

Sexual Harassment at Workplace – Rules & Regulations

The #MeToo movement has gathered momentum across the world with many celebrities coming out about sexual misconduct by men in the workplace. With women constituting about half of the global population, it's important to ensure they have safeguards for protecting their rights and status at workplaces. In this direction, the Government of India has implemented the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In this article, we look at the rules and regulations that prevent sexual harassment at workplace in detail.

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What is Sexual Harassment at Workplace?

According to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, any of the following 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:

Implied or explicit promise of preferential treatment in her employment.

Implied or explicit threat of detrimental treatment in her employment.

Interferes with her work or creating an intimidating or offensive or hostile work environment for her.

Humiliating treatment likely to affect her health or safety.

Sexual harassment includes unwelcome sexually determined behaviour such as:

Physical contact.

Demand or request for sexual favours.

Sexually coloured remarks.

Showing pornography.

Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Duties and Responsibilities of Employers

Under the Sexual Harassment of Women at Workplace Act, 2013, all employers have the following duties and responsibilities:

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

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 of the Act providing that 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;

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;

Provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an enquiry;

Assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

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;

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;

Cause to initiate action, under the Indian Penal Code, 1860 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;

Treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

Monitor the timely submission of reports by the Internal Committee.

Formation of Internal Complaint Committee

Under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, all employers are required to constitute an Internal Complaint Committee at a workplace by an order in writing. In case the employer has multiple branches or factories or offices, an Internal Committee must be constituted at all administrative units or offices.

The Internal Committee must consist of the following members, nominated by the employer:

A Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees.

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.

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.

The Internal Complaint Committee must have at least one-half of the total Members as women at all times. The Presiding Officer and every Member of the Internal Committee can hold office for a period not exceeding three years, from the date of their nomination.

Powers of Internal Complaint Committee

An Internal Complaint Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 will have the same powers as vested in a Civil Court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters:

Summoning and enforcing the attendance of any person and examining him on oath.

Requiring the discovery and production of documents.

Any other matter which may be prescribed.

The Internal Complaint Committee could recommend to the employer, the following actions:

Grant such other relief to the aggrieved woman as may be prescribed.

Transfer the aggrieved woman or the respondent to any other workplace.

Grant leave to the aggrieved woman upto a period of three months.

Procedure for Filing Complaint

A complaint on sexual harassment at the workplace must be made by the aggrieved woman within a period of three months from the date of occurrence of an incident. In case of a series of an incident, within a period of three months from the date of last incident.

The complaint must be made in writing and submitted to the Internal Complaint Committee and be sent either by post or given in person. The Internal Complaint Committee also has the powers to extend the time-limit for reporting by not more than three months, if it is satisfied that the circumstances were such which prevented the employee from filing a complaint within the three month period.

If an aggrieved woman is unable to make a written complaint by herself on account of her physical incapacity, a complaint can be filed by:

Her relative or friend.

Her co-worker.

An officer of the National Commission for Women or State Women's Commission.

Any person who has knowledge of the incident, with the written consent of the aggrieved woman.

If an aggrieved woman is unable to make a written complaint by herself on account of her mental incapacity, a complaint can be filed by:

Her relative or friend.

A special educator.

A qualified psychiatrist or psychologist.

The guardian or authority under whose care she is receiving treatment or care.

Any person who has knowledge of the incident jointly with her relative or friend or a special education or qualified psychiatrist or psychologist or guardian or authority under whose care she is receiving treatment or care.

Finally, if an aggrieved woman is unable to make a written complaint by herself on account of her mental incapacity or physical incapacity or death, a complaint can be filed by her legal heir.

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 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.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work. It was passed by the Lok Sabha (the lower house of the Indian Parliament) on 3 September 2012. It was passed by the Rajya Sabha (the upper house of the Indian Parliament) on 26 February 2013. The Bill got the assent of the President on 23 April 2013. The Act came into force from 9 December 2013. This statute superseded the Vishakha Guidelines for prevention of sexual harassment introduced by the Supreme Court of India. It was reported by the International Labour Organization that very few Indian employers were compliant to this statute.[4][not in citation given][5] Most Indian employers have not implemented the law despite the legal requirement that any workplace with more than 10 employees need to implement it. According to a FICCI-EY November 2015 report, 36% of Indian companies and 25% among MNCs are not compliant with the Sexual Harassment Act, 2013. The government has threatened to take stern action against employers who fail to comply with this law.

Preamble and background

The introductory text of the Act is:

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.

Functioning

What is this Act about?

The Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013 makes it illegal to sexually harass women in the workplace. It talks about the different ways in which someone can be sexually harassed and how they can complain against this kind of behaviour.

Is this Act only for women?

Yes, this Act is only for women who are sexually harassed in workplaces.

Is this Act only for working women?

No, this Act is for any woman who is harassed in any workplace. It is not necessary for the woman to be working at the workplace in which she is harassed. A workplace can be any office, whether government or private.

There is no sexual harassment at my office. Do I still have to follow the instructions regarding setting up an Internal Complaints Committee?

Yes, even if there are no cases of sexual harassment at the moment, it is still necessary for the committee to be set up (if you employ more than 10 workers) and for all rules to be followed.

Am I not allowed to approach the police and courts because of this Act?

No, the Act gives you a choice between dealing with the offender within the office or approaching a court. If you wish, you can file a criminal complaint instead of approaching your Internal/Local Complaints Committee.

