

SRINIVAS UNIVERSITY

ANTI-RAGGING POLICY

(SU-AR Committee)



Am
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE

Srinivas University
Anti-Ragging Policy
(SU-AR Committee)

1. INTRODUCTION:

In conformity with Supreme Court judgements and directions, UGC guidelines and State Government Instructions, Ragging is strictly prohibited in the Srinivas University. If anybody found indulged in such kind of activities, strict action will be taken irrespective of the extent. In order to prevent such activity in campus, several committees have been developed and brought into operation even before the start of 1st year classes by the Dean / Principal. Ragging in any form is strictly prohibited within the premises of the college campus / department / classroom / Hostel as well as on public transport. Any individual or group of individuals who indulge in an act or practice of ragging, constitutes gross indiscipline and such individual/ groups shall be dealt with as per the ordinance. This includes individual or collective acts or practices that involve physical assault or threat or use of physical force, which violate the status, dignity, and honour of any student.

1.1. VISION:


To build a ragging free environment by instilling the principles of democratic values, tolerance, empathy, compassion and sensitivity to that students become responsible citizens

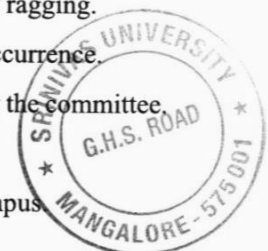
1.2. MISSION:

To create an atmosphere of discipline among the students by passing a clear message that no act of ragging in college & hostel premises is possible.

2. OBJECTIVES:

- To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- To bring out an awareness among the students about the consequences of ragging.
- To keep a constant eye and vigilance over ragging so as to prevent its occurrence.
- To address any ragging issues immediately and taken action as advised by the committee.
- Anti-Ragging Cell executive meeting will held at thrice in a year.
- To formulate anti-ragging squared to be vigilant about ragging in the campus


REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



3. THE CONCEPT OF RAGGING:

According to the UGC Regulation, ragging constitutes one or more of any of the following acts:

- Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.
- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
- Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
- Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.


REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



4. ROLES AND RESPONSIBILITIES

4.1. Chairman

- To ensure compliance with the provision of UGC / AICTE Regulation on Anti-ragging at the institution level
- To monitor and oversee the performance of an Anti-Ragging squad in prevention of ragging in the institution.
- To take appropriate action in case an incident of ragging is reported by Anti-ragging Squad of the institute and to further inform/get approval plan of action to be taken from University Anti-Ragging Committee.

4.2. Co-Ordinator

- Devise mechanism for receiving, processing and addressing all information regarding incidence of ragging.
- Devise and promote a credible anti-ragging policy in college.
- Advise Disciplinary Committee and sub committees on new policies or directives on handling cases of ragging (as applicable) from time to time.
- Sensitization of Students and faculty towards cases of ragging.
- Seek advice of expert to handle complicated grievance cases related to ragging apart from advise by other committee(s) if need arises.
- Compile/ submit biannual basis, the grievance summary report (on cases related to ragging) if any along with recommendations.
- Maintain all records, statements, actions and other correspondences related to ragging cases.
- Discuss major cases of ragging to generate awareness amongst students and faculty.
- Ensure the formation of the various cells and committees and their proper functioning
- Take an appropriate decision proper enquiry team with regard to punishment depending on the facts of each incident of ragging and nature and gravity of the incident of ragging.


REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



4.3. Members

- Devise policies to supervise and advise in preserving a Culture of Ragging Free Environment in the college Campus.
- Engage squad team in the works of checking places like Hostels, Buses, Canteens, Classrooms and other places of student gathering.
- Design strategies and action plan for curbing the Menace of Ragging in the college by adopting array of activities.
- Adopt a range of positive reinforcement activities for orienting students and moulding their personality for a better cause.

5. ANTI-RAGGING SQUAD

5.1. Formation

Mobile squad shall be formed from time to time to facilitate up keeping and upholding the objectives of the cell. The cell so formed shall be with the approval of the chairman and known only to ARC.

