



GODAVARI FOUNDATION'S  
**Godavari Institute of Management & Research, Jalgaon**

NAAC ACCREDITED 'B+' INSTITUTION

Affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon &  
Approved by All India Council for Technical Education New Delhi & Recognized by Govt. of India

Plot No. P-54, Nr. Bharat Petroleum, Addl. MIDC, Bhusawal Road, JALGAON 425003

☎ (0257)2270732 Fax-2272711

## STUDENT SUPPORT AND PROGRESSION

### 5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.

- A secure and stimulating study environment is guaranteed by Godavari Institute of Management & Research. In addition to defending students' rights and shielding them from all forms of exploitation, the institution requires its students to express themselves freely, fearlessly, and without reluctance.

In keeping with its commitments, Godavari Institute of Management & Research College is watchful, respects gender equality in speech, and is adamant about upholding the campus's decorum through stringent policies. This is under the direction of the Disciplinary Committee, which also controls the mechanisms pertaining to discipline on campus.

Three tiers of grievance redress have been established by Godavari Institute of Management & Research.

- Anti-Women Harassment/ Internal Complaint committee (Online / Offline)
- Anti-Ragging Committee (Online / Offline)
- Students' Grievance Redressal Committee (Online / Offline)



  
**DIRECTOR**  
Godavari Institute of Management  
& Research, Jalgaon



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## OFFICE ORDER

Sub: Re-constitution of Grievance Redressal Committee, Godavari Institute of Management & Research-Orders-Issued.

|   |   |  |
|---|---|--|
| <br><b>प्रो. राजीव कुमार</b><br>सदस्य सचिव<br><b>Prof. Rajive Kumar</b><br>Member Secretary  | <br>सत्यमेव जयते | अधिकृत भारतीय तकनीकी शिक्षा परिषद्<br>(एनएल ईडीएच आर एन सीटी ई डिप्टी)<br>सचय मंत्रालय शिक्षा मंत्रालय, भारत सरकार<br>नेशनल मंडला मार्ग, वास्को डी गामा, नई दिल्ली - 110070<br>टेलीफोन 011-26131487<br>ई.मेल - ma@aicte-india.org<br><b>ALL INDIA COUNCIL FOR TECHNICAL EDUCATION</b><br>(A Statutory Body of the Govt. of India)<br>Ministry of Human Resource Development, Govt. of India<br>National Mandala Marg, Vascoi Road, New Delhi-110067<br>Phone: 011-26131487<br>E-mail: ma@aicte-india.org |
| F.No. 11-101/PGRC/AICTE/Regulation/2019/9530-9537 Dated: /11/2019   |   |  |
| <b>Subject: Request to adhere/implement the provisions prescribed under All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019-reg.</b>   |   |  |
| Dear Sir/Madam,   |   |  |
| In supersession of the All India Council for Technical Education (Establishment of Mechanism for Grievance Redressal) Regulation, 2012 dated 25 <sup>th</sup> May, 2012, AICTE has been framed All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019 which is published in official Gazette of India on 19.11.2019. The said Regulations are available on AICTE web portal. These Regulations are aimed at addressing and effectively resolving grievances of students of AICTE approved Technical Institutions. |   |  |
| 2. These Regulations shall apply to all Technical Institutions recognised or approved by the All India Council for Technical Education as per Section 10(k) of the All India Council for Technical Education Act, 1987.   |   |  |
| 3. In view of the above, all AICTE approved institutions are hereby requested to adhere/implement the provisions prescribed under these Regulations.  |   |  |
|   |   | Yours faithfully,<br><br>(Prof. Rajive Kumar)<br>Member Secretary  |
| The Principals/Directors,<br>AICTE Approved Institutions<br>Copy to:<br>The Regional Officers, AICTE  |   |  |

To ensure transparency in various processes in imparting technical education and with paramount objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances and also in line with the AICTE regulations cited above, Grievance Redressal Committee has been constituted



  
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### **Grievance Conveying Procedure**

1. Open door policy: Complaints can be directed to the committee directly or over the phone.
2. Grievance and Redressal Committee boxes: Place grievances in the department's Grievance and Redressal Committee boxes.
3. Email: The Grievance and Redressal committee's email address is where grievances can be filed.

We won't accept complaints from anonymous sources.

### **Grievance Redressal Procedure**

#### **Functional:**

1. A student must first voice orally or in writing their complaint to the relevant department head. The department head must then resolve the matter or take appropriate action within two business days.
2. The student may contact the GRC if they are dissatisfied or if their complaint has not been resolved in two days.
3. If the student is dissatisfied or if GRC does not respond to his or her complaint within a week. He or she may speak with the Ombudsman.