Background and provisions

The Act will ensure that women are protected against sexual harassment at all the work places, be it in public or private. This will contribute to realisation of their right to gender equality, life and liberty and equality in working conditions everywhere. The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth.

The Act uses a definition of sexual harassment which was laid down by the Supreme Court of India in Vishakav. State of Rajasthan (1997). Article 19 g of the Indian Constitution affirms the right of all citizens to be employed in any profession of their choosing or to practice their own trade or business. Vishaka v. State of Rajasthan established that actions resulting in a violation of one's rights to 'Gender Equality' and 'Life and Liberty' are in fact a violation of the victim's fundamental right under Article 19 g. The case ruling establishes that sexual harassment violates a woman's rights in the workplace and is thus not just a matter of personal injury.

Under the Act, which also covers students in schools and colleges as well as patients in hospitals, employers and local authorities will have to set up grievance committees to investigate all complaints. Employers who fail to comply will be punished with a fine of up to 50,000 rupees.

The legislative progress of the Act has been a lengthy one. The Bill was first introduced by women and child development minister Krishna Tirath in 2007 and approved by the Union Cabinet in January 2010. It was tabled in the Lok Sabha in December 2010 and referred to the Parliamentary Standing Committee on Human Resources Development. The committee's report was published on 30 November 2011.[13][14] In May 2012, the Union Cabinet approved an amendment to include domestic workers.[15] The amended Bill was finally passed by the Lok Sabha on 3 September 2012.[16] The Bill was passed by the Rajya Sabha (the upper house of the Indian Parliament) on 26 February 2013. It received the assent of the President of India and was published in the Gazette of India, Extraordinary, Part-II, Section-1, dated 23 April 2013 as Act No. 14 of 2013.

Major Features

The Act defines sexual harassment at the work place and creates a mechanism for redressal of complaints. It also provides safeguards against false or malicious charges.

The Act also covers concepts of 'quid pro quo harassment' and 'hostile work environment' as forms of sexual harassment if it occurs in connection with an act or behaviour of sexual harassment.

The definition of "aggrieved woman", who will get protection under the Act is extremely wide to cover all women, irrespective of her age or employment status, whether in the organised or unorganised sectors, public or private and covers clients, customers and domestic workers as well.

While the "workplace" in the Vishaka Guidelines is confined to the traditional office set-up where there is a clear employer-employee relationship, the Act goes much further to include organisations, department, office, branch unit etc. in the public and private sector, organized and unorganized, hospitals, nursing homes, educational institutions, sports institutes, stadiums, sports complex and any place visited by the employee during the course of employment including the transportation. Even non-traditional workplaces which involve tele-commuting will get covered under this law.

The Committee is required to complete the inquiry within a time period of 90 days. On completion of the inquiry, the report will be sent to the employer or the District Officer, as the case may be, they are mandated to take action on the report within 60 days.

Every employer is required to constitute an Internal Complaints Committee at each office or branch with 10 or more employees. The District Officer is required to constitute a Local Complaints Committee at each district, and if required at the block level.

The Complaints Committees have the powers of civil courts for gathering evidence.

The Complaints Committees are required to provide for conciliation before initiating an inquiry, if requested by the complainant.

The inquiry process under the Act should be confidential and the Act lays down a penalty of Rs 5000 on the person who has breached confidentiality.

The Act requires employers to conduct education and sensitisation programmes and develop policies against sexual harassment, among other obligations.

Penalties have been prescribed for employers. Non-compliance with the provisions of the Act shall be punishable with a fine of up to ₹ 50,000. Repeated violations may lead to higher penalties and cancellation of licence or registration to conduct business.[19]

Government can order an officer to inspect workplace and records related to sexual harassment in any organisation.

Penal Code

Through the Criminal Law (Amendment) Act, 2013, Section 354 was added to the Indian Penal Code that stipulates what consists of a sexual harassment offence and what the penalties shall be for a man committing such an offence. Penalties range from one to three years imprisonment and/or a fine. Additionally, with sexual harassment being a crime, employers are obligated to report offences.

Criticism

Brinda Karat, serving in the Rajya Sabha as a Communist Party of India (Marxist) member for West Bengal initially complained that the Bill does not cover women in the armed forces and excludes women agricultural workers, "a gross injustice to agricultural workers who are the single largest female component of work force in the country." [11] However, the final bill includes the clause "No woman

shall be subjected to sexual harassment at any workplace" (clause 3.1), and is considered to have addressed those concerns.[21] In the May 2012 draft Bill, the burden of proof is on the women who complain of harassment. If found guilty of making a false complaint or giving false evidence, she could be prosecuted, which has raised concerns about women being even more afraid of reporting offences.[20] Before seeing the final version of the bill, lawyer and activist Vrinda Grover said, "I hope the Bill does not have provisions for penalizing the complainant for false complaints. This is the most under-reported crime. Such provision will deter a woman to come forward and complain." Zakia Soman, a women's rights campaigner at ActionAid India said that "it helps to have a law and we welcome it, but the crux will lie in its implementation once it is enacted."