5.2. Roles

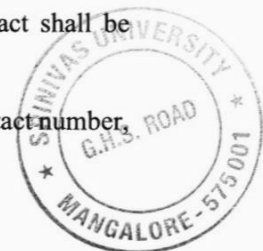
The Anti-ragging squad is formed for overseeing the implementation of the recommendations of the anti-ragging committee.

- The Anti-Ragging Squad shall be maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times in the campus.
- In any case of ragging sighted, the situation shall be secured, reported to the Anti-Ragging Cell for further course of actions

6. REDRESSAL OF RAGGING CASES

- If the ragging instance is reported to be in occurrence, then the Anti-Ragging Cell (ARC) members shall immediately arrange for securing the complainant and/or victim
- The victim should be taken for counselling
- A written complaint shall be received from the complainant and/or victim describing the full details instance, date, time and place of occurrence
- The complainant's and/or victim's identity such as name, branch, semester, section, contact number, e-mail id, parent's name, parent's contact shall be obtained
- The allege d's identity such as name, branch, semester, section, contact number, e-mail id, parent's name, parent's contact shall be obtained

Am
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



- The complaint shall be noted down in the Ragging Complaints Book with the member secretary
- The complaint shall be documented in the file with member secretary
- The complaint shall be brought to the notice of the chairman
- A hearing shall be held in consultation with the chairman to resolve the issue to decide upon the action
- The actions against the alleged if found guilty shall be recommended by the Anti-Ragging Cell (ARC)

7. ADMINISTRATIVE ACTION AGAINST RAGGING

Action Contemplated against students for indulging in and abetting ragging in Srinivas University, Depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, those found guilty may be awarded one or more of the following punishments, namely

- Warning, writing apology letter.
- Suspension from attending classes and academic privileges.
- Withholding / Withdrawing Scholarship/ Fellowship and other benefits.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- Suspension/ Expulsion from the hostel.
- Cancellation of admission.
- Rustication from the institution for period ranging from one to four semesters.
- Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

AM
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



8. POWERS AND FUNCTIONS OF ANTI RAGGING COMMITTEE

- To uphold and comply with the directions of the Honourable Supreme Court and be vigilant on any acts amounting to ragging
- To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging
- To consider the complaints received from the students and conduct enquiry and submit report to the Anti- Ragging Committee along with punishment recommended for the offenders
- Oversee the procedure of obtaining undertaking from the students in accordance with the provisions
- Conduct workshops against ragging menace and orient the students
- To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls
- To offer services of counselling and create awareness to the students
- To take all necessary measures for prevention of Ragging inside the Campus

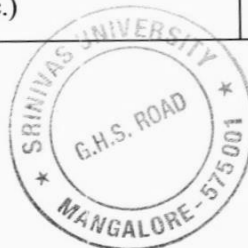

REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



Committee Members

NAME	DESIGNATION	RESPONSIBILITY
		Chair Person
		Co-Ordinator
	Psychology Department	Member
	Psychiatry Department	Member
	Medicine Department	Member
	Legal Department (Advocate)	Member
	Circle Inspector (North)	Member
	NGO / Social Worker	Member
	Teaching Staff	Member
	Teaching Staff	Member
	Teaching Staff	Member
	Teaching Staff	Member
	Non- Teaching Staff	Member
	Non- Teaching Staff	Member
	Non- Teaching Staff	Member
	Security In-charge	Member
	Hostel Female Manger	Member
	Hostel Male Manger	Member
	UG (B.Sc.)	Student Member
	PG (M.Sc.)	Student Member


REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



Annexure - I

SU-ARP COMMITTEE

SELF-DECLARATION BY PARENTS / GUARDIANS

(To be signed by the Guardian only in the event of both parents are not alive)

I, Mr./Mrs./Ms. _____ (Full name of Parents / Guardians in
CAPITAL letters) Father / Mother / Guardian of Mr. / Ms.
_____ (Full name of student in CAPITAL
letters) who has been admitted to Srinivas University, Mangaluru have:

