WOMEN AND GENDER DEVELOPMENT CELL GOVT. HOME SCIENCE COLLEGE HOSHANGABAD M.P. B GRADE ACCREDITED THROUGH NAAC DST-FIST SUPPORTED



Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions

ADOPTED FROM UGC REGULATIONS 2015 and Gazette notification of MHRD dated 2nd May, 2016 under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013]

[Rules and Procedures of the Internal Complaints Committee (ICC) Under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

UGC Ref. No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub- section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. Short title, application and commencement.-

(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

- (1) They shall apply to all higher educational institutions in India.
- (2) They shall come into force on the date of their publication in the Official Gazette.
- 2. Definitions.-In these regulations, unless the context otherwise requires,-
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centers, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centers, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps , cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;
 - (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
 - (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of

the offended person;

- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
 - (a) any unwelcome physical, verbal or nonverbal conduct of sexual nature;
 - (b) demand or request for sexual favors;
 - (c) making sexually coloured remarks
 - (d) physical contact and advances; or
 - (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behavior that has explicit or implicit sexualundertones-
 - (a) implied or explicit promise of preferential treatment asquid pro quo for sexual favours;
 - (b) implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) implied or explicit threat about the present or future status of the person concerned;
 - (d) creating an intimidating offensive or hostile learning environment;
 - Humiliating treatment likely to affect the health, safety dignity or physical integrity of the

person concerned;

(1) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;

Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;

- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimization" means any unfavorable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
 - (a) Any department, organization, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - (c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.'

3. **Responsibilities of the Higher Educational Institution-(1)** Every HEI shall,-

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- (b) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (c) organize training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- (d) act decisively against all gender based violence perpetrated against employees and students of all sexes recognizing that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- (e) publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quoharassment;
- (h) include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual harassment, contact details of members of Internal Complaints Committee , complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

(i) inform employees and students of the recourse available to them if they are victims of sexual harassment;

- (j) organize regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (1) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

Supportive measures.-

(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and specialneeds.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassmentpolicy.

(6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.

(7) **Gender Sensitization** programmes: Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.

(8) Counseling services must be institutionalized in all HEIs and must have well trained full- time counselors.

(9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.

(10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.

(11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.

(12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.

(13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.

(14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.

(15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti-sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non- mechanical.

(16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances wherenecessary.

4. Grievance redressal mechanism-

(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

(a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the ExecutiveAuthority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

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

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure.
- (d) One member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one –third of the members of the ICC may change every year.
- (5) The Member appointed amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as maybe prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
 - (a) contravenes the provisions of section 16 of the Act; or
 - (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - (d) has so abused his position as to render his continuance in office prejudicial to the public interest, such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."
- 5. **Responsibilities of Internal Complaints Committee (ICC) -** The Internal Complaints Committee shall:
 - (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 punitive approaches that lead to further resentment, alienation or violence;
 - (c) protect the safety of the complainant by not divulging 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 victimised 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.

6. The process for making complaint and conducting Inquiry – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy.

7. **Process of making complaint of sexual harassment** - 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 using *Form I annexed at the end of these guidelines*. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing;

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

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

(8)Process of conducting Inquiry-

(1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

- (3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.
- (4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.
- (5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.
- (6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.
- (7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely unitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim redressal: The HEImay,

- (a) transfer the complainant or the respondent to another section or department to minimize the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimization as a consequence of making a complaint of sexualharassment.

10. Punishment and compensation:

- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, 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, auditoria, 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
 - (d) Award reformative punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of 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 ininstallments.
- 11. Action against frivolous complaint.—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicized within all HEIs. If the 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 complainant shall be liable to be punished as per the provisions of sub- regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2) of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. *Consequences of non-compliance :-

- (1) The University Grants Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -
- (a) Withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
- (b) removing the name of the university or college from the list maintained by the University Grants Commission under clause (f) of section 2 of said Act, 1956;
- (c) withholding any grant allocated to the institution;
- (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UniversityGrantsCommission;
- (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
- (f) recommending the affiliating university for withdrawal of affiliation, in case of acollege;
- (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
- (h) Recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a StateAct.
- (i) Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the University Grants Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

^{*} Applicable to UGC.



INTERNAL QUALITY ASSURANCE CELL WOMEN & GENDER DEVELOPMENT CELL GOVT. HOME SCIENCE COLLEGE HOSHANGABAD M.P.

