

Zero Tolerance Policy

I. Implementation of guidelines of statutory/regulatory bodies

Sagar Mahavidyalaya adheres following guidelines of statutory/regulatory bodies for timely redressal of student grievances including sexual harassment and ragging cases:

- The **Code of Conduct** for student to maintain the highest standards of discipline and dignified manner of behavior inside and outside the College campus. It's displayed on the college notice board, as well as in the college website.
- The possible cases of women sexual harassment inside the campus are redressed according to the rule of "**Handbook on Sexual Harassment of Women at Workplace Act 2015**". For details, please go through the link: <https://wcd.nic.in/act/handbook-sexual-harassment-women-workplace> .
- Besides this, the girl students can register a complaint regarding sexual harassment in Ministry of Women & Child Development through the given link: <http://www.shebox.nic.in/home/displayDocument?filename=how-to-use-shebox.pdf>
- The possible cases of ragging in collage are redressed according to the rule of "**UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institution, 2009**".

II. Polices & Mechanism for Zero Tolerance

Sagar Mahavidyalaya has a transparent policy and mechanism for timely redressal of student grievances including sexual harassment and ragging cases. The College students could **submit their grievance through offline/online mode as well as from grievance box** of the campus. All issues of the student grievances are redressed by the Grievance Redressal Committee of the College.

A. Maintenance of Discipline among Students of the College

POLICY–

The College has well constituted Students' Grievance Redressal cell, Carrying powers to enforce discipline and taking disciplinary action in the interest of maintaining discipline, as may seem to be appropriate. The Committee also gives instructions to students against causing disruption in any manner of the academic functioning and property of the College.

MECHANISM–

Sagar Mahavidyalaya celebrates National/International Commemorative Days, Festivals and Memories of the great freedom fighters, to instill patriotic spirit and to foster unity among students and faculty.

The College organizes activities that deepen the values, rights, duties and responsibilities of good citizens committed to nation and society. The NSS and YRC are two integral bodies that commit activities to inculcate patriotism among students.

B. Prohibition for Sexual Harassment of Women at College

POLICY–

The College has a well constituted Women Cell, makes awareness for social and Ethical issues among Girl students and staffs. All complaints related to woman including sexual harassment are redressed by Woman Cell and gives suggestions to deal the case, if any.

MECHANISM–

The Women Empowerment Cell conducts gender sensitizing Programs by organizing lectures and seminars. The Cell takes care of the concerns of the Girl students of the College and sensitizes students about women's rights. The Women Cell organizes programmes on legal assistance, women's health and self-defense training which help in boosting the status of women. The women cell organizes various awareness programs on Gender equality, Women literacy, etc to discourage the sexual-imbalance in the society.

The Committee time to time visits in each departments and enquires girl students' problems. Complaints/grievances to the Girl students are regarded with utmost seriousness and take appropriate action. However, **there is no sexual harassment case** during last 05 years of the College.

The Women Empowerment Cell has also created a WhatsApp Group in which all the Female Employees and Girl students are connected virtually.

Prohibition of Ragging among Students of the College


POLICY–Ragging is brought to bear for the purposes of dominant status of freshly enrolled students or students who are in any way considered junior or inferior by other students. The College has a well constituted Anti-Ragging Committee to strictly prohibited Ragging in any them within the premises of College as well as on public transport.

MECHANISM–

Sagar Mahavidyalaya is consistently engaged in sensitization of students to our constitutional obligations, to make students as a good citizen.

The College includes individual or collective acts or practices against ragging such as:

- The Teacher-in- Charge of the College or Anti-Ragging Committee shall take immediate action on any information of the occurrence of ragging.
- If the Principal of the College or Anti-Ragging Committee is satisfied that for some reason, shall direct or order rustication of a student or students for a specific number of period, admired to a programme of study in a College, departmental examination for one or more years or that the results of the student or students concerned in the examination or examinations in which they appeared be cancelled.
- However, **there is no such case** during last 05 years of the College.


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