#### **Non-Functional:**

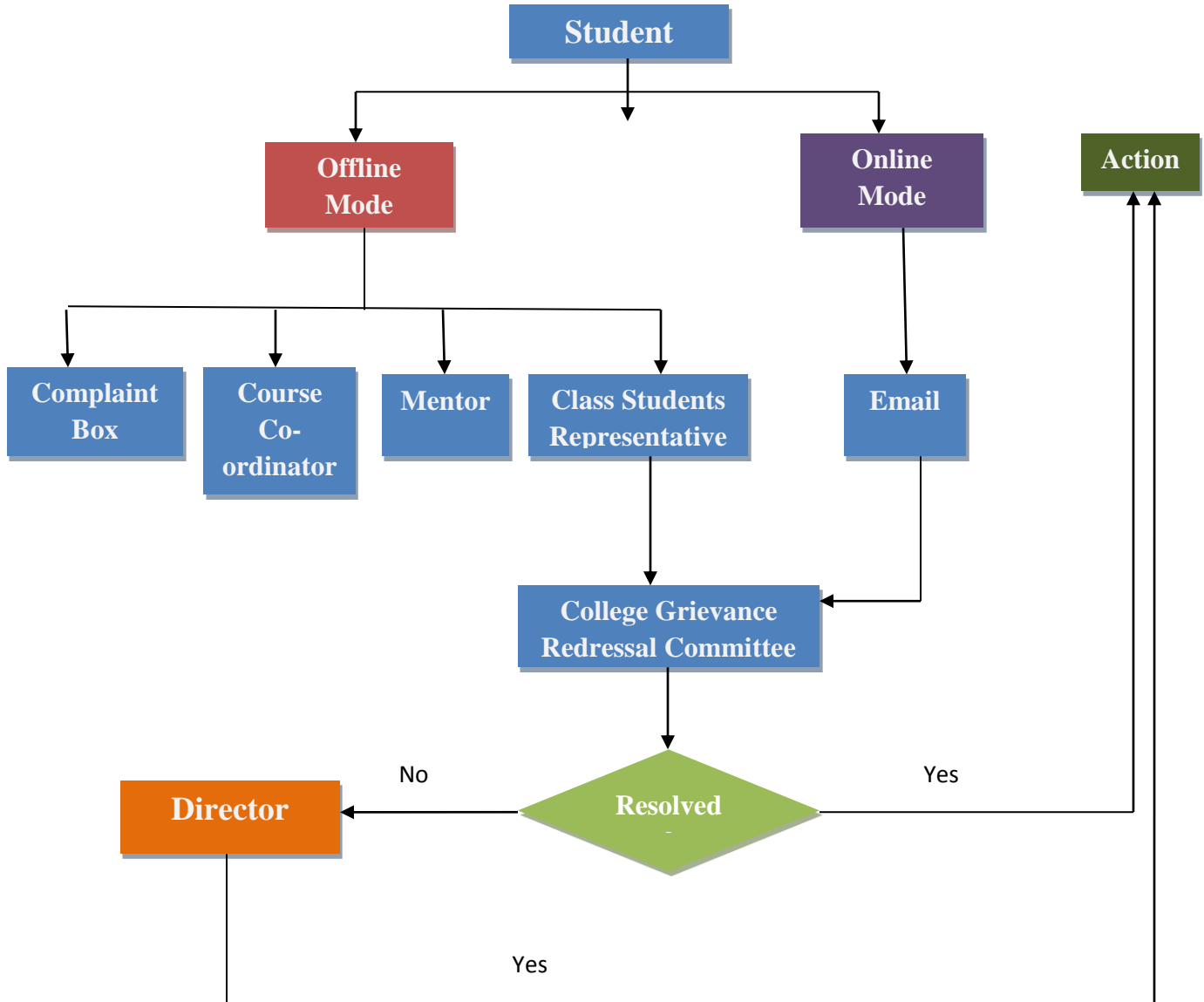
1. A student must first verbally or in writing address the concerned Committee convener with his or her complaint. The matter must be resolved or addressed by the committee convener within two days.
2. The student may contact the GRC if they are dissatisfied or if their complaint has not been resolved in two days.
3. The student may contact the Ombudsman if GRC does not resolve his or her complaint within seven days or if the student is not pleased.



  
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**Grievance Redressal Mechanism**



**Grievance Redressal Mechanism At GIMR College**



*Prakash*  
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## Statutory Committees

### Anti-Ragging Committee

The Anti-Ragging Committee was established by statute with the goals of upholding student discipline and hearing and resolving ragging-related disputes. The committee was formed in accordance with the guidelines outlined in the AICTE Act of 1987 and consists of nineteen members.

| Anti-Ragging Committee     |  |
|----------------------------|--|
| <b>Composition</b>         | <ul style="list-style-type: none"><li>• Director of the Institute - Chairman</li><li>• Professor-Secretary</li><li>• Teaching Representatives -3</li><li>• Representative of Civilian-1</li><li>• Police Admin Representative -1</li><li>• Local Media Representatives -1</li><li>• Hostel warden - 1</li><li>• Student Representatives -2</li></ul> |
| <b>Schedule of meeting</b> | <ul style="list-style-type: none"><li>• Twice in a year and as per the requirement</li></ul>   |
| <b>Tenure</b>              | <ul style="list-style-type: none"><li>• 2 Years</li></ul>  |



