile phones. The institution shall review and strictly enhance the powers and prerogatives of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially owned 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 motu 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 1st 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 inquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-Chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter once a 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 banners shall be installed to restrict the use of mobile phones.

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

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the taboos 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/achievement is due to them as well.

5. Measures at the UGC/ Statutory/ Regulatory body level:-

5.1 Regulatory measures:-

- 5.1.1 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 the non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the citing institutions making it liable for appropriate action.
- 5.1.2 The UGC (including NAAC) and UGC Expert Committees/visiting committees for various purposes and similar Committees of other Statutory/Regulatory bodies shall ensure/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.
- 5.1.3 The UGC and other funding bodies shall issue it as a condition in the Utilization Certificate for securing any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 5.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

5.2 Incentives for curbing ragging:-

- 5.2.1 The UGC shall consider providing special/ additional award/ financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 5.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for breaches of ragging.
- 5.2.3 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.

5.3 Monitoring mechanism to ensure compliance:-

Apart from the monitoring mechanisms 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 AIR, IAs, the IAs, the NITs, the IITs, the VJTs, the IITs, the IITs, the IITs, the IITs, the IITs 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 execution of affirmative and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

8. Punishment:-

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 2 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission in 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 or affiliate or recognized) by the UGC 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 Withdrawing all affiliations, recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students there or/going any programme of study thereon 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 emoluments 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 led to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

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

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

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

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 harm 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 _____.

Signature

Name:

Address:

ANNEXURE I, Part II

UNDERTAKING BY PARENT/GUARDIAN

1. I, _____
 Mr./Ms./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 Faculty and Members of Staffing in Higher Educational Institutions, 2009.

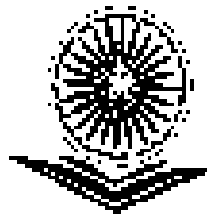
2. I assure you that my son/daughter/ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this _____ day of _____ month of, _____ Year

Signature

Name:

Address:



University Grants 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 13th April, 2009 in UGC, New Delhi.

The following were present -

UGC:

Prof. Eshwardas Thora, Chairman

Dr. R.K. Chaudhan, Secretary

Dr. G.S. Meena, JS (CIP-II)

Shri V.K. Jaiswal, JS (CIP-II)

In Chair.

Members of the UGC Committee for preparation of Regulations:-

Prof. K.P.S. Dahi

Dr. R.P. Gargurde

Prof. Virabha 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

Representatives of the State Governments:-

A.P. Council of Higher Education

H.P. Government

Punjab Government,

U.P. Government


Following decisions were taken:-

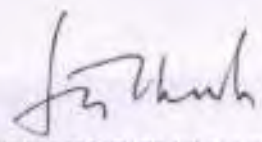
- a) The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20th 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. 2007


(SUKHADEO THORAT)




PRINCIPAL
J.D.M.V.P.S.
Smt. S.S. Paul Arts, Shri. Bhausaheb
T. T. Salunkhe Commerce and
Smt. G.R. Pandit Science College, Jalgaon

 <p>NAAC REACCREDITED 'B' GRADE (2018-23)</p>	<p>S.S.V.P. Sanstha's Late S.D. Patil Alias Baburao Dada Arts, Commerce and Late Bhausaheb M.D. Sisode Science College</p> <p>Shindkheda - 425406, Dist. Dhule (M.S.) Tel. : (02566) 222239 web : www.ssvpsacs.ac.in e-mail : ssvps.snk@gmail.com</p>	
	<p>Prof. Dr. N. S. Pawar M.Sc. Ph.D. Officiating Principal</p>	<p>Ref. No. ACS/SNK/ 202</p>