Manoj Mitta of The Times of India complained that Bill does not protect men, saying it "is based on the premise that only female employees needed to be safeguarded." Nishith Desai Associates, a law group, wrote a detailed analysis that included concerns about the role of the employer in sexual harassment cases. They called out the fact that there is no stipulated liability for employers in cases of employee-to-employee harassment, something upheld in many other countries. They also viewed the provision that employers are obligated to address grievances in a timely manner at the workplace as problematic because of potentially uncooperative employees. Furthermore, the law requires a third-party non-governmental organisation to be involved, which could make employers less comfortable in reporting grievances, due to confidentiality concerns.

Compliance to this statute has so far been left to the vagaries of the employers and government has not taken any significant step to enforce the law so far. For example, 6 months after the law came into effect, the state in UP remained dreadful as women could not participate in the workforce due to sexual harassment.

L. Bhatnagar
31.12.23
Principal
DIGSOI MAHILA MAHAVIDYALAYA

SUMMARY OF UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009.

1. **PREAMBLE:** In view of the directions of the Hon'ble Supreme Court dated 8.05.2009 and in consideration of the determination of the Central Government and the University Grants Commission to prohibit, prevent and eliminate the scourge of ragging.

2. **OBJECTIVE:** To eliminate ragging in all its forms from universities, deemed universities and other higher educational institutions in the country by prohibiting it under these Regulations, preventing its occurrence and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. **WHAT CONSTITUTES RAGGING:** Ragging constitutes one or more of any of the following acts:
 - a) 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.
 - b) Indulging in rowdy or indisciplined 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.

- c) 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.
- d) Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- e) Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f) Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students
- g) Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- h) 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.
- i) Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

4. MEASURES FOR PROHIBITION OF RAGGING: There are a number of such measures at institution level, University Level, District level etc. Some of them that are important for students to know are as follows:

- No institution shall permit or condone any reported incident of ragging in any form; and all institutions shall take all necessary and

required measures, including but not limited to the provisions of these Regulations, to achieve the objective of eliminating ragging, within the institution or outside.

- All institutions shall take action in accordance with these Regulations against those found guilty of ragging and/or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
- Every public declaration of intent by any institution, in any electronic, audiovisual or print or any other media, for admission of students to any course of study shall expressly provide that ragging is totally prohibited in the institution, and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be punished in accordance with these Regulations as well as under the provisions of any penal law for the time being in force.
- The telephone numbers of the Anti-Ragging Helpline and all the important functionaries in the institution, including but not limited to the Head of the institution, faculty members, members of the Anti-Ragging Committees and Anti-Ragging Squads, District and Sub-Divisional authorities, Wardens of hostels, and other functionaries or authorities where relevant, shall be published in the brochure of admission/instruction booklet or the prospectus.
- The application for admission, enrolment or registration must be accompanied by an Anti Ragging affidavit signed by a student in a prescribed format and another Anti Ragging Affidavit signed by a Parent/Guardian. (*Both these Affidavits can be downloaded from the Web*)

- Any distress message received at the Anti-Ragging Helpline shall be simultaneously relayed to the Head of the Institution, the Warden of the Hostels, the Nodal Officer of the affiliating University, if the incident reported has taken place in an institution affiliated to a University, the concerned District authorities and if so required, the District Magistrate, and the Superintendent of Police, and shall also be web enabled so as to be in the public domain simultaneously for the media and citizens to access it.
- On receipt of the recommendation of the Anti Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorised by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions.
- The Commission shall maintain an appropriate data base to be created out of affidavits, affirmed by each student and his/her parents/guardians and stored electronically by the institution, either on its or through an agency to be designated by it; and such database shall also function as a record of ragging complaints received, and the status of the action taken thereon.
- The Commission shall include a specific condition in the Utilization Certificate, in respect of any financial assistance or grants-in-aid to any institution under any of the general or special schemes of the

Commission, that the institution has complied with the anti-ragging measures.

- Any incident of ragging in an institution shall adversely affect its accreditation, ranking or grading by NAAC or by any other authorised accreditation agencies while assessing the institution for accreditation, ranking or grading purposes.
- The Commission may accord priority in financial grants-in-aid to those institutions, otherwise eligible to receive grants under section 12B of the Act, which report a blemishless record in terms of there being no reported incident of ragging.

5. ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING: The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed here in under:

- The Anti-Ragging Committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
- The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments, namely:
 - a) Suspension from attending classes and academic privileges.
 - b) Withholding/ withdrawing scholarship/ fellowship and other benefits.
 - c) Debarring from appearing in any test/ examination or other evaluation process.
 - d) Withholding results.

- e) Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 - f) Suspension/ expulsion from the hostel.
 - g) Cancellation of admission.
 - h) Rustication from the institution for period ranging from one to four semesters.
 - i) Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
- Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.
 - An appeal against the order of punishment by the Anti-Ragging Committee shall lie, (i) in case of an order of an institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University; (ii) in case of an order of a University, to its Chancellor. (iii) in case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the institution, as the case may be.
 - Where in the opinion of the appointing authority, a lapse is attributable to any member of the faculty or staff of the institution, in the matter of reporting or taking prompt action to prevent an incident of ragging or who display an apathetic or insensitive attitude towards complaints of ragging, or who fail to take timely steps, whether required under these Regulations or otherwise, to prevent an incident or incidents of ragging, then such authority shall initiate departmental disciplinary action, in accordance with the prescribed procedure of the institution, against such member of the faculty or staff. Provided that where such lapse is

attributable to the Head of the institution, the authority designated to appoint such Head shall take such departmental disciplinary action; and such action shall be without prejudice to any action that may be taken under the penal laws for abetment of ragging for failure to take timely steps in the prevention of ragging or punishing any student found guilty of ragging.