- a) Been advised to read carefully and understand the Supreme Court Judgement on Ragging in Anti-Raging page of Srinivas University Website
 - b) Received a copy of the Essential Extracts of relevant Regulations on curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the relevant Regulations)
 - c) Carefully read and fully understood the provisions contained there-in.
- 1) I have, in particular, understood Clause 3 of the relevant Regulations and am aware as to what constitutes ragging and the implications thereof.
 - 2) I have also, in particular, understood Clause 7 and Clause 8 of the relevant Regulations and am fully aware of the penal and administrative actions that are liable to be taken against my ward in case he/she is found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
 - 3) I hereby solemnly state and undertake that:
 - a) My ward will not indulge in any behaviour or act that may be considered as ragging under Clause 3 of the relevant Regulations.
 - b) My ward will not participate in or abet or propagate through any act of commission
 - 4) I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to Clause 5 of the relevant Regulations, without prejudice to any other criminal action that may be taken against my ward under any penal law or any law for the time being in force.
 - 5) I hereby declare that my ward has not been expelled or debarred from admission in any Institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote ragging, and further affirm that, in case this declaration is found to be untrue, my ward's admission is liable to be cancelled.

Verified that the contents of this self-declaration are true to the best of my knowledge and no part of the self-declaration is false and nothing has been concealed or mis-stated therein.

Telephone / Mobile No.

Place:

Date:

REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



Signature of Father/Mother/Guardian

Annexure- II

**SU-ARP COMMITTEE
SELF DECLARATION BY THE STUDENT**

I, _____ (Full name of student in CAPITAL letters) S/o D/o
Shri./ Smt. _____ having been admitted to Srinivas University,
Mangaluru have:

- d) Been advised to read carefully and understand the Supreme Court Judgement on Ragging in Anti-Raging page of Srinivas University Website
 - e) Received a copy of the Essential Extracts of relevant Regulations on curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the relevant Regulations)
 - f) Carefully read and fully understood the provisions contained there-in.
- 1) I have, in particular, understood Clause 3 of the relevant Regulations and am aware as to what constitutes ragging and the implications thereof.
 - 2) I have also, in particular, understood Clause 7 and Clause 8 of the relevant Regulations and am fully aware of the penal and administrative actions that are liable to be taken against my ward in case he/she is found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
 - 3) I hereby solemnly state and undertake that:
 - c) My ward will not indulge in any behaviour or act that may be considered as ragging under Clause 3 of the relevant Regulations.
 - d) My ward will not participate in or abet or propagate through any act of commission
 - 4) I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to Clause 5 of the relevant Regulations, without prejudice to any other criminal action that may be taken against my ward under any penal law or any law for the time being in force.
 - 5) I hereby declare that my ward has not been expelled or debarred from admission in any Institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote ragging, and further affirm that, in case this declaration is found to be untrue, my ward's admission is liable to be cancelled.

Verified that the contents of this self-declaration are true to the best of my knowledge and no part of the declaration is false and nothing has been concealed or misstated therein.

Telephone / Mobile No.

Place:

Date:

REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



Signature of Student



SRINIVAS UNIVERSITY

(PRIVATE UNIVERSITY ESTABLISHED UNDER KARNATAKA STATE ACT NO.42 OF 2013)

City Office : G.H.S. Road, MANGALURU - 575 001. Karnataka State, INDIA.

Phone No.:0824-2425966, 2444891, Fax : 0824 - 2442766

E-mail:info@srinivasuniversity.edu.in website:www.srinivasuniversity.edu.in

Office of the Registrar

UNIVERSITY GRIEVANCE REDRESSAL AND ANTI-RAGGING POLICY

Grievance Redressal Committee

SU has established Grievance Redressal Committee with the intention of ensuring transparency and preventing unfair practices to protect the interest of innocent students. This committee keeps a record of students and parents' grievances by appointing a faculty representative on them. Irregularity in the admission, document withholding, breach of policy reservation etc. are considered to be serious issues, hence this committee severally takes action based on the grievances received. In order to tackle these grievances committee has implemented statutory regulatory body guidelines by undertaking and spreading awareness on grievance-based activities and its consequences which upholds zero tolerance. This cell has a mechanism to accept the complaints through online as well as offline platform, on the receipt of which grievance redressal committee undertakes immediate and strictly measures to address the grievances received by students and parents.