  
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|                         |  |
|-------------------------|--|
| <p><b>Objective</b></p> | <ul style="list-style-type: none"> <li>• To stop and eliminate ragging on campus so that students can live in a healthy atmosphere.</li> <li>• To keep the learning environment safe and secure for the kids</li> <li>• To make sure that, for the time being that they are in effect, all ragging-related laws and regulations are followed.</li> <li>• To uphold discipline inside the organization and, with the Anti Ragging Squad's assistance, implement appropriate disciplinary action.</li> <li>• To investigate the issues that cause pupils to be dissatisfied.</li> <li>• To educate the pupils about the legal ramifications of bullying</li> </ul> |
|-------------------------|--|

|                     |  |
|---------------------|--|
| <p><b>Scope</b></p> | <p>Will take part in all initiatives related to stopping ragging inside the organization..</p> |
|                     | <p>Will keep students in line when they are on the institute's property</p>                    |



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|                        |  |
|------------------------|--|
| <p><b>Function</b></p> | <p>Anti ragging Committee will,</p> <ul style="list-style-type: none"> <li>• Establish an Anti-Ragging Squad that will oversee and keep an eye on all of its operations.</li> <li>• Continue to be mobile, attentive, and proactive while upholding the supervisory, patrolling, and vigilance duties.</li> <li>• Pay unannounced inspections to hostels and other locations susceptible to similar situations.</li> <li>• Check these locations as needed.</li> <li>• Investigate any ragging instances that are brought to your attention by the institution's head or any other member.</li> <li>• If found guilty, the offenders will be subject to the trial and punishment outlined in the annexure's ruling by the Hon. Supreme Court.</li> </ul> |
|------------------------|--|



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**Grievance Redressal Committee for students, Faculty members & other staffs**

The Grievance Redressal Committee is a statutory committee with a mandate to hear, deal and settle grievances of Students, Faculty Members and other Staff of the Institute. The committee is made up of seven people and established as per the regulations mentioned in AICTE Act, 1987

| <b>Grievance Redressal Committee</b> |  |
|--------------------------------------|--|
| <b>Composition</b>                   | <ul style="list-style-type: none"><li>• Chairperson(Director) -1</li><li>• Faculty members -4</li><li>• Student Representative-2</li></ul>   |
| <b>Schedule of Meeting</b>           | <ul style="list-style-type: none"><li>• Twice a year and as &amp; when required</li></ul>  |
| <b>Tenure</b>                        | <ul style="list-style-type: none"><li>• 2 years</li></ul>  |
| <b>Objective</b>                     | <ul style="list-style-type: none"><li>• To create an organizational structure that will enable faculty, staff, and students to file grievances swiftly and fairly.</li><li>• To make sure that all students, faculty members, and other staff are treated fairly and without exception.</li><li>• To guarantee a fair and unbiased resolution to the complaints of students, faculty members, and other staff.</li><li>• To deal with the pupils' administrative and academic issues.</li><li>• To make faculty members and other staff members satisfied.</li></ul>   |
| <b>Scope</b>                         | <ul style="list-style-type: none"><li>• The Grievance Committee shall consider grievances of students.</li></ul>   |
| <b>Function</b>                      | <ul style="list-style-type: none"><li>• To take into account any written grievances that students, faculty members, or other Institute employees may submit.</li><li>• To get access to all private or pertinent documents pertaining to the grievance of the concerned party.</li><li>• To review the application and hold a discussion with the relevant parties after reviewing the pertinent papers.</li><li>• To settle any grievances inside is a responsible party in a final manner.</li><li>• To submit its recommendation and report to the director as soon as possible. period (generally not more than a month)</li></ul> |



  
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|--|---|
| <p><b>Complaint management mechanism</b></p> | <ul style="list-style-type: none"><li>• The Institute's complaint management procedure for students, faculty, and other employees is implemented at three tiers: Students</li><li>• The concerned Coordinators, Mentors, and Department Heads attend the grievances at the departmental level.</li><li>• In order to facilitate communication and resolve issues pertaining to different clubs and associations, the staff and student coordinators of those clubs and associations serve as facilitators.</li><li>• Unresolved issues are addressed to the institution's Grievance Redressal Cell from both the departmental and association levels.</li><li>• Department representatives and other employees attend grievances at the department level.</li></ul> |
|  | <ul style="list-style-type: none"><li>• Head of Department</li><li>• The institution's Grievance Redressal Cell receives complaints that remain unresolved at the departmental level.</li><li>• Teachers who have grievances may bring them to the institution's Grievance Redressal Cell.</li></ul>  |



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**Anti Women Harassment / Internal Complaints Committee**

The "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal ) Act" was passed by the Indian Parliament in 2013. The ACT protects women from sexual harassment in the workplace, handles complaints of sexual harassment, and deals with issues related to or arising from such complaints. The following is stated clearly in the guidelines: In workplaces and other institutions, it is the responsibility of employers and other responsible parties to prevent or deter acts of sexual harassment and to set up procedures for the resolution, settlement, or prosecution of such acts by taking all necessary actions.

| <b>Internal Complaints Committee</b> |   |
|--------------------------------------|---|
| <b>Composition</b>                   | <ul style="list-style-type: none"><li>• Head of committee-1</li><li>• Teaching representatives 2</li><li>• NGO representatives-2</li><li>• Student representatives-2</li></ul>  |
| <b>Frequency</b>                     | <ul style="list-style-type: none"><li>• Twice a year</li></ul>  |
| <b>Tenure</b>                        | <ul style="list-style-type: none"><li>• 2 years</li></ul>   |
| <b>Objective</b>                     | <ul style="list-style-type: none"><li>• To actively support the establishment of a social, physical, and psychological environment aimed at increasing awareness of and discouraging sexual harassment of women and girls.</li><li>• To make sure the policy is followed in letter and spirit by taking all appropriate and required actions. To form committees that are suitable for promoting gender sensitization</li><li>• To look into allegations of sexual harassment</li></ul> |



