

02 ANTI-RAGGING POLICY

ANTI-RAGGING POLICY

Montfort College is committed to living out its vision and values in establishing and maintaining a harmonious, safe and supportive environment conducive to group living, learning and personal development. The college shall take all efforts to ensure that staff and students shall not be subject to any form of ragging nor support/ encourage it on any occasion. The Anti-ragging Cell shall be established to ensure that victims of any form of ragging have a forum that shall work promptly, confidentially, and effectively to re-establishing a safe and harmonious environment.

Policy on Anti-Ragging

Montfort College shall assert that ragging in all its forms is a despicable evil that must be avoided at all costs. Ragging shall be banned in this institution at all levels, all departments, constituent units, and in all its premises. This policy shall be in compliance with the Government/University Grants Commission (UGC), guidelines notified vide no.F.1-16/2009 (CPP-II) dated 21-10-2009 on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 (Under Section 26(1) (g) of the University Grants Commission Act, 1956).

Ragging is a cognizable offence punishable with imprisonment according to the Government of Karnataka.

The 'anti-ragging policy' adopted by the Institute shall take care of preventive, procedural and punitive aspects of ragging based on the guidelines provided by Hon'ble Supreme Court of India, and the recommendations of the Raghavan Committee, instructions/guidelines issued by the Ministry of HRD (Govt. of India).

Definitions

The 2016 UGC Principal Regulations Document, on Curbing the Menace of ragging in Higher Educational Institutions, defines ragging as:

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 or residence or economic background.

In addition, Montfort College shall include all ragging as any conduct, (spoken, written, or in action) that:

- has the effect of teasing, bullying, or treating with rudeness any student
- requires students to indulge in rowdy or undisciplined activities that are likely to cause annoyance or hardship
- causes fear, apprehension, embarrassment, shame, or any psychological harm
- causes physical harm or discomfort
- requires students to do any act or perform something that a student would not carry out in the ordinary course that may result in any of the above mentioned

Implementation of the Policy

The formation of the Anti-Ragging Cell shall be a measure to develop an anti-ragging mindset and attitude among the younger generations so that this evil is fully eradicated in our society. Periodic lectures shall be organized by this cell to bring out the irreparable harm it can do to the psyche of youngsters. Known/reported cases of serious ragging elsewhere shall be brought to the notice of all. It shall be made known to everyone that ragging/teasing has no good side to it and that it is evil all the way through. There shall be no laxity in dealing with the cases of ragging Posters have been placed in prominent places within the campus to exhort students to prevent, or not to indulge in ragging.

Objectives

The Anti-Ragging Cell of Montfort College shall be established to:

- Support those students who have been subject to any form of ragging, bullying, or teasing.
- Accord confidentiality where required, to matters relating to such inquiries.
- Make officers, staff, and students of Montfort College responsive, accountable, courteous and empathetic in interpersonal dealings.
- Ensure effective solution to any complaints of ragging in a prompt, fair and impartial manner.
- Educate all on the evils of ragging and help create a positive, inclusive, acceptance mindset in people.
- Revisit and amend policies in the light of complaints as and when required.
- The officers of the cell must ensure that there is no laxity in dealing with cases of ragging. The cell must ensure overall awareness and vigilance of all staff and students in recognizing and reporting ragging immediately.

Process

The Complainant shall approach any member of staff of the college with a complaint regarding ragging. The staff member will then bring the complaint to the notice of the Anti- Ragging Cell. Alternatively, the Complainant may place a written complaint in the

Grievance Redressal Box, placed in the Library. The written complaint should be marked “**RAGGING COMPLAINT**” in bold.

On receiving a complaint, the Anti-Ragging Cell shall:

- ▶ Acknowledge its receipt in writing
- ▶ Advise any respondent(s) of their right to be accompanied and assisted by a third party, if so desired.
- ▶ Determine the psychological and physical effects of the victimization using experts when required
- ▶ Bring the issue to the notice of the principal/director
- ▶ Conduct the investigation confidentially to ratify facts
- ▶ Facilitate resolution in a timely manner, which would normally be no more than ten days

Consequences

Should any student or group of students be found guilty of ragging or bullying, the cell shall carry out any of the following actions in consultation with the Principal and Director of Montfort College based on the severity of the issue:

- Report the offender(s) to the police.
- Expel the offender(s) from the college.
- Suspend the offender(s) for a suitable amount of time up to one term.
- Debar the offender(s) from appearing in the University Level Examinations.
- Expel the offender(s) from the hostel.
- Display photographs of the offender(s) on the notice board.
- Require the offender(s) to give a public apology with a promise not to repeat such an offence in the future and follow the same up with a written apology.
- Require the offender(s) to work on the issue in therapy/ counselling.

The Anti-Ragging Cell reserves the right to punish an entire group of people collectively where the offence is committed collectively by a group or by a class making it difficult to identify specific persons.

Composition of the Cell

The Anti-Ragging Cell Shall comprise of the Principal, two members of the teaching staff, one non-teaching staff member, two student representatives from the first year, and one from the senior year.

Anti-Ragging Cell

Sr. No	Name	Designation	Contact	Emal id
1	Rev.Dr.Victor Raj	Principal	9443195150	principal@montfortcollege.edu.in
2.	Mrs.Lalitha Ganapathy	Nodal Officer	9986343832	lalitha@montfortcollege.edu.in
2	Dr.Rashmi.R	Member	9900226829	rashmi@montfortcollege.edu.in
3	Dr.Rajalakshmi.K	Member	9500304841	rajalakshi@montfortcollege.edu.in
4	Mrs.Dorathy Dominic	Member	9741776645	dorothy@montfortcollege.edu.in
5	Ms.Amrita Chhatry	Member	9637218258	amrita@montfortcollege.edu.in
6	Mr.Aprameyan Ramesh	Member	9611993140	aprameyan@montfortcollege.edu.in

* UGC norms applicable