Preamble

Shri Shivaji Vidya Prasarak Sanstha's Late S. D. Patil alias Baburao Dada Arts, Commerce and Late M. D. Sisode Science College Shindkheda is one of the branches of SSVP Sanstha Dhule which runs with the vision of "Bahujan Hitay, Bahujan Sukhay" and mission "We commit to Impart Higher Education among the students belonging to Drought Prone and Mofussil Area". At present, the president of the Sanstha is Hon'ble Annasaheb Dr. Bhaidasji Chudaman Patil, the Chairman of executive board of the Sanstha is Hon'ble Babasaheb Kunalji Patil (MLA, Maharashtra state). The college runs under the College Development Committee presided by Hon'ble Bapusaheb Prafullakumarji Madhukar Sisode. This college is a unique educational institution that provides the modified programmes to the students of rural area. Our focus is on an inclusive environment that develops the academic and the social / emotional/ research need of all students. Our college is affiliated with the Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon, and is recognized by UGC, New Delhi under section 2(f), and 12(B) status. The College is also permanently affiliated. The campus ensures the right atmosphere for the students to pursue their education. The College is reaccredited for the third cycle by NAAC and awarded with B Grade CGPA 2.14. Being affiliated to North Maharashtra University, Jalgaon, and College follows the rules and regulations of North Maharashtra University Jalgaon.



NAAC REACCREDITED
'B' GRADE (2018-23)

Prof. Dr. N. S. Pawar
M.Sc. Ph.D.
Officiating Principal

S.S.V.P. Sanstha's

**Late S.D. Patil Alias Baburao Dada Arts, Commerce
and Late Bhausahab M.D. Sisode Science College**

Shindkheda - 425406, Dist. Dhule (M.S.) Tel. : (02566) 222239
web : www.ssvpsacs.ac.in e-mail : ssvps.snk@gmail.com

Ref. No. ACS/SNK/ 202

Date : / / 202

Vision:

Bahujan Hitay, Bahujan Sukhay

Mission:

“We commit to Impart Higher Education to the students belonging to
Drought Prone and Mofussil Area”

1. CODE OF CONDUCT FOR STUDENTS:

It is obligatory upon students of the college to follow this Code of Conduct. The college wants to enforce this Code of Conduct for maintaining discipline among the students which promotes student growth through individual and collective responsibility. All Students are requested to follow this Code of Conduct.

DISCIPLINE:

All the students must follow the disciplinary rules and regulations set down by the college from time to time. Cases of indiscipline will be dealt with as per these rules and regulations. Students are advised to follow the academic calendar as per the instructions of the principal. Students shall refrain from damaging college property as it can be followed by compensation for the damage caused. Students shall only use the dustbins for disposing waste materials in the campus to keep the campus clean. It is mandatory for students to park their vehicles in parking zone only. Students must refrain from indulging in anti-institutional, anti-national, antisocial and political activities within the campus and hostel. Students shall note that cases of ragging and harassment will be dealt with as per the UGC regulations and Indian Penal Code. Educational tours shall be accompanied by the faculty members with the written consent of the concerned authority and only after taking necessary undertaking from the Parents or Guardian of the students. Outsiders into the college campus and hostel are strictly prohibited. Students shall not bring outsiders to the campus and hostel without the permission of the authorities. Cases of criminal activity or violation of law and order in the college campus will be followed by strict actions and will be reported to the police if required.

Identity Card

Students must carry college identity card all the times in the campus, particularly during lectures and examinations. They should produce the same as and when demanded by the authorities. Identity

Card will be issued as per the given schedule after the confirmation of admission. The students should collect their identity card from the library and can make use of the same for lending books from the library. The loss of the identity card should be supported immediately to the librarian with an application.

HUMAN VALUES

Honesty is demanded in all the academic activities and with all the stakeholders of the college. Be attentive, cooperative and fair towards your teachers and peers all the time. Practice empathy for your fellow citizens and care towards your surroundings.

MOBILE PHONE & ELECTRONIC DEVICES

The student should keep their mobile phones switched off in the classroom, laboratory, library and whenever and wherever required. Mobile phones, electronic devices like smart watches are strictly prohibited during the examination in the college campus. The college will not be responsible for loss or theft of any valuables of the students.