GRIEVANCE REDRESSAL:

Pursuant to UGC Regulations, 2012 on Grievance Redressal, as notified in the Gazette of India, dated March 23, 2013, Srinivas University, hereby notifies Guidelines in broad conformity with the said Regulations of UGC, with an aim to address and mitigate grievances of students of Srinivas University, Karnataka. The University has a robust Grievance Redressal Committee to cater to student grievances and allegations of unfair practices, if any. The university provides both offline mode and an online link to register their grievances and follows as systematic process for timely resolution of any grievance.

PROCEDURE:

All complaints related to the department /institute are first addressed to the Department Grievance Redressal Committee. The DGRC constituted at the department level constitutes the following -

- i) HOD/Dean of the department /institute
- ii) A Professor outside the department/school nominated by the Dean
- iii) A faculty well versed with grievance handling nominated by the HOD/Dean. The DGRC follows the principles of natural justice while addressing grievances of students. Staff and other stakeholders.

The DGRC has to resolve grievances within 15 days. If the grievances is not related to the department/school or are not resolved by the DGRC, the grievance is referred to the Institutional Grievance Redressal Committee (IGRC). The UGRC comprises of -

- i) Registrar of the HEI - Chairperson
- ii) Secretary - Nominated by the Vice Chancellor
- iii) Three senior academicians other than chairperson
- iv) Proctor/Senior Academician - Invited Member



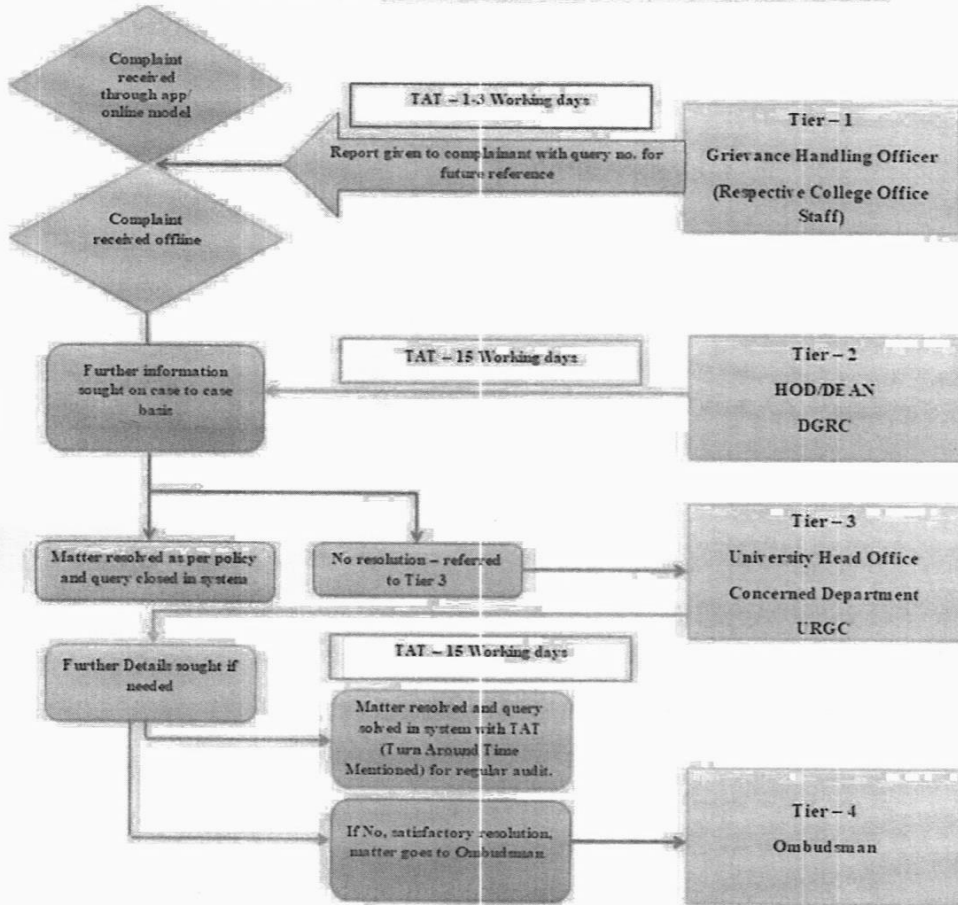
Registered Office : Srinivas Campus, Srinivas Nagar, Mukka, Surathkal, MANGALURU - 574 146
Karnataka State, INDIA. website:www.srinivasuniversity.edu.in, E-mail: info@srinivasuniversity.edu.in