  
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|                     |   |
|---------------------|---|
| <b>Scope</b>        | <ul style="list-style-type: none"><li>• will take part in all initiatives aimed at promoting, raising awareness, and offering protection to all female employees and students at the institute. must be applied to all cases of sexual harassment accusations.</li></ul>  |
| <b>Function</b>     | <ul style="list-style-type: none"><li>• Make sure that women are in a safe space free from sexual harassment, especially that it is prevented and discouraged.</li><li>• Draft the policy for the prevention and outlawing of sexual harassment and make it clearly visible.</li><li>• Continue to run an intensive education campaign informing all members of what constitutes sexual harassment and how to file a complaint.</li><li>• Conduct training sessions and workshops on a regular basis to raise member awareness.</li><li>• Post notices prominently in various locations to raise awareness of the problem of "Sexual Harassment at the Institute," provide details on the established Redressal procedure, and encourage women to file claims.</li><li>• Make it easier for the committee against sexual harassment to establish procedures under this policy in order to address any act or acts of sexual harassment.</li></ul> |
| <b>Jurisdiction</b> | <ol style="list-style-type: none"><li>1. The policy, together with the rules and regulations, will be applicable to all GIMR participants who are active staff members, faculty, and students. In addition to service providers, the policy's rules and regulations would also apply to foreigners who could have been in the GIMR's area when the act falling within its jurisdiction was committed.</li></ol>   |



  
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|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>• The policy would be applicable both on campus and when on official business off campus, including workshops, field work, GIMR-organized group vacations and excursions, interviews and meetings with outside parties, and any other activity GIMR organizes off campus, including the time spent traveling for it.</li> </ul> |
|--|--|

|  |  |
|--|--|
|  | <p>2. In particular, any accusations of sexual harassment should be subject to the guidelines and processes outlined in this policy:</p> <p>1. Regardless of whether sexual harassment is alleged to have occurred on or off campus, by a student against a member of the academic or non-teaching staff, a fellow student, or a member of the academic or non-teaching staff against a student or another member of the academic or non-teaching staff.</p> <p>2. If there is an allegation of sexual harassment, it may be made by a service provider or an outsider against a student, member of the academic or non-teaching staff, or by the student or member of the academic or non-teaching staff against a service provider or an outsider.</p> |
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## Anti-Ragging Committee

# WARNING

## Ragging is Crime



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In Indian colleges, senior students frequently bully newcomers in academic settings. There are many different forms of ragging, including as physical assault, sexual abuse, humiliation, and more subdued forms like forcing juniors to complete term papers. Despite the government's best efforts, not much has changed. There are still reports of ragging-related fatalities. To address ragging, the University Grants Commission has established a free helpline. Anybody who has been raped can contact the helpline at [\\_helpline@antiragging.net](mailto:_helpline@antiragging.net) or call the 18001805522 toll-free number. The helpline will be available around-the-clock. Within fifteen minutes, the proper authorities—the district collector, the police, or the head of the educational institution—will be notified, and swift action will be taken. Observing the

## OBJECTIVES

- To prohibit misconduct by any student or students whether by words spoken or written.
- To prohibit an act which has the effect of teasing, treating or handling with rudeness of a fresher or any other student.
- To prohibit students from indulging in rowdy or in discipline activities.
- To stop conduct of any activity likely to cause annoyance, hardship or psychological harm or raise fear or apprehension thereof in the mind of any fresher or any other student or asking any student to do any such act which such student will not in the ordinary course do so and which has the effect of causing or generating a sense of shame.
- To stop torment or embarrassment which may adversely affect the physique or psyche of such fresher or any other student, with or without intent to derive a sadistic pleasure.
- To stop showing off power, authority or superiority by a student over any fresher or any other student; and thereby, 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.



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## WHAT CONSTITUTES RAGGING

Ragging constitutes one or more of any of the following acts:

- a. A misconduct 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 indiscipline 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 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 student.

## ACTION TO BE TAKEN BY THE HEAD OF THE INSTITUTION

On receipt of the recommendations 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 authorized by him in this behalf, proceed to file a first Information



  
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Report (FIR), Within Twenty 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;

- 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 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 the above-mentioned offences against the victims
- xvii. Physical or psychological humiliation;
- xviii. All other offences follow from the definition of "Ragging".

### **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 herein as under:

a) The Anti-Ragging Committee of the Institution shall take an appropriate decision, regarding 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.



  
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Affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon &  
Approved by All India Council for Technical Education New Delhi & Recognized by Govt. of India

Plot No. P-54, Nr. Bharat Petroleum, Addl. MIDC, Bhusawal Road, JALGAON 425003

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the following punishments, namely: -

- 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. Suspension/ expulsion from the hostel.
- vii. Cancellation of admission.
- viii. Rustication from the institution for period ranging from one to four semesters.
- ix. 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.

## **PENALTIES**

The following are the penalties that may be imposed on a student.