ATTENDANCE

Students are required to be regular in the classes. They must maintain at least 75% attendance in the lectures of all the subjects obtained by them. Disciplinary actions will be taken against the student if found irregular in the lectures. Absence from college due to medical reasons should be followed by submission of medical certificate immediately at the time of joining. The students coming late for lectures will not be allowed to enter the class. Attendance in internal and external examinations is compulsory. Similarly, attendance in practical and seminars organized by the college is compulsory. The student will be entirely responsible for such absence.

SOCIAL MEDIA USE

Students are expected to handle social media with complete care. They must not post any insulting comment about any individual or indulge in any such related activities on social media which may harm the reputation of the college.

ANTI-RAGGING

Strict actions will be taken against the students indulging in ragging as per the regulations set down by the University Grants Commission. Ragging is legally banned and is a punishable offence. All students and their parents/guardians must sign the anti-ragging affidavit. The students are advised to contact the Anti-Ragging Committee in case of emergency.

The Anti-Ragging Committee may take the following actions against those found guilty of ragging

- i) Suspension from attending classes and other academic activities.
- ii) Withholding/withdrawing scholarship and fellowship.
- iii) Debarring from appearing in any examination.
- iv) Expulsion from the hostel.
- v) Cancellation of admission.
- vi) Rustication from the institution for a period ranging from one to four semesters.
- vii) Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

EXAMINATIONS

The students must strictly follow the rules and regulations of examination set down by Kavayitri Bahinabai Chaudhari North Maharashtra University Jalgaon.

2. CODE OF CONDUCT FOR TEACHERS AND EMPLOYEES OF THE COLLEGE:

Teachers and employees of the college must adhere to the code of conduct as prescribed in Maharashtra Public Universities Act 2016, Statutes, Ordinances and Maharashtra Civil Service Rules (MCSR), the Seventh Pay Commission rules and other regulations prescribed by the government and university. Violation of the rules will lead to disciplinary actions as prescribed in these rules and regulations. The governing bodies and administration are bound to follow Maharashtra Public Universities Act 2016 and the directives from University Grants Commission (UGC),

3. PROFESSIONAL ETHICS AND ACADEMIC INTEGRITY

Professional ethics are very important to the college as it believes in strict observance of professional ethics and the maintenance of academic integrity on the part of the teachers and students.

A. TEACHERS AND PROFESSIONAL ETHICS: (Adopted from UGC Guidelines, February, 2018)

Responsibilities of Teachers:

Whoever adopts teaching as a profession assumes the obligation to conduct himself/herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) Maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

Teachers and Students

Teachers should:

- (i) Respect the right and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, economic, social and physical characteristics;
- (ii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students, scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit,
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and

- (x) Refrain from inciting students against other students, colleagues or administration.
- (xi) Encourage and guide students to establish academic and social platforms and carryout focused activities

Teachers and Colleagues

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.
- (iv) Co-operate with members of other disciplines for research and to curate courses and programmes for students

Teachers and Authorities

Teachers should:

- (1) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;

- (iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;

- (v)Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi)Should adhere to the conditions of contract;
- (vii)Give and expect due notice before a change of position is made, and
- (viii)Refrain from availing themselves of leave except an unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for complete of academic schedule.

Teachers and Non-teaching Staff

Teachers should:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

Teachers and Guardians

Teachers should:

- (i) Try to see through teachers' bodies and organizations that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

Teachers and Society

Teachers should:

(i) Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

(ii) Work to improve education in the community and strengthen the community's moral and intellectual life;

(iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;

(iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;

(v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feelings of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

(vi) Act as a bridge between community and academics, utilizing academic agency for contributing to solving social issues, and recognizing the latent knowledge base in society and channelizing it for academic purposes.