As per UGC Mandate Section 3.2 (15) of UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations 2015

Govt. Home Science College believes that Gender development is not an equality based occasional exercise rather it is an ongoing process to inculcate norms for respect, non-discrimination and attitude towards unacceptability for misuse and abuse of power. Gender justice is now imbibed in the genetic framework of college instead of being seen as a topic of academic interest only.

College has heterogeneous and diverse student body coming across diverse socioeconomic backgrounds, college has adopted approach which is iterative, continuous and sustained and focus on empowering young students through educative and correctional strategies. However there are well defined procedures and processes set up for grievance redressal, but there is a paradigm shift from purely punitive approach to empowerment strategies. Women and Gender development cell works in close coordination with Women cell of Police Department and has Ku. Vijaya Kadam Advocate as one of the members. Cell organizes programmes related to gender equality and Equity in the college

Following is the constitution of College level Cell under the patron ship of Dr.Kamini Jain Principal Govt. Home Science College Hoshangabad M.P.

NAME	EMAIL	PHONE NUMBER
Dr. Kamini Jain Chairperson	Kaminijain2929@gmail.com	9425044500
Dr. Harsha Chachane Secretary	drharsha.chachane@mp.gov.in	9340335385
Dr. Kanchan Thakur Member Member	he.kanchanthakur@mp.gov.in	9039765202
Dr. R.B Shah Hostel Warden Member	drrukhshanab.shah@mp.gov.in	9424402367
Dr. Rashmi Shrivastava Member IQAC Cordinator	<u>Rashmisanjay28@gmail.com</u>	9827240008
Dr. Shrikant Dubey Member	<u>shrikantdubey1965@gmail.com</u>	9424900790
Miss Vijya Kadam Advocate Member	vijayakadam1515@gmail.com	9827353258

Members Women and Gender Development cell

OBJECTIVESOFWOMEN AND GENDER DEVELOPMENT CELL

1. Understanding and identifying any discriminatory behaviour towards gender marginalised persons including women

2. Promoting awareness among student community of Home Science College about Gender equity and equality

3. Providing support and creating an enabling environment for sharing anxieties, Problems and difficulties shared by people in neighborhood community marginalized on account of gender and sexuality through regular counseling.

4.Organizing workshops and lectures and training workshops for students and academic fraternity on gender issues of equity and equality to make students and academic fraternity gender just and enable them to work as gender advocates to champion gender awareness among peers and in neighborhood community.

Dr.Rashmi Shrivastava Coordinator IQAC NAAC COORDINATOR COVERNMENT OF COLLECT

Dr. Kamini Jain Cha**RFUNSONTOAC** GOVT.HOMESCHINCE COLLEGE HOSHANGABAD



GOVT. HOME SCIENCE COLLEGE HOSHANGABAD B GRADE ACCREDITED THROUGH NAAC DST-FIST SUPPORTED

ANTI RAGGING POLICY (ADOPTED DIRECTLY FROM UGC POLICY)

Ragging is a criminal offence as per state and Hon'ble Supreme Court of India. Govt. Home Science College Hoshangabad ensures strict compliance on the prevention of Ragging in any form.

All students admitted to the college and their parents are hereby informed to go through the guidelines on anti-ragging:

httns /www.antiraeeine.in /ñite/Infnnnck.asox

It is mandatory for all the students and parents to submit an affidavit in the prescribed format duly attested by oath commissioner on the day of admission to the college office. Please note that there are two affidavits

Annexure I to be submitted by the student and

Annexure II to be submitted by the parent.

In addition to the above two affidavits, students should also submit a declaration on substance abuse on a plain A4 size paper.

Failing to comply with the above requirements will result in cancellation of admission. **Ban on Ragging:**

"Ragging" means causing, inducing, compelling or forcing a student, whether by way of a practical joke or otherwise, to do any act which detracts from human dignity or violates his person or exposes him to ridicule or to forbear from doing any lawful act, by intimidating, wrongfully restraining, wrongfully confining or injuring him or by using criminal force to him or by holding out to him any threat of such intimidation, wrongful restraint, wrongful confinement, injury or the use of criminal offence. Supreme Court of India has defined ragging $a \land a$ criminal offence.