Minor Penalties

1. Oral/Written Warning.
2. Fine.
3. Suspension from the class for a week.

## **Major Penalties**

- i. Fine.
- ii. Suspending from class for one month/semester.
- iii. Prevention from appearing University Exams.
- iv. Prevention form T & P facilities.



  
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- v. Suspension from Hostel.
- vi. Rustication from college.

## ROLE AND RESPONSIBILITIES OF COMMITTEE MEMBERS

The Anti-ragging committee of the institute plays an important role in preventing and addressing incidents of ragging on campus. Their roles and responsibilities may include:

1. Complaints handling: The anti-ragging committee is responsible for receiving and handling complaints related to incidents of ragging. This may involve creating a mechanism for students to report incidents of ragging anonymously and ensuring that complaints are handled in a timely and sensitive manner.
2. Investigation: The committee is responsible for investigating incidents of ragging that are reported to them. This may involve conducting a thorough investigation and collecting evidence to determine the nature and severity of the incident.
3. Disciplinary action :The committee is responsible for recommending disciplinary action against students found guilty of ragging. This may involve imposing penalties such as fines, suspension, or expulsion from the institute, depending on the severity of the incident.
4. Student enrollment: Committee is responsible for enrolling students in the UGC portal for giving undertaking in the format.
5. Prevention: The committee is responsible for taking measures to prevent incidents of ragging on campus. This may involve conducting awareness campaigns, workshops, and training programs to educate students about the harmful effects of ragging and the consequences of engaging in such activities.
6. Coordination: The anti-ragging committee is responsible for coordinating with other committees and departments within the institute to ensure that the prevention and handling of ragging incidents is carried out effectively.



  
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## **Roles and responsibilities**

The Anti-sexual harassment and redressal committee of the institute plays a critical role in preventing and addressing incidents of sexual harassment on campus. Their roles and responsibilities include:

1. **Complaints handling:** The committee is responsible for receiving and handling complaints related to incidents of sexual harassment. This may involve creating a mechanism for students, faculty, and staff to report incidents of sexual harassment confidentially and ensuring that complaints are handled in a timely and sensitive manner.
2. **Investigation:** The committee is responsible for investigating incidents of sexual harassment that are reported to them. This may involve conducting a thorough investigation and collecting evidence to determine the nature and severity of the incident.
3. **Redressal:** The committee is responsible for providing redressal to the victim of sexual harassment. This may involve providing support, counseling, and medical assistance to the victim and taking appropriate action against the accused, such as imposing penalties like fines, suspension, or expulsion from the institute.
4. **Coordination:** The committee is responsible for coordinating with other committees and departments.
5. **Prevention:** The committee is responsible for taking measures to prevent incidents of sexual harassment on campus. This may involve conducting awareness campaigns, workshops, and training programs to educate students, faculty, and staff about the laws and policies related to sexual harassment and the consequences of engaging in such activities.
6. **Reporting:** The committee is responsible for submitting regular reports to the institute administration and the regulatory authorities on the measures taken to prevent and handle incidents of sexual harassment on campus. The committee plays a critical role in creating a safe and welcoming environment for all students, faculty, and staff, free from the harmful effects of sexual harassment in the campus.



  
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## ORGANIZATION WIDE AWARENESS



Notice Board Display at Godavari Institute of Management & Research as Organization Wide Awareness Against Ragging



*Prakash*  
**DIRECTOR**  
Godavari Institute of Management & Research, Jalgaon



# GODAVARI FOUNDATION'S Godavari Institute of Management & Research, Jalgaon

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Posters on Notice board as organization wide awareness and Zero Tolerance against Ragging.

Approved By:  
Dr. Prashant S. Warke



*Prashant S. Warke*  
DIRECTOR  
Godavari Institute of Management & Research, Jalgaon



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## Director – Godavari Institute of Management & Research

### Mechanisms for submission of online/offline students' grievances.

#### Offline Mechanism:

Institutions must give students a way to air their complaints and concerns in order to create a welcoming and supportive learning environment. GIMR has acknowledged the significance of offline feedback methods and has taken concrete action by installing a complaint box outside the director's office.

#### Purpose and Importance:

Through the complaint box, students can anonymously express their grievances, suggestions, or opinions. Its distance from the director's office serves as a reminder of the administration's seriousness about student issues and its commitment to transparent problem-solving.

#### Monitoring and Maintenance:

To guarantee that the complaint box continues to be operational and accessible, frequent maintenance and observation are necessary. The purpose of the box's periodic checks by institute staff is to gather submissions, handle any technical difficulties, and protect confidentiality.

#### Benefits:

- Anonymity: Students are able to voice their concerns without worrying about criticism or retaliation, which promotes an environment of candor and trust.
- Accessibility: All pupils, irrespective of their circumstances or background, can utilize the feedback system thanks to the actual presence of the complaint box in a central position.
- Timely Resolution: The institute may promptly handle complaints, make the required adjustments, and improve the overall educational experience by offering a direct channel for student input.
- Shown Commitment: By installing the complaint box, the institute has shown that it is dedicated to improving and putting student welfare first.

An initiative to raise student participation and happiness is the placement of a complaint box outside the director's office. [Institute Name] affirms its commitment to creating a welcoming



  
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and inclusive learning environment where each student's voice is heard and respected by enabling offline feedback submission.