SUMMARY OF THE JUDGMENT OF THE HON. SUPREME COURT DELIVERED ON THE 8th MAY 2009.

I. The Hon. Supreme court ordered that a number of recommendations made by the Raghavan Committee be implemented immediately. These included

- Confidence building measures such as appointment of counsellors, arrival of senior students a week or two weeks after the Juniors have arrived; joint sensitization programmes; joint orientation programme of 'freshers' and 'seniors' to be addressed by the principal/Head of the institution; organization on large scale of cultural, sports and other activities; make provisions for faculty members to dine with the hostel residents in their respective hostels etc.
- Every institution must have an **Anti-Ragging Committee and an Anti - Ragging Squad**. There should be a Monitoring Cell on Ragging at the University Level that would coordinate with the affiliated colleges and institutions under its domain. There should be a Monitoring Cell at the level of the Chancellor of the State Universities.
- In the, light of the increasing number of private commercially managed, lodges or hostels outside campuses, such hostels and management must be registered with the local police authorities and permission to start such hostels or register them must necessarily be recommended by the Heads of educational institutions. It should be mandatory for both local police, local administration as well the institutional authorities to ensure vigil on incidents that may come within the definition of ragging.
- Wardens must be accessible at all hours and therefore it is important that they, be available on telephone and other modes of communication. Similarly, the telephone numbers of the other important functionaries - Heads of institutions, faculty members, members of the **anti-ragging committees, district and sub-divisional authorities and state authorities where relevant, should also be widely disseminated for the needy to get in touch or seek help in emergencies.**
- Brochures or **booklet/leaflet distributed to each student at the beginning of each academic session for obtaining undertaking not to indulge or abet ragging, shall contain the blueprint of prevention and methods of redress."**

- The educational institutions shall ensure that each hostel should have a full-time warden who resides within the hostel, or at the very least, in the close vicinity thereof.
2. The Hon. Supreme Court acknowledged that The Ministry of Human Resource Development, Government of India, in consultation with UGC, MCI, AICTE and other similar regulatory bodies was in the process of setting up a central crisis-hotline and anti-ragging database in the manner suggested by Dr. Raj Kachroo. The Hon. Court, however, added that
 - The task of monitoring the database be given to a nongovernmental agency, to be immediately nominated by the Union of India to build confidence in the public and also to provide information of non compliance to the regulatory bodies and to the Raghavan Committee.
 - The database shall be created out of affidavits affirmed by each student and his/her parents/guardians, which affidavits shall be stored electronically, and shall contain the details of each student.
 - The database shall also function as a record of ragging complaints received, and the status of the action taken thereon.
 3. The Hon. Supreme Court ordered that Regulations on Curbing the Menace of Ragging, formulated by the UGC, must be adopted by all other regulatory bodies, such as AICTE, MCI, DCI, NCI etc.;
 4. The Hon. Supreme Court acknowledged that the incident involving the death of Aman Kachroo clearly indicated that the formulation of guidelines and regulations was not sufficient. Hence, the Hon. Court ordered that such regulations shall have to be enforced strictly, and penal consequences for the heads of the institutions/administration of the institution who do not take timely steps in the prevention of ragging and punishing those who rag. In addition to penal consequences, departmental enquiries be initiated against such heads institutions / members of the administration / faculty members / non-teaching staff, who display an apathetic or insensitive attitude towards complaints of ragging;
 5. The Hon. Supreme Court said that not only the students, but also the faculty must be sensitized towards the ills of ragging, and the prevention thereof. Non-teaching staff, which includes administrative staff, contract employees, security guards etc., have also to be regularly sensitized towards the evils and consequences of ragging;

6. The Hon. Supreme Court ordered that the Principal or Head of the Institution/Department shall obtain an undertaking from every employee of the institution including teaching and non-teaching members of staff, contract labour employed in the premises either for running canteen or as watch and ward staff or for cleaning or maintenance of the buildings/lawns etc. that he/she would report promptly any case of ragging which comes to his/her notice. A provision shall be made in the service rules for issuing certificates of appreciation to such members of the staff who report ragging which will form part of their service record.
7. The Hon. Supreme Court said that it was necessary that parents/guardians of freshers assume responsibility for promptly bringing to the notice of the Head of the Institution any instance of ragging.
8. The Hon. Supreme Court said that the SHO/SP, within whose jurisdiction a particular college falls, shall be responsible for ensuring that no ragging takes place on the campus of the concerned college, and to effectively deal with incidents of ragging, should, any such incidents take place. Once a central database/crisis hotline is made operative then as soon as SHO/SP, within whose jurisdiction a particular college falls, is contacted by the crisis hotline staff, then such SHO/SP shall deal effectively with the incident and cooperate and communicate with the crisis hotline staff and/or the independent monitoring agency. This will build confidence and encourage people to report incidences of ragging without fear or delay;
9. The Hon. Supreme court said that once the database/crisis hotline is operative, State Governments shall amend their anti-ragging statutes to include provisions that place penal consequences on institutional heads.