Penalty for Ragging:

No person who is student of an educational institution shall commit ragging. Supreme Court of India has ordered that "If any incident of ragging comes to the notice of the authority, the concerned student shall be given liberty to explain and if his/her explains is not found satisfactory, the authority would expel him/her from the institution.

Warning: No Leniency will be shown to the offenders involved in ragging. All students are requested to note and co-operate in keeping our college and its campus free from ragging. "Contact any teacher in case of emergency. Names of the teachers with photographs and telephone numbers are given in the college websites."

Placed in Janabhagidari Samiti and Adopted in Totality

JULY 2017

Govt. Home Science College Hoshangabad (M. P.)

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 mdeness a fresher or any other student.
- b) Indulging in rowdy or in disciplined 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 afect 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, gesture5, 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.
- Any act that affects the mental health md 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.
- J) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of color, race, religion, caste, ethnicity, gender (including transgender), sexual orLentation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

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Where Can I get Help?

- I. I do not want you to feel that you are alone and help less. We are all with you.
- 2. Your Parents are there to help. Please do not feel that you will burden your parents. Talk to them freely and openly. If you are being ragged it is not your fault. They understand that.
- 3. We, at the Ragging Prevention Program are ready to help. You can call us any time on 1800 180 5522. It is a free phone. You can also send us an E mail on <u>helpline antiraeqine.in</u>.
- 4. Your College Administration is there to help Please do not hesitate to ask for help. They will definitely help you. The local police and local administration is also there to help.
- 3. Any body can register a complaint of Ragging. It does not have to be only the victim. If you notice an incidence of Ragging you must inform the call centre. It is your duty to do so.
- 6. You can also register a complaint of Ragging Anonymously. You must however avoid this option because without knowing details it becomes difficult for us to take any action. We can assure you of confidentiality.
- For knowing the progress of your complaint you can log on to the Anti Ragging Portal: i a n or visit www.amanmnvement.org,



by should I & How can I use On Line af£i&vits ?

Why?

- I. It is mandatory for every student and his/her parents to submit an anti ragging affidavit at the time of first admission and there after each year at the time of annual registration. These are UGC's regulations.
- 2. It is the order of the Hon. Supreme Court that contact details of students must be collected from these affidavits and stored electronically at a central location.
- 3. Uptil now each college collected such information. But it was not stored in any central location. But this year the Ragging Prevention Program developed ON LINE procedure for downloading anti ragging affidavits. As a result college authorities do not have to collect information separately and compile it. It will save a lot of their time and energy.
- •How?
 - 4. It is a simple procedure comprising 3 steps
 - Step I: Log on to <u>www.ANTIRAGGING.in</u> or <u>www.AMANMOVEMENT.ore</u>. Click on the button called —On line affidavits.
 - Step 2: Fill in the information as desired md submit the form.
 - Step 3: On successful completion you will receive affidavits, both for Students and Parents, through E mail.
 - 5. If you do not have an E mail address please create one before you log in. If your parents do not have an E Mai1/Mobile/ Landline

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Phone number please do not panic. You can give those of your friends or relatives. There is absolutely nothing to worry. If you make a mistake while submitting your form you can start a fresh and submit the information again. There is no problem. It is a very easy process.

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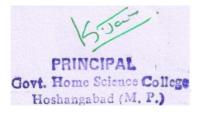
SUMMARY OF UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009.

- I. 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 mdeness a fresher or any other student.
- b) Indulging in rowdy or indisciplined activities by any student or students which causes or is likely to catise 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. 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 lt: 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 and 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 derlve a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.
- **4.** MEASURES FOR PROI-BBITION 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:
 - to institution shall permit or condone any reported incident of ragging in and 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 Aegulatlons against those found guilty of ragging and/or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
- ^o 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 ln accordance with these RegulatlOns as well as under the provisions of any penal law for the tlme being in force.
- ^o 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. (Not *these Alida wits cv be do wmloaded from the Web*)

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- 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 Comipission 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

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

- Amy 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 I2B of the Act, which report a blemishless record in terms of there being no reported incident of ragging.

5. ADIMINISTRATIVE 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 tinder:

- 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 scholarships 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.
 Suspension,/ expulsion from the hostel,
- g) Cancellation of admission.
- h) Rustication from the institution for period ranging from one to four semesters.
- Expulsion from the institution and consequent debarring from admission to any other institutlofl 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, (1) 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. i
- Where in the opinion of the appointing authority, a lapse is attributable to any member of the faulty 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 faulty 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.