**Complaint Box is installed at Godavari Institute of Management & Research as  
offline submission of any Student Grievance**

➤ **Online Mechanism**

In the current digital era, it is critical to provide online platforms for students to air their complaints in order to guarantee that their voices are heard and that their issues are properly resolved. Godavari Institute of Management & Research has developed a streamlined



  
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& Research, Jalgaon



process for online grievance submission via direct mailing to the relevant authority as part of our commitment to student welfare and ongoing improvement.

➤ **Direct Communication**

When a grievance email is received, the relevant authority swiftly acknowledges it and reiterates its commitment to rapidly addressing student complaints. Students can feel reassured that their complaints have been heard and are being considered seriously by receiving this initial acknowledgement.

**Quick Action:** Complaints that need to be addressed right away are given priority in order to be resolved quickly. Proactively addressing the problem as soon as possible, the concerned authority coordinates with pertinent persons or departments to put the required steps and fixes into place.

**Efficiency:** Direct mailing minimizes delays and guarantees timely response and action by facilitating rapid communication and grievance resolution.

**Accessibility:** Students can easily and conveniently voice their grievances online at any time, from anywhere, by submitting grievances online, which encourages inclusivity and involvement.

**openness:** Students feel more confident that their grievances are being handled seriously when they communicate directly with the relevant authority, which promotes accountability and openness in the grievance resolution process.

**Timely Resolution:** Godavari Institute of Management & Research shows its dedication to resolving student problems quickly and effectively by giving priority to important grievances and acting on them right away.

The Godavari Institute of Management & Research's commitment to advancing student welfare and creating a positive learning environment is demonstrated by the creation of a



  
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simplified process for online grievance submission via direct mailing. We reinforce our commitment to excellence in education and continual improvement by giving students a quick and easy way to voice their issues and guaranteeing a timely resolution.



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**NOTICE**

**Date:-21-09-19**

The meeting of sexual harassment cell of Godavari Institute of Management and Research, Jalgaon is held on 25-09-19 in Virtual room under the Head of Committee Dr. Neelima Warke.

Attendances for meeting is mandatory please take note.

**Agenda:-**

1. To discuss about annual constitution of Anti Women Harassment cell and introduce new member.
2. To allocate counseling responsibilities on various member.
3. Presentation on applicable guidelines and rules on the issue by Miss. Shubhangi Patil
4. Timely subject (If any)

**Members of Committees**

| Sr.No | Name                   | Designation       |
|-------|------------------------|-------------------|
| 1     | Prof .Neelima Warke.   | Head of Committee |
| 2     | Prof. Smita Chaudhari  | Member            |
| 3     | Prof. Megha pal.       | Member            |
| 5     | Dr. Rajendra patil.    | Member( NGO)      |
| 6     | Miss. Shubhngi patil   | Member(NGO)       |
| 7     | Mrs. Damini Chaudhari. | Student represent |
| 8     | Miss. Priyanka Wagh.   | Student represent |




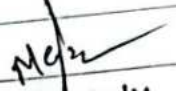

  
**HEAD OF COMMITTEE**

**DR. Neelima Warke**

# Report of Meeting

With the ref. to notice of dated the meeting of Anti women Harassment cell is held on today

Following members are present

| Sr. No | Name                  | Designation       | Sign  |
|--------|-----------------------|-------------------|---|
| 1      | Prof. Neelima kharke  | Head of Committee |  |
| 2      | Prof. Smita chaudhari | member            |  |
| 3      | Prof. Megha pal       | member            |   |
| 4      | Sr. Rajendra patil    | member (NGO)      |  |
| 5      | Miss. Shubhangi patil | member (NGO)      |   |
| 6      | Miss. Priyanka wagh   | student (MBA II)  |   |
| 7      | Miss. Roshani jaiswal | Student (MBA I)   |   |

## Minutes of Meeting :-

The minutes of meeting are

as follows :-

- 1) Dr. Neelima welcomed all members of the committee. Also introduce new member Miss Roshani jaiswal MBA 2 Year student to committee.
- 2) Miss Shubhangi patil explain the guidelines about anti sexual Harassment of women.
- 3) Prof. Smita & Prof. Megha to counselling of students MBA I & MBA II.
- 4) There is no timely subject.
- 5) Meeting ended with vote of thanks on the chair.



## NOTICE

Date:-21-09-20

The meeting of sexual harassment cell of Godavari Institute of Management and Research, Jalgaon is held on 22-09-20 using Zoom app(meeting)at 03:00 PM under the Head of Committee Dr. Neelima Warke.

Attendances for meeting is mandatory please take note.