Dr. Rupam Saikia, M. A., LL.B., Ph.D
Director
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No. DU/DCDC/16/CDC/Misc/Notice 9393

Date: 19/7/2016

NOTIFICATION

In pursuance of the decisions taken by the CDC in its meeting held on 20/07/2016 vide resolution nos (3) and (4), the Principals of the Affiliated and Permitted Colleges of Dibrugarh University are hereby informed to strictly implement the UGC's Regulations for Curbing Menace of Ragging and Lyngdoh Committee Recommendations for Conduct of Election of Student Bodies in the Institute of Higher Education.

The Colleges shall also take necessary actions for implementation of the recent notifications of the UGC issued vide no. F. 1-15-/2009 (ARC), Dated: 29th June, 2016 and No. F.1-11/2007(CPP-11), Dated: 14/07/2016, notifying the amendment of the Regulation for curbing the menace of Ragging and Implementation of the Recommendations of Lyngdoh Committee for the conduct of Student Union Election.

The Colleges are also informed to apply to the Ministry of Social Justice and Empowerment, Government of India for financial assistance for developing infrastructure for differently abled persons and establish the "Human Resource Centre" in the Colleges.

N.B. The above mentioned circular already emailed to the Colleges.

(Dr. R. Saikia) 19/7/2016

Director
College Development Council
Dibrugarh University

Copy to:

1. Hon'ble Vice-Chancellor, D U for favour of information.
2. The Registrar, D U for favour of information.
3. Mr. Gunadeep Chetia, Programmer, DU with a request to upload the notification on the Dibrugarh University website (CDC Portal)

(Dr. R. Saikia) 19/7/2016

Director
College Development Council
Dibrugarh University

Rupam
3/8/16
Anti Ragging
copies sent
circulated to
Committee



ডিব্ৰুগড় বিশ্ববিদ্যালয়
Dibrugarh University

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Mr. Andrew Mackenzie, Second Secretary

Anti Ragging

[Preamble \(http://www.dibru.ac.in/index.php/anti-ragging#preamble\)](http://www.dibru.ac.in/index.php/anti-ragging#preamble)

[Objectives \(http://www.dibru.ac.in/index.php/anti-ragging#objectives\)](http://www.dibru.ac.in/index.php/anti-ragging#objectives)

[Constitutes \(http://www.dibru.ac.in/index.php/anti-ragging#constitutes\)](http://www.dibru.ac.in/index.php/anti-ragging#constitutes)

[Measures \(http://www.dibru.ac.in/index.php/anti-ragging#measures\)](http://www.dibru.ac.in/index.php/anti-ragging#measures)

[Action \(http://www.dibru.ac.in/index.php/anti-ragging#action\)](http://www.dibru.ac.in/index.php/anti-ragging#action)

In view of the directions of the Hon'ble Supreme Court in the matter of "University of Kerala v/s. Council, Principals, Colleges and others" in SLP no. 24295 of 2006 dated 16.05.2007 and that dated 8.05.2009 in Civil Appeal number 887 of 2009, and in consideration of the determination of the Central Government and the University Grants Commission to prohibit prevent and eliminate the scourge of ragging including 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, or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or 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, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, in



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Date: 1st - 2nd September, 2016 For d
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Mr. Andrew Mackenzie, Second Secre

Anti Ragging

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Ragging Prohibition Measures

Measures for prohibition of ragging at the institution level:-

- No institution or any part of it thereof, including its elements, including, but not limited to, the departments, constituent units, colleges, centres of studies and all its premises, whether academic, residential, playgrounds, or canteen, whether located within the campus or outside, and in all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such institutions, shall permit or condone any reported incident of ragging in any form; and all institutions shall take all necessary and required measures, including but not limited to the provisions of these Regulations, to achieve the objective of eliminating ragging, within the institution or outside.



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 Mr. Andrew Mackenzie, Second Secre

Anti Ragging

[Preamble \(http://www.dibru.ac.in/index.php/anti-ragging#preamble\)](http://www.dibru.ac.in/index.php/anti-ragging#preamble)

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[Action \(http://www.dibru.ac.in/index.php/anti-ragging#action\)](http://www.dibru.ac.in/index.php/anti-ragging#action)

Action to be Taken

Action to be taken by the Head of the institution-

On receipt of the recommendation of the Anti Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorised by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely:

**Annexure I
Affidavit by the student**

Passport size
photo with back
side sign.

- 1) I Ms..... D/o. Mr./ Mrs.am willing to take admission in the H.S. 1st year / B.A. 1st Sem. Of Digboi Mahila Mahavidyalaya for study and fill proud to be a student of this college.
- 2) I do hereby declare that I shall abide by all the rules and regulations to maintain decorum and academic atmosphere of the college.
- 3) I do hereby solemnly undertake that I will not indulge in any behavior or act may be constituted as ragging in the college/hostel.
- 4) I do hereby affirm that, if found guilty of ragging or unfair means, I am liable for punishment according to rules and regulations imposed by the college authority.
- 5) I do hereby declare that I have not been expelled or debarred from admission in any institution in the country on account of being found guilty or being part of a conspiracy to promote ragging and further affirm that, in case the declaration is found to be untrue, I am aware that my admission is liable to be cancelled.

Declared this Day of month of year

Signature of deponent
Name :
Address :
Telephone/Mobile

VERIFICATION

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

Verified at (place) _____ on this the _____(day)____ of ____ (month) _____ (year)

Signature of parents/Guardian
Name :
Date :
Place :

Signature of deponent
Name :
Date :
Place :

Solemnly affirmed and signed in my presence on this the ____ (day) ____ of ____ (month) ____ (year) ____ after reading the contents of this affidavit.