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SUMMARY OF THE JUDGMENT OF THE HON. SUPREME COURT DELIVERED ON THE 8 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'freshens' and 'seniors' to be addressed by the ptincipa1,/Head of the institution; organization on large scale of cultural, sports and other activities; make provlsions 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.
 - ^o 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 fulltime warden who resides within the hostel, or at the very least, in the close vicinity thereof
- Z. 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 affidaV1tS 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 1-Ion. 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 Annan 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;
- <. 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. hon-teaching staff, which includes administrative staff, contract employees, security guards etc., have also to be regularly sensitiz</p>

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 port of their service record.
- 7, The Hon. Supreme Court said that it was necessary that parents,/guardians of freshens 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.

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Step by Step

Guide On

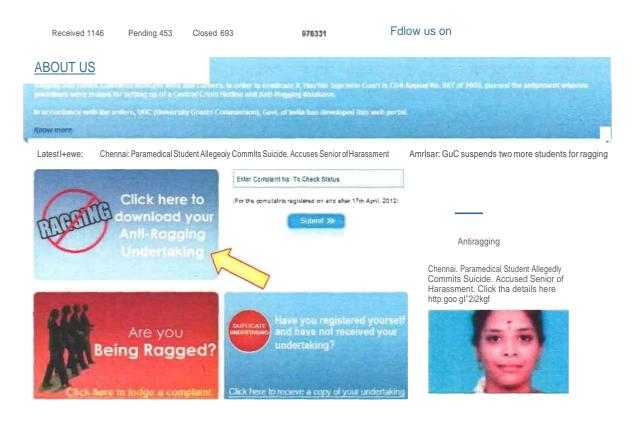
How To Fill An Online Anti Ragging Undertaking

https://antiragging.in

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Click here to enter the form.







Click on Next button.





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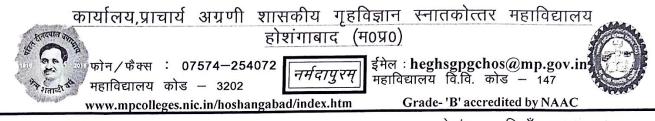
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होशंगाबाद,दिनाँक 09/04/2018

प्रति,

प्राचार्य / एल–01 अधिकारी, शासकीय नर्मदा महाविद्यालय होशंगाबाद

विषयः– सीएम हेल्पलाईन शिकायत क्रमांक 5630409 कु. शुभांगी यादव के निराकरण बाबत संदर्भः– सीएम हेल्पलाईन शिकायत क्रमांक 5630409 दिनांक 07.03.2018

उपरोक्त विषय एवं संदर्भ में लेख है कि कु. शुभांगी यादव के गांव की बेटी के आवेदन त्रुटिपूर्ण होने के कारण स्वीकृत नहीं हो पा रहा था । छात्रा को महाविद्यालय में बुलाकर उसके आवेदन की त्रुटि सुधार कर आवेदन स्वीकृति आदेश 1004125 दिनांक 09.03.2018 द्वारा स्वीकृत कर दिया गया है ।

छात्रा द्वारा अपनी शिकायत के निराकरण हेतु की गई कार्यवाही से संतुष्ट होकर शिकायत वापस लेने हेतु आवेदन संस्था में प्रस्तुत किया है । अतः शिकायत विलोपित करने का कष्ट करें।

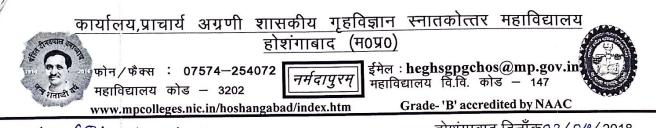
संलग्नः– छात्रा का संतुष्टि आवेदन

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शिकायत की स्थिति

दिनांक	स्थिति	
07 Apr 2018	शिकायत निराकरण हेतु (ऐल-L1) अधिकारी है नाम :-ओ.एन. चौबे, पद-प्राचार्य, फोन-9425124065	
07 Apr 2018	शिकायत को संबधित अधिकारी को प्रेषित कर दिया गया है।	
20 Mar 2018	शिकायत चयनित अधिकारी के कार्य क्षेत्र से संबंधित नही है अत: पुन: उचित अधिकारी को प्रेषित किया जावेगा	
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क्रमांक. <u>68 |</u> / स्था. / 2018

होशंगाबाद,दिनाँक02/04/2018

प्रति.