MANGALORE

The UGRC shall submit its report and resolve grievances within 15 days of the grievance being referred to the IGRC. Any person aggrieved by the decision of the above bodies may within a period of six days prefer an appeal to the Ombudsperson.

University Grievance Redressal Ombudsman – **Alen J Pereira**

Srinivas University
Grievance Redressal Committee Flow Chart with Escalation Matrix

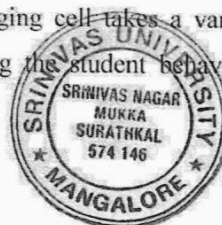
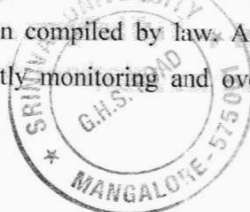


The law of natural justice must be followed, and the complainant and concerned parties must be given a fair hearing at all levels. When passing an order on a grievance at any level, the provisions of the Act/Regulations must be kept in mind, and no sequence shall be passed in contravention of the same.

Anti-Ragging Committee:

In consolidation with grievance redressal, anti-ragging committee has also been constituted by SU. University Anti-ragging committee provides a protection against ragging in the campus by adopting strict regulation compiled by law. Anti-ragging cell takes a various measure against ragging by constantly monitoring and overseeing the student behaviours such as

Am
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



teasing, rudeness, annoyance, psychological and physical hardship, financial extortion etc. SU Anti-ragging cell is responsible to maintain ragging free environment in the campus. The cell has implemented statutory regulatory body guidelines towards this social evil.

Ragging Constitutes:

The following acts are considered as ragging which is strictly prohibited in the college campus, hostels, and other buildings where the students are residing and also in public places. At the same time SU has strict prohibition against all the stakeholders of the institution who indulge in promoting these below acts;

- Student behaviours such as teasing, rudeness, annoyance, psychological and physical hardship, financial extortion etc.
- Indulging in rowdy or unruly behavior that leads or is likely to cause discomfort, hardship, or physical or psychological harm, or that causes fear or apprehension in a new or junior student.
- Asking students to do anything or perform anything that they would not normally do and that has the result of creating or generating a sense of humiliation or embarrassment in such a way that it negatively affects the psychological health of a fresher or new student.
- Use of criminal forces, disorderly conduct, and intimidation causing to suicides and Teasing, embarrassment, humiliation, assault, use of unlawful violence or indecent assault, wrongful restraint or confinement, causing great harm, kidnapping & extortion, molesting, committing unnatural offenses, causing death or aiding suicide.

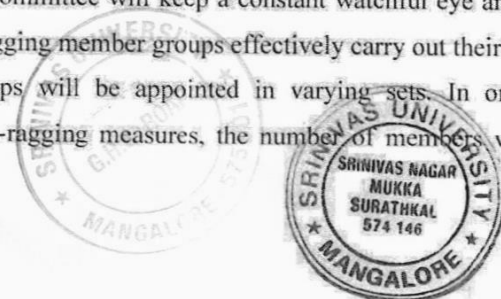
Common guidelines for Anti-Ragging Committee:

Each college under university has anti-ragging committee which is headed by the Dean along with senior and junior faculty members, no teaching staffs and students representatives of new students.

Role and Responsibilities of the committee:

- This Committee will be entirely responsible for monitoring and ensuring that the rules of these regulations are always strictly followed, as well as for making sure that no instances of ragging as described in these regulations occur.
- Additionally, the Committee will keep a constant watchful eye and see to it that the Institutions' anti-ragging member groups effectively carry out their duties.
- Anti-Ragging groups will be appointed in varying sets. In order to effectively implement the anti-ragging measures, the number of members will depend on the

Am
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



numerous college buildings including hostels and other blocks and floors as well as the size of the student body.