NOTARY PUBLIC



DIGBOI MAHILA MAHAVIDYALAYA

———— DIGBOI ————

REGULATIONS FOR PROHIBITING RAGGING AND ANTI-RAGGING MEASURES

(This document is printed and circulated as per clause 6-2(a), (b) and (c) of the UGC Regulations No. F. 1-16/2007 (CPP-2) dated 17th June, 2009. This has also reference to 5.06 and 5.27 of the Report of the Raghavan Committee constituted by the Hon'ble Supreme Court of India. The full text of the Regulation is available at the UGC Website : www.ugc.ac.in. and in the University Website)

2016-17

Intended for

Wide circulation amongst all the students and for its strict compliance

SECTION FOR THE FRESHERS

1. SPECIAL ADVISORY TO FRESHERS

- The freshers or their guardians should not hesitate to report any incident of ragging either as a victim or as a witness. The identity of such information shall be protected and shall not be subjected to any adverse consequences for having reported such incidents.
- The freshers are advised that they may resist individually or collectively any attempt by senior students towards ragging and also immediately report to any of the members of the Anti-Ragging Squad (ARS).

2. ANTI-RAGGING HELPLINE NOS

I. NATIONAL

Anti-Ragging helpline No. : 1800-180-5522 (24 hours toll free)
E-mail : helpline@antiragging.in
: collegedesk.antiragging@gmail.com

Undertaking can be filled

ONLINE at : [www.amanmovement.org\(OR\)www.antiragging.in](http://www.amanmovement.org(OR)www.antiragging.in)

II DIGBOI MAHILA MAHAVIDYALAYA

(a) Members of the Anti-Ragging Squad (ARS) with their Mobile Nos.

Sl. No	Name	Designation	Phone No.
01.	Dr. Anima Gogoi	Principal i/c	9435091735
02.	Dr. Probhat Sarmah	Associate Professor Sociology	9435904633
03.	Dr. Hare Ram Pathak	Associate Professor Hindi	9435137624
04.	Ms. Deepali Sharma	Associate Professor Assamese	9859361147 9706157769
05.	Dr. Sanjita Chetia	Associate Professor Home Science	7896394070
06.	Dr. Jovial Kalita	Associate Professor English	9954033206
07.	Ms. Umi Sarmah	Associate Professor Political Science	9435702598
08.	Secretary	Parent - Teacher Committee	-----

b) Tinsukia District Administration with their Phone Nos.

Sl. No	Name & Department		Phone No.
1.	Deputy Commissioner	Tinsukia	8011814765
2.	PA to the Deputy Commissioner	Tinsukia	
3.	Superintendent of Police	Tinsukia	
4.	Addl. Superintendent of Police	Tinsukia	9435760388
5.	Dy. Suprinendent of Police	Tinsukia	9435096080
6.	OC P.S.	Digboi	9435030057

REGULATIONS FOR PROHIBITING RAGGING AND ANTI-RAGGING MEASURES

A Regulation to provide measures for prohibiting, preventing and eliminating the scourge of ragging in Digboi Mahila Mahavidyalaya including 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, or indulging in rowdy or indisciplined activities by any student or students which cause or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or 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 shame or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, in Digboi Mahila Mahavidyalaya and thereby, to provide for the healthy development, physically and psychologically, of all students of the College.

1. TITLE, COMMENCEMENT AND APPLICABILITY

- 1.1 This Regulation may be called Digboi Mahila Mahavidyalaya Regulations for Prohibiting Ragging and Anti-Ragging Measures.
- 1.2 These shall come into force from the academic session 2016-17.
- 1.3 This Regulation shall encompass all the students of Digboi Mahila Mahavidyalaya shall mean and include all its Departments, all the premises whether academic, playgrounds, hostels, canteens or such other premises located within the campus or outside, and to all means of transportation of students, whether public or private, accessed by students for the pursuit of students.

2. OBJECTIVES

To prohibit any conduct by any 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 student or students which causes or is likely to cause annoyance hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or 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, with or without an intent to derive a sadistic pleasure or showing of power, authority or superiority by a student over any fresher or any other student; and thereby, to eliminate ragging in all its forms from Digboi Mahila Mahavidyalaya by prohibiting it under these Regulations, preventing its occurrence and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. WHAT CONSTITUTES RAGGING

One or more of any of the following acts constitute(s) Ragging

- a. any conduct by a 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.
- b. including in rowdy or indisciplined activities by any student or students which cause or are likely to cause annoyance, hardship, physical or psychological harm or to generate fear or apprehension thereof in any fresher or any other student.
- c. 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 of such fresher or any other student.
- d. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- e. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students ;

- g. Any act of physical abuse including all variants of it; sexual abuse, homosexual assaults, stripping, forcing to perform obscence and lewd acts, gestures, causing bodily harm or any other danger to health or person.
- h. Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from activity or passively participating in the discomfiture of fresher or any other student;
- i. Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

4. MEASURES FOR PROHIBITION OF RAGGING

The Digboi Mahila Mahavidyalaya shall not permit or condone any reported incident of ragging in any form and the College shall take all necessary and required measures to achieve the objective of eliminating ragging within or the college relating to any student of the college. The college shall take strict action against those found guilty of ragging and /or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

5. MEASURES FOR PREVENTION OF RAGGING

The Digboi Mahila Mahavidyalaya by following the UGC Regulations, shall undertake the following steps.