प्राचार्य / एल–01 अधिकारी, शासकीय नर्मदा महाविद्यालय होशंगाबाद

सीएम हेल्पलाईन शिकायत क्रमांक 5630293 कु. संयोगिता राजपूत के निराकरण विषयः– बाबत

सीएम हेल्पलाईन शिकायत क्रमांक 5630293 प्राप्ति दिनांक 02.04.2018 संदर्भः–

उपरोक्त विषय एवं संदर्भ में लेख है कि कु. संयोगिता राजपूत के गांव की बेटी के आवेदन त्रुटिपूर्ण होने के कारण स्वीकृत नहीं हो पा रहा था । छात्रा को महाविद्यालय में बुलाकर उसके आवेदन की त्रुटि सुधार कर आवेदन को स्वीकृत कर दिया गया है ।

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संलग्नः– छात्रा का संतुष्टि आवेदन

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डॉ. (श्रीमती) कामिनी जैन Boyt. Home Science P. G. College Hoshangabad.

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पता	सुरोना , जिला - होसंगाबात	F		
फ़ोन नंबर	8720830461		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·
जिला	होशंगाबाद			
क्षेत्र	ब्लॉक : होशंगाबाद	a na a se an a gunar a transfer d'hann ar san		
शिकायत का प्रारूप	गाँव की बेटी/ प्रतिभा किरण	ा योजना सम्बन्धी (उच्च	च्च शिक्षा)	
शिकायत का विवरण	शिकायतकर्ता द्वारा बताया गया कि कॉलेज.संस्था का नाम. होम साइंस कॉलेज आवेदक का नाम सहयोगिता राजपूत , कक्षा B.COM सेकेण्ड, जाति वर्ग. सामान्य., है . इसमें अवेदिका ने गाव की बेटी के अंतर्गत फॉर्म भरा था जिसका खाता न. ३२८४२६०८९३ सेन्ट्रल वैंक . कृपया समस्या का जल्द से जल्द निराकरण किया जाए .			
निराकरण				
शिकायत की स्थिति	शिकायत निराकरण अधिक अपेक्षित है	री (ऐल1) से संपर्क कर	र शिकायत व	दे दी गयी है ,प्रगति विवरण

शिकायत की स्थिति

दिनांक	स्थिति
01 Apr 2018	शिकायत निराकरण हेतु (ऐल-L।) अधिकारी है नाम :-ओ.एन. चौबे, पद-प्राचार्य. फोन-9425124065
01 Apr 2018	शिकायत को संबधित अधिकारी को प्रेषित कर दिया गया है।
20 Mar 2018	शिकायत चयनित अधिकारी के कार्य क्षेत्र से संबंधित नही है अत: पुन: उचित अधिकारी को प्रेषित किया जावेगा
20 Mar 2018	शिकायतकर्ता को दिनांक 20/03/2018 को समय 2:56 पीएम पर सम्पर्क किया गया जिसमें शिकायतकर्ता द्वारा बताया गया कि उन्होने उच्च शिक्षा विभाग द्वारा संचालित गांव की बेटी छात्रवति हेतु आवेदन किया गया था जिसकी छात्रवत्ति प्राप्त नही हुयी है चूंकि उक्त योजना उच्च शिक्षा विभाग द्वारा संचालित हे इस कारण से शिकायत का पूर्ण निराकरण उच्च शिक्षा विभाग द्वारा किया जावेगा इसकी जानकारी संबंधित को दी जाकर शिकायत को उच्च शिक्षा विभाग होशंगाबाद को हस्तांतरित किया गया
07 Mar 2018	



भी मान प्राचार्य महोदयजी धारम्मीय ग्रहिनान महरिदालय Élatollals

विजय - अकायत क्रमांक 5630२93 वापस लेने वावत महोदय भी, उका विजय से निवेदन दे कि मेरी शिकायत का निराकरुठा म्हविद्यालय द्वारा कर दिया दे, एवं में निराकरुठा से संतुद्ध हूँ उत्तर: मै उपपनी शिकायत भापस लेती दिसंक - 0.0%- 03/18