- Senior academic staff and responsible representatives of senior level and freshmen students have been formed as a anti-ragging group. Its duties will include patrolling the institution's and the campus' common areas, keeping vigil at all times on all days in accordance with the Dean's or Head of Department's decision, and taking appropriate action if they observe any instances of ragging in the college Department, any other institution, or in the Campus.
- The group will be in charge of investigating instances of ragging and reporting them to the anti-ragging committee for any necessary swift action or punishment.
- The Anti-Ragging Committee will take immediate action to decide the adequate penalty from the list of disciplinary measures in the Regulations based on the report of the Anti-Ragging group, any other individual who evidences the incidence of ragging, or on the allegation of any freshmen student.
- An anti-ragging control room will be formed on campus under the supervision of the anti-ragging committee. The Control Room will be staffed around the clock.
- The Anti-Ragging Control Room will be furnished with landline and mobile phone numbers, which will be widely distributed to all parties involved.

Anti-Ragging Guidelines for hostels:

- The hostels for the fresher students will be in separate hostel blocks. The fresher hostel will be barricaded by boundary walls / barbed wire fences and entry is fresher's hostel will be manned by security staff round the clock
- All Day Scholars are required to leave the Campus latest by 07:00 PM. Entry / presence of Day Scholars in the Campus will not be permitted beyond 07:00 PM and on holidays unless specifically allowed under the authority of the respective Dean/HoDs. Strict disciplinary action will be taken if a day scholar is seen in the campus after 07:00 PM or on holiday without proper authority.


REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE




Dr. Anil Kumar
(Registrar)
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



SRINIVAS UNIVERSITY

(PRIVATE UNIVERSITY ESTABLISHED UNDER KARNATAKA STATE ACT NO.42 OF 2013)

City Office : G.H.S. Road, MANGALURU - 575 001, Karnataka State, INDIA.

Phone No.:0824-2425966, 2444891, Fax : 0824 - 2442766

E-mail:info@srinivasuniversity.edu.in website:www.srinivasuniversity.edu.in

POLICY ON THE PREVENTION AND REDRESSAL OF SEXUAL HARASSMENT

Mechanism for Redressal of Sexual Harassment Case

Srinivas University has zero tolerance towards sexual harassment cases. It is dedicated to giving all of its members a secure and supportive environment. According to the compliance with internal requirements set forth by this policy, the institution explicitly prohibits harassment of any kind, including sexual harassment, and has established a strict process for the preventative measures of sexual harassment at the workplace. This policy outlines the definition of sexual harassment, the steps to take to prevent and address it, how to file complaints and grievances regarding sexual harassment, how to investigate complaints and grievances, and how to take appropriate disciplinary action against those responsible. Anti-sexual harassment committee investigates into all the formal and written complaint against sexual harassment. Effective remedy has been taken by this committee on the receipt of such complaints. This cell takes appropriate measures on hierarchal oppression based on gender, biased attitudes and protects women's fundamental rights. Considering the sexual harassment as a serious offense, the cell has implemented various guidelines of statutory and regulatory body. The cell has also taken a step forward to undertake and spread the awareness and its consequences to the students with zero tolerance. SU anti-sexual harassment committee has initiated the complaint submission platform through both online as well as offline portal. On the receipt of complain, the cell takes immediate actions by appointing committees.

For any sexual harassment cases, following are the redressal mechanism:

Grievance Redressal Mechanism:

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

- (a) A Presiding Officer who is a female senior Professor
- (b) Two faculty members (who are also female Professor)
- (c) Two Non-teaching experienced employees;
- (d) Three students from the Undergraduate, Master's and Research Scholar



(e) One member from amongst non-government organisations who committed to the cause of women.