5.1 FORMATION OF ANTI-RAGGING COMMITTEE (ARC)

The college has an Anti-Ragging Committee with members from outside and within the College Community under the Chairmanship of the Principal to oversee overall Anti-Ragging initiatives.

5.2 ANTI-RAGGING SQUAD (ARS)

The college also has a smaller body known as the Anti-Ragging Squad for maintaining vigil, surprise inspection and patrolling. The ARS is mobile, alert and active at all times.

The ARS formed as per the notification No. NC/Govt.ARS/2013-87 Dated 14-08-2013 is page No. 1.

5.2.1 DUTIES AND RESPONSIBILITIES OF ANTI-RAGGING SQUAD (ARS)

- a. To maintain round the clock vigil on the college campus particularly during the odd hours at the college hostels.
- b. To undertake patrolling and make surprise visit to places vulnerable to incidents of ragging.
- c. To conduct on the spot enquiry into any incident referred of ragging to it by Head of the Institution or any member of the faculty or member of the staff or any student or parent or guardian or any employee of a service provider or by any other person as the case may be and the enquiry report along with the recommendations shall be submitted to the Anti Ragging Committee for action under clause 7 of the Regulation.

Provided that the Anti-Ragging Squad shall conduct such enquiry observing a fair and transparent procedure and the principle of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incident of ragging and considering such other relevant information as may be required.

6. ACTION TO BE TAKEN BY THE COLLEGE

On receipt of the recommendation of the Anti-raggig Squad or on receipt of any information concerning any report of ragging, the Principal shall immediately determine if a case under the penal law is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorised by him in this behalf, proceed to file a First Information (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following.

- i. Abetment to ragging
- ii. Criminal conspiracy to rag.
- iii. Unlawful assembly and rioting while ragging.
- iv. Public nuisance created during ragging.
- v. Violation of decency and morals through ragging.
- vi. Injury to body causing hurt or grievous hurt.
- vii. Wrongful restraint

- viii. Wrongful confinement
- ix. Use of criminal force
- x. Assault as well as sexual offences or unnatural offences
- xi. Extortion
- xii. Criminal trespass
- xiii. Offences against property.
- xiv. Criminal Intimidation
- xv. Attempts to commit any or all of the above mentioned offences against the victims.
- xvi. Threat to commit any or all of the above mentioned offences against the victim(s).
- xvii. Physical or psychological humiliation.
- xviii. All other offences arising out of the definition of "Ragging".

Provided that the principal shall forthwith report the occurrence of the incident of ragging to the District Level Anti-Ragging Committee. Provided further that the institution shall also continue with its own enquiry initiated under clause 7 these Regulations and other measures without waiting for action on the part of the police / local authorities and such remedial action shall be initiated immediately and in no case later than a period of 10 (ten) days of the reported occurrences of the incident of ragging.

7. ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING

The College shall issue an order to punish a student found of guilty of ragging after following the procedure and in the manner prescribed herein under.

- a) The Anti-Ragging Committee of the institution shall take appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
- b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments.
 - i. Suspension from attending classes and academic privileges.
 - ii. Withholding/withdrawing scholarship/fellowship and other benefits.

- iii Debarring from appearing in any test/examination or other evaluation process
- iv Withholding results
- v Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc
- vi Cancellation of admission
- vii Rustication from the institution for period ranging from one to four semesters
- viii Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- ix Fine of Rs. 10,000/- (Rupees ten thousand) only or with imprisonment upto 06 months as per the Assam Prohibition of Ragging Act. 1999
- x To undertake patrolling and make surprise visits to places vulnerable to incidents of ragging

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

- c) An appeal against the order of punishment as recommended by the Anti-Ragging Committee shall lie on the Executive Council of Digboi Mahila Mahavidyalaya

8. RIGHTS DUTIES OF THE FRESHERS AND THEIR GUARDIANS

The fresher after their admission should consider the College as their second home behaving in the most humble manner and maintaining cordial relationship with the senior students, fellow students, faculty and staffs of the College. Digboi Mahila Mahavidyalaya shall always strive to establish a ragging free environment and in case the freshers feel that they are subjected to any form of ragging Anti-Ragging Committee elaborated here in above, they should immediately report the matter to any member of the Anti-Ragging Squad, faculty, staff or to the Principal of the College. The guardian shall co-operate with the authority to redress the grievance and help prevent the occurrence of ragging in the College. The identity of the fresher/guardian shall be protected and shall not be divulged.

9. RIGHTS AND DUTIES OF THE SENIOR STUDENTS

The senior students have a special responsibility of welcoming the freshers to the upkeeping the image of the College and the educational status of the region. Being the higher institution of learning, the senior students are expected to lead by example which paves the way for a very healthy and right atmosphere in pursuit of higher learning in Digboi Mahila Mahavidyalaya. The senior students have to bear the added responsibility to report an incident of ragging in the College immediately on coming to know about such an incident capacity of a complainant or witness whose identity shall be kept confidential.

10. FRESHERS INTRODUCTION/INDUCTION

A systematically organized Freshers' introductions/Ice-Breaking sessions will be organized by various Departments as per policy issued by the College which would conform with the decorum and dignity as expected by the College and act as a forerunner for introductions and ice breaking between seniors and freshers.