B. STUDENTS AND ACADEMIC INTEGRITY:

The college is looking forward to advanced scientific research and education. It values academic integrity and is always devoted to the development of an intellectual and ethical environment built on the principles of academic integrity. Academic Integrity demands honesty, responsibility and awareness towards research ethics and scholarship. It is the belief of the college that the ideas and contributions of everyone must be acknowledged properly in all academic affairs. Academic integrity is important for the success of the college and its research missions and hence, violation academic integrity is offensive. The inability to maintain academic integrity is a threat to the reputation of the college and value of the degrees awarded to its students. Therefore, it is the responsibility of every individual in the college to contribute to the cause of academic integrity at their best.

The Principles of academic integrity expect that students should:

1. Properly acknowledge and refer to the works, ideas and words of others.
2. Properly acknowledge the contribution of all to a work.
3. Ensure that works submitted by them under any academic activity are produced without the support of impermissible materials or impermissible collaboration.
4. Obtain all data or results by ethical means and report them accurately.
5. Treat all other students respectfully, respecting their integrity and right to pursue their education without any interference.
6. College desires all the students to follow the rules and regulations set down by the college for research and publication, as any violation of these rules will lead to disciplinary actions by the college.

 <p>NAAC REACCRDIATED 'B' GRADE (2018-23)</p>	<p>S.S.V.P. Sanstha's Late S.D. Patil Alias Baburao Dada Arts, Commerce and Late Bhausaheb M.D. Sisode Science College Shindkheda - 425406, Dist. Dhule (M.S.) Tel. : (02566) 222239 web : www.ssvpsacs.ac.in e-mail : ssvps.snk@gmail.com</p>
<p>Prof. Dr. N. S. Pawar M.Sc. Ph.D. Officiating Principal</p>	<p>Ref. No. ACS/SNK/ 202 Date : / / 202</p>

Annual Report of Anti-Ragging Committee
(Academic Year-2018-19)

The annual meeting of the Anti-Ragging Committee was held on 16/03/2019 in Bose Hall to take the review regarding Anti-ragging Cell. Throughout the year no complaints were received from the students because the awareness had been created among the students by displaying the posters on anti-Ragging. The members expressed satisfaction.




PRINCIPAL
S.S.V.P.S's Late S.D.Patil Alias
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Annual Report of Anti-Ragging Committee
(Academic Year-2019-20)

The annual meeting of the Anti-Ragging Committee was held on 16/03/2020 in Seminar Hall to take the review regarding Anti-ragging Cell. Throughout the year no complaints were received from the students because the awareness had been created among the students by displaying the posters on anti-Ragging. The members expressed satisfaction.




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S.S.V.P.S's Late S.D.Patil Alias
Baburao Dada Arts, Commerce &
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Prof. Dr. N. S. Pawar M.Sc. Ph.D. Officiating Principal	Ref. No. ACS/SNK/ 202	Date : / / 202

Annual Report of Anti-Ragging Committee
(Academic Year-2020-21)

The annual meeting of the Anti-Ragging Committee was held on 15/03/2021 following the rules of social distancing. In this academic year due to COVID-19 Pandemic, classes of the students were engaged in online mode; therefore no grievances were received from the students.

Only the suggestions from the so de of the girl students were received regarding to conduct separate online classes for them. But since it was not possible, they were convinced.




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Prof. Dr. N. S. Pawar M.Sc. Ph.D. Officiating Principal	Ref. No. ACS/SNK/ 202	Date : / / 202

Annual Report of Anti-Ragging Committee
(Academic Year-2021-22)

The annual meeting of the Anti-Ragging Committee was held on 16/03/2022 in Bose Hall to take the review regarding Anti-ragging Cell. Throughout the year no complaints were received from the students because the awareness had been created among the students by displaying the posters on anti-Ragging. The members expressed satisfaction.