Responsibilities of Internal Complaints Committee (ICC) –

The Internal Complaints Committee:


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

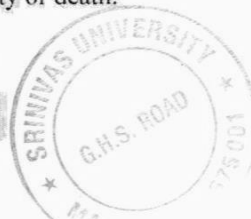
The process for making complaint and conducting Inquiry –

The ICC comply with the procedure prescribed in the Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner

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

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


REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



Punishment and Compensation:

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

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

(a) Withhold privileges of the student such as access to the library, halls of residence, transportation, scholarships, allowances, and identity card;

(b) Suspend or restrict entry into the campus for a specific period;

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

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

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

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

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

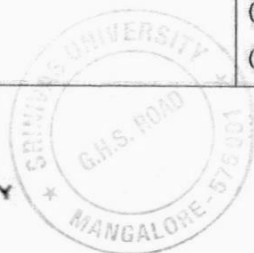
(d) The income and status of the alleged perpetrator and victim; and

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


REGULATIONS FOR PREVENTION OF SEXUAL HARASSMENT

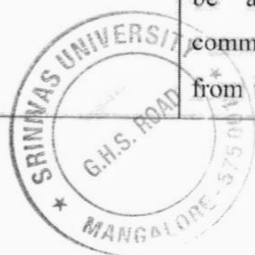
1. Definition	"Sexual Harassment" includes unwelcome behaviour of sexual nature (whether directly or by implications such as:
	(a) Physical contact and advances; (b) A demand or request for sexual favours' (c) Sexually coloured remarks; (d) Showing pornography; and

AM
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE




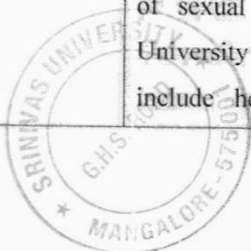
	(e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
2. Who can file a complaint?	(a) A person who is – i) A student of the University ii) An employee of the University or holding a consultative position in the University iii) An applicant for admission into any course offered by the University
	The following conditions apply to all the complaint If a complaint filed is found by the Complaint Committee to be waggish or displeasing, the Committee shall dismiss the complaint and recommend the Vice-Chancellor that the complainant pays the defendant a fine. The amount of fine imposed will depend on the severity of damage caused to the defendant's reputation.
3. The internal complaint committee	The 'University internal Complaint Committee' will be constituted by the Vice-Chancellor as per the guidelines provided by UGC; comprising of 9 members including chairperson. At least half of the members of the Committee shall be women and the committee will have representation from the nonteaching staff as well. The Chairperson of the Complaint Committee will be nominated by the Vice-chancellor and shall be a woman. Among nine persons committee, there would be two members from teaching staff and two from the non-


 REGISTRAR
 SRINIVAS UNIVERSITY
 MANGALORE



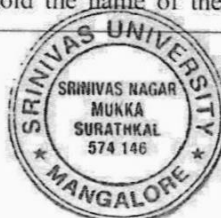
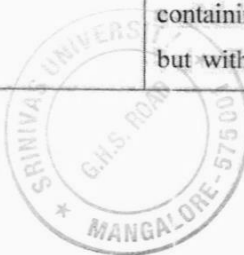
	<p>teaching staff. If a case involves students, then there should be three student members from UG, PG and Ph.D. as a part of it. One member must be from non-government organization who should have experience in the area of women empowerment and redressal of sexual harassment cases.</p>
<p>4. Eligibility for becoming a member</p>	<p>(i) The Committee will comprise of faculty of the rank of Professor or Associate Professor or a staff member in an equivalent position in the University.</p> <p>(ii) In appointing ordinary members, the Vice-Chancellor may take into account the seniority, ability and background of the members.</p> <p>The Committee may co-opt as many members as are necessary to make an informed, reasonable and prompt decision. Students, Staffs, NGO's or other relevant persons can be co-opted as members.</p>
<p>5. Jurisdiction</p>	<p>All members of staff teaching or non-teaching of the University are subject to the jurisdiction of this ordinance. Even if the complainant is not a staff or faculty member, but the complaint is against a faculty or staff member, it will be heard by the Complaint Committee.</p> <p>The jurisdiction of the University Complaints Committee shall extend to acts of sexual harassment committed in the University Campus. The campus shall also include hostels, guesthouses, parks,</p>