11. AFFIDAVIT BY THE STUDENT AND GUARDIAN

11.1 All students and parents/guardian of the Digboi Mahila Mahavidyalaya taking fresh admission into the academic session 2016-17 are to submit 02 (two) copies of duly notarized affidavit signed by the student and her parent/guardian to the Principal respectively, as the case may be starting that they have gone through this booklet and the UGC Regulations on curbing the menace of Ragging in Higher Educational Institution, 2009 and understood the definitions of ragging and implications of being involved in ragging; that they had never been involved in any act of ragging anywhere; and that they will fight for a Ragging Free College. The format of affidavits are enclosed herein as Annexure - I and Annexure - II.

ANNEXURE I
AFFIDAVIT BY THE STUDENT

- 1) I, (full Name of student with admission, registration/enrolment number) s/o d/o Mr/Mrs./Ms. _____ having been admitted to (Dept./Centre of Study) of Digboi Mahila Mahavidyalaya, have received a copy of the Digboi Mahila Mahavidyalaya Regulations, (hereinafter called the "Regulations") carefully read and fully understood the provisions contained in the said Regulations.
- 2) I have, also, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.
- 3) I have also, in particular, perused clause 6 and clause 7 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against me in case I am found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
- 4) I hereby solemnly aver and undertake that
 - a) I will not indulge in any behaviour or act may be constituted as ragging under clause 3 of the Regulations.
 - b) I will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.
- 5) I hereby affirm that, if found guilty of ragging, I am liable for punishment according to clause 7 of the Regulations, without prejudice to any other criminal action that may be taken against me under any penal law or any law for the time being in force.
- 6) I hereby declare that I have 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 the declaration is found to be untrue, I am, aware that my admission is liable to be cancelled.

Declared this day of month of year.

Signature of deponent
Name :

VERIFICATION

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

Verified at (place) _____ on this the _____ (day) _____ of _____ (month) _____ (year)

Signature of deponent
Name :

Solemnly affirmed and signed in my presence on this the _____ (day) _____ of _____ (month) _____ (year) _____ after reading the contents of this affidavit.

NOTARY PUBLIC

ANNEXURE II
AFFIDAVIT BY THE PARENT/GUARDIAN

- 1) I, Mr./Mrs Ms. (full Name of parent/guardian) father/mother/guardian of (full name of student with admission/registration/ enrolment number), having been admitted to (Dept./Centre of Study) of Digboi Mahila Mahavidyalaya, have received a copy of the Digboi Mahila Mahavidyalaya Regulations, (hereinafter called the "Regulations") carefully read and fully understood the provisions contained in the said Regulations.
- 2) I have, also, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.
- 3) I have also, in particular, perused clause 6 and clause 7 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against my ward in case she found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
- 4) I hereby solemnly aver and undertake that
 - a) My ward will not indulge in any behaviour or act may be constituted as ragging under clause 3 of the Regulations.
 - b) My ward will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.
- 5) I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to clause 7 of the 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.
- 6) 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 the declaration is found to be untrue, the admission my ward is liable to be cancelled.

Declared this..... day of month of year.

Signature of deponent
Name :
Address :
Telephone/Mobile No.

VERIFICATION

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

Verified at (place) _____ on this the _____ (day) _____ of _____ (month) _____ (year)

Signature of deponent

Solemnly affirmed and signed in my presence on this the _____ (day) _____ of _____ (month) _____ (year) _____ after reading the contents of this affidavit.

NOTARY PUBLIC



OFFICE OF THE PRINCIPAL
DIGBOI MAHILA MAHAVIDYALAYA

[Estd : 1981]

DIGBOI :: 786171 (ASSAM)

Regd. No. 838

Ref. No – DMM/Committee/2021- 01

Date : 04/03/2021

This is for the general information that the following committees are re-constituted for one year w.e.f. 05/03/2021 with the following members of our college. I hope all of them will extend their co-operation in this regard for betterment of the college.

1) Anti Ragging Committee

Chairperson	-	Principal
Convenor	-	Ms. Manjuma Sonowal
Teacher Members	-	Mr. Sanjib Dutta
	-	Mr. Ashim Chetia
Student Members	-	Shatabdi Rajbonshi
	-	Mondiska Moran

2) Sexual Harassment Cell

Chairperson	-	Principal
Convenor	-	Ms. Kiran Teronpi
Teacher Members	-	Dr. Jhuma Borthakur
	-	Dr. Smita Rani Saikia
Student Members	-	Monikha Gohain
	-	Bebika Chetia

3) Grievance Redressal Cell

Chairperson	-	Principal
Convenor	-	Dr. Manik Konch
Teacher Members	-	Mrs. Urmil Sarmah
	-	Dr. Pintu Roy
Student Members	-	Hukheli Achumi
	-	Jabakshi Dutta

Dr. A. C. Sarmah
Principal
Digboi Mahila Mahavidyalaya



 GPS Map Camera



Digboi, Assam, India
Jasoda Rd, Digboi, Assam 786171, India
Lat 27.400833°
Long 95.634529°
11/01/22 12:40 PM



GPS Map Camera



Digboi, Assam, India

Jasoda Rd, Digboi, Assam 786171, India

Lat 27.40089°

Long 95.634564°

11/01/22 12:40 PM