### Agenda:-

1. To discuss about annual constitution of Anti Women Harassment cell and introduce new member.
2. To allocate counseling responsibilities on various member.
3. Presentation on applicable guidelines and rules on the issue by Miss. Shubhangi Patil
4. Timely subject (If any)

### Members of Committees

| Sr.No | Name                  | Designation               |
|-------|-----------------------|---------------------------|
| 1     | Prof .Neelima Warke.  | Head of Committee         |
| 2     | Prof. Smita Chaudhari | Member                    |
| 3     | Prof. Megha pal.      | Member                    |
| 5     | Dr. Rajendra patil.   | Member( NGO)              |
| 6     | Miss. Shubhngi patil  | Member(NGO)               |
| 7     | Miss. Shweta Mali     | Student represent(MBA II) |
| 8     | Miss. Nikita Wani     | Student represent(MBA II) |



*Neelima*  
**HEAD OF COMMITTEE**

**DR. Neelima Warke**

### Report of meeting

With the reference to notice of dated 21-09-20 the meeting of anti-harassment cell is held on today 22-9-20

Following members are present in online meeting ->

- |                          |                |
|--------------------------|----------------|
| 1) Dr. Neelima Warke     | Head           |
| 2) Prof. Smita Chaudhari | member         |
| 3) Prof. Megha Pal       | member         |
| 4) Miss Shubhangi Patil  | member (HOD)   |
| 5) Miss Shweta Mali      | member student |
| 6) Miss Nikita Wani      | student        |

### Minutes of Meeting ->

The minutes of today's meeting are as follows -

- 1) Prof. Megha Pal welcomed all members of the committee. Also introduce new student Miss Shweta & Miss Nikita to committee.
- 2) Dr. Neelima gives the counselling responsibility to Prof. Megha for MBA I & Prof. Smita for MBA II
- 3) Miss. Shubhangi mam informed the members about the guidelines & rules of anti sexual Harassment cell.
- 4) There is no issue of Harassment.
- 5) There is no timely subject.

The meeting ended with vote of thanks on the chair.

  
HOD

## NOTICE

Date:-15-09-21

The meeting of sexual harassment cell of Godavari Institute of Management and Research, Jalgaon is held on 17-09-21 in Virtual room

Attendances for meeting is mandatory please take note.

### Agenda:-

1. To discuss about annual counseling responsibilities of various member.
2. Discuss any case on harassment.
3. Timely subject (If any)

### Members of Committees

| Sr.No | Name                  | Designation       |
|-------|-----------------------|-------------------|
| 1     | Prof .Neelima Warke.  | Head of Committee |
| 2     | Prof. Smita Chaudhari | Member            |
| 3     | Prof. Megha pal.      | Member            |
| 5     | Dr. Rajendra patil.   | Member( NGO)      |
| 6     | Miss. Shubhngi patil  | Member(NGO)       |
| 7     | Miss. Nikita Balani   | Student represent |
| 8     | Miss. Shweta Mali     | Student represent |

*Neelima*




**HEAD OF COMMITTEE**

**DR. Neelima Warke**



Report of Meeting  
With the ref. to notice dated the meeting  
of anti women harassment cell is held on today  
17-09-21


Following members are present - 04

- |                          |              |   |
|--------------------------|--------------|---|
| 1) Dr. Neelima Warke     | HOD          |  |
| 2) Prof. Smita Chaudhari | member       |  |
| 3) Dr. Shubhangi Patil   | member (HGO) | S.H. Patil.   |
| 4) Miss Nikita Balani    | Student      |  |

Minutes of meeting :->

The minutes of today's  
meeting are as follows

- 1) Prof. Smita welcomed to all members.
- 2) As per given the responsibility of last meeting to Prof. Smita & Prof. Megha, their work was found satisfactory. Here no single issue of harassment.
- 3) Dr. Shubhangi give a suggestion for girls & women of staff members conduct awareness program for women safety.
- 4) There is no timely subject

  
HOD

## NOTICE

Date:- 09-09-2022

The meeting of sexual harassment cell of Godavari Institute of Management and Research, Jalgaon is held on 20-09-2022 in Virtual room

Attendances for meeting is mandatory please take note.

### Agenda:-

1. To discuss about annual counseling responsibilities of various member.
2. Discuss any case on harassment.
3. Timely subject (If any)

### Members of Committees

| Sr.No | Name                  | Designation       |
|-------|-----------------------|-------------------|
| 1     | Prof .Neelima Warke.  | Head of Committee |
| 2     | Prof. Smita Chaudhari | Member            |
| 3     | Prof. Megha Pal.      | Member            |
| 5     | Dr. Rajendra Patil.   | Member( NGO)      |
| 6     | Miss. Shubhngi Patil  | Member(NGO)       |
| 7     | Miss. Varsha Zope     | Student represent |
| 8     | Miss. Sayali Akole    | Student represent |



  
HEAD OF COMMITTEE

DR. Neelima Warke.



## Report of Meeting

With the ref. to notice dated the meeting of anti abmen harrasment cell is held on today 20-09-22.

Following members are present -

1) Dr. Neelima Warke

Neelima

2) Prof. Smita Chaudhari

Smita

3) Dr. Shubhangi Patil

Shubhangi

4) Miss Varsha Zope

Varsha

5) Miss Gayali Akole

Gayali

### Minutes of meeting :-

The minutes of today's meeting are as follows

1) Prof. Smita welcomed all new members (representative of students.)

2) As per given all various responsibilities to members, that work was satisfactory.

3) There is no single issue related to harrasment.

4) Dr. Neelima give a suggestion to conduct the Women safety Programs for all students (girls) and all female staff members.

5) There is no timely subjects.

The meeting ended vote of thanks by Prof. Smita.