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Annual Report of Anti-Ragging Committee
(Academic Year-2022-23)

The annual meeting of the Anti-Ragging Committee was held on 27/02/2023 in Bose Hall to take the review regarding Anti-ragging Cell. Throughout the year no complaints were received from the students because the awareness had been created among the students by displaying the posters on anti-Ragging. The members expressed satisfaction.




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Annual Report of Grievance Redressal Cell
(Academic Year-2018-19)

Throughout the Academic Year 2018-19 two meetings were held: one in each semester. All the members had taken the timely follow up of the grievances from the students.

Since no grievances were recorded the committee had expressed satisfaction.




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 NAAC REACCRDIATED 'B' GRADE (2018-23)	S.S.V.P. Sanstha's Late S.D. Patil Alias Baburao Dada Arts, Commerce and Late Bhausaheb M.D. Sisode Science College	
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Annual Report of Grievance Redressal Cell
(Academic Year-2019-20)

After the second meeting held in second semester, the members discussed the complaint received from the students regarding water purifier and were satisfied with the due redressal.

Since no grievances were recorded the committee had expressed satisfaction.




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Date: 17/05/2021

Annual Report of Grievance Redressal Cell
(Academic Year-2020-21)

In this academic year there was complete lock down all over India due to COVID-19, Corona Pandemic. Hence the social distancing was must and students appeared the classes online. Hence there was no question of grievances and so the said committee was not framed.




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Annual Report of Grievance Redressal Cell
(Academic Year-2021-22)

Last and the second meeting of the committee was held on 14/03/2022. All the members had expressed satisfaction for not receiving any complaint.

Principal Dr. N.S. Pawar expressed his satisfaction and thanks for all.




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Annual Report of Grievance Redressal Cell
(Academic Year-2022-23)

The annual meeting of the committee was held on 17/02/2023 under the chairmanship of Dr. N. S. Pawar He took the follow up of the grievances, if any, received from the students. Members answered the questions he had raised




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Anti-Ragging Board in the College Premises

RAGGING IS A PUNISHABLE OFFENCE | DON'T INDULGE IN RAGGING

RAGGING SAY **NO** TO **RAGGING**

VISIT UGC WEBSITE DON'T BE A MUTE SPECTATOR TO RAGGING
REPORT RAGGING INCIDENTS IMMEDIATELY.

WHAT IS RAGGING ?	WHAT IS RAGGING ?
ANY ACT RESULTING IN:	A STUDENT INDULGING IN RAGGING CAN BE:
<ul style="list-style-type: none">✓ MENTAL/PHYSICAL/SEXUAL ABUSE✓ VERBAL ABUSE✓ INDECENT BEHAVIOR✓ CRIMINAL INTIMIDATION✓ WRONGFUL RESTRAINT✓ UNDERMINING HUMAN DIGNITY✓ FINANCIAL EXPLOITATION/ EXTORTION✓ USE OF FORCE	<ul style="list-style-type: none">✓ EXPELLED FROM THE INSTITUTION✓ BANNED FROM THE HOSTEL✓ HIS/HER SCHOLARSHIP CAN BE WITHDRAWN✓ DENIED ADMISSION TO ANY INSTITUTION✓ PROSECUTED CRIMINAL ACTION✓ INSTITUTION HAVE BEEN ASKED TO FILE THE FIR WITH LOCAL POLICE AGAINST THOSE WHO RAG/ABET RAGGING

Shri Shivaji Vidya Prasarak Sanstha's
Late S.D. Patil alias Baburao Dada Arts, Commerce and
Late Bhausahab M. D. Sisode Science College, Shindkheda
College Phone No. 02566-222239 Shindkheda Police- 02566-222233

 **GPS Map Camera**



Sindkheda, Maharashtra, India

MH SH 11, Chimthane Road, 7P8Q+22F, Sindkheda, Maharashtra

425406, India

Lat 21.265113°

Long 74.738322°

11/07/24 09:40 AM GMT +05:30