 REGISTRAR
 SRINIVAS UNIVERSITY
 MANGALORE



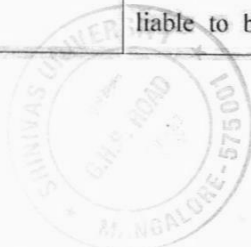
	<p>Buses and other properties owned, maintained, hired or under the control of the University.</p> <p>In the case of sexual harassment of a third person by a staff of the University, the Complaint Committee may in its discretion provide information regarding the student or staff to facilitate a proper determination of the third person's complaint.</p>
<p>6. Conduct of enquiry by the complaint committee</p>	<p>i) Any person aggrieved must file a Complaint with the Complaint Committee at the earliest point in time but in no case after 15 days from the date of occurrence of the alleged incident.</p> <p>ii) The complaint shall contain all the material and relevant details concerning the alleged sexual harassment including the names of the contravener and the complaint shall be addressed to the Chairperson of Complaint Committee</p> <p>iii) If the complainant feels that she/he cannot disclose her/his identity for any particular reason, the complainant shall address the complaint in writing to the Vice Chancellor and submit the complaint in person or in a sealed envelope. Upon receipt of such complaint the Vice Chancellor shall retain the original complaint with himself/ herself and send to the Complaint Committee a gist of the complaint containing all material and relevant details, but withhold the name of the complainant</p>

Am
 REGISTRAR
 SRINIVAS UNIVERSITY
 MANGALORE



	<p>and other particulars that might disclose the identity of the complainant.</p> <p>iv) The Complaint Committee shall take immediate necessary action(s) by initiating a discrete inquiry or hold a full-blown inquiry, as necessary and has to provide a copy of complaint to the contravener within 7 days of receiving the complaint</p> <p>v) The Complaint Committee shall after examination of the complaint submit its recommendations to the Vice Chancellor recommending the penalty to be imposed.</p> <p>vi) Vice Chancellor upon receipt of the report from the Complaint Committee shall, after giving an opportunity to hear the person(s) against whom the complaint is filed, decide a course of action following the prescribed procedure.</p>
<p>7. Disciplinary actions</p>	<p>Where the conduct of an employee amounts to misconduct in the form of sexual harassment, appropriate disciplinary action will be taken in the form a fine, demotion to a lower position or outright dismissal from the university. If the alleged harassment rises to the level of a offence, the case will be referred to the police for prosecution.</p> <p>If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complaint shall be liable to be punished as per the relevant</p>

As
 REGISTRAR
 SRINIVAS UNIVERSITY
 MANGALORE



	provision of the aforementioned UGC Regulations 2015.
8. Third party harassment	Where sexual harassment occurs as a result of an act by any third party or outsider on campus and the victim is a university employee, the university shall take all reasonable steps to assist the affected person(s) in prosecution of the case.
9. Report	The internal Complaint Committee shall send their recommendation to the Vice-chancellor for further action.

Punishment and Penalties:

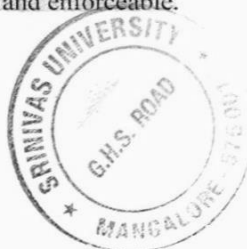
Upon receipt of sexual harassment and complaints the committee will undertake enquire. In case a student/faculty found to guilty of sexual harassment will penalised and punished in the following prescribed form;

- Warning
- Counseling
- Written and oral apology
- Ceasing employment benefit such as promotion and increments.
- Suspension from the college for a stipulated period
- Permanent suspension from employment
- Legal proceedings, if it cannot be handled by the institute administrators

Sexual harassment committee entails raising awareness of gender-related issues and fostering an atmosphere that promotes feelings of personal safety and gender justice. This is accomplished by providing employees and students with orientation through workshops and seminars.

Note: The Governing body must be consulted regarding any issue not expressly addressed by the aforementioned rules. The college alone has the authority to interpret this policy. The college's decision to split up is final and enforceable.

AM
REGISTRAR
SRINIVAS UNIVERSITY
MANGALORE



[Signature]
Registrar
REGISTRAR
SRINIVAS UNIVERSITY,
MANGALORE