Neelima  
HOD

**NOTICE**

The meeting of sexual harassment cell of Godavari Institute of Management and Research, Jalgaon is held on 22-09-23 in Virtual room

Attendances for meeting is mandatory please take note.

**Agenda:-**

1. To discuss about annual counseling responsibilities of various member.
2. Discuss any case on harassment.
3. Timely subject (If any)

**Members of Committees**

| Sr.No | Name                     | Designation                 |
|-------|--------------------------|-----------------------------|
| 1     | Prof .Neelima Warke.     | Head of Committee           |
| 2     | Prof. Smita Chaudhari.   | Member                      |
| 3     | Prof. Megha pal.         | Member                      |
| 4     | Dr. Rajendra patil.      | Member( NGO)                |
| 5     | Mrs. Jayashri Chaudhari. | Non-teaching Representative |
| 6     | Mr. Mayur Patil.         | Non-teaching Representative |
| 7     | Adv. Dr Nayana Zope.     | Lawyer                      |
| 8     | Miss. Hemangi patil.     | Student represent           |
| 9     | Miss. Shilpa Kolhe       | Student represent           |
| 10    | Miss. Prach Toari        | Student represent           |



*Neelima*  
**HEAD OF COMMITTEE**  
**DR. Neelima Warke.**

## Report of meeting

The meeting of ICC (WGC cell) was held on 22-09-23 at virtual room.

The following members are present in the meeting

- |                           |                 |
|---------------------------|-----------------|
| 1) Dr. Medima Warke       | <u>Abell</u>    |
| 2) Prof. Smita Chaudhari  | <u>Se</u>       |
| 3) Prof. Megha Pal        | <u>Neer</u>     |
| 4) Dr. Rajendra Patil     | <u>Rajendra</u> |
| 5) Miss Hemangi Patil     | <u>HPT</u>      |
| 6) Miss. Shilpa Kolhe     | <u>SK</u>       |
| 7) Miss Prachi Torori     | <u>Prachi</u>   |
| 8) Dr. Mayara Zope (Adv.) | <u>Zope</u>     |

### Minutes of Meeting :->

The minutes of today's meeting are as follows :->

1) Prof. Smita Chaudhari, welcomed all the members and explained the purpose of the meeting.

Also introduce new member of students to other members.

2) All the members decided to :

- Make the students aware about the functions & guidelines of the anti sexual harassment cell of women.
- Acquaint the students about the procedure to make complaints if they have any problem regarding sexual harassment.

3) The committee noted that no complaint of sexual harassment has been received from any woman employee or student of the college.

4) The committee decided to place banners/posters/notices defining sexual harassment at prominent places in the college campus.

5) The chairperson asked the members to meet the students on a regular basis or earlier, if need arise

6) The committee decided to request the staff members to continue the discussion about "prevention, prohibition & redressal of sexual harassment" with the students during the mentoring classes.

21/09/2019

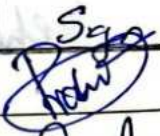
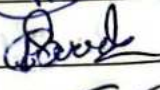


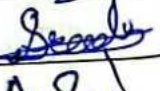


## Notice

Following members of Grievance Redressal Committee are hereby informed that our meeting is scheduled on 29/9/2019 at 3.00 pm in Director Cabin


The Agenda of Committee is,

1. To read & confirm the previous meeting minutes
2. To review working of committee
3. Other subjects on time

### Members.

| Sr. No. | Members                   | Designation     | Sign  |
|---------|---------------------------|-----------------|---|
| 1       | Dr. Prashant Warke        | Director        |  |
| 2       | Prof. Chetan Sawade       | Asst. Professor |  |
| 3       | Prof. M.K. Godbole        | Asst. Professor |  |
| 4       | Prof. Vaigyanthi Asodekar | Asst. Professor |  |
| 5       | Prof. Samruddhi Kade      | Asst. Professor |  |
| 6       | Arnul Patil               | Student         |  |
| 7       | Kalyani Saraf             | Student         |  |





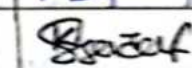


  
Chetan P. Sawade  
HOC

29/9/19

Minutes of Meeting

The following members were present

| Sr No. | Name of Member           | Designation     | Sign  |
|--------|--------------------------|-----------------|---|
| 1.     | Dr. Prashant Warde       | Director        |    |
| 2      | Prof. Chetan Sarode      | Asst. Professor |    |
| 3      | Prof. M.K. Godbole       | Asst. Professor | MK  |
| 4      | Prof. Vaijayanti Bodekar | Asst. Professor | VJB   |
| 5      | Prof. Samruddhi Rade     | Asst. Professor |    |
| 6      | Amol Patil               | Student         |   |
| 7      | Kalyani Saraf            | Student         |  |

Director Dr. Prashant Warde welcomed all members.

1. Previous meeting minutes were read & confirmed by Chetan Sarode

2. Review of working of committee.

Issue. 1 - 2<sup>nd</sup> year students were allowed to access extra ~~xxxxxx~~ computer labs for their project work.

3. Timely Subject.  
No Grievance.

21/09/2020



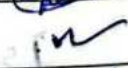

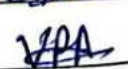


## NOTICE

Following members of Grievance Redressal Committee are hereby informed that our meeting is scheduled on 22<sup>nd</sup> Sep. 2020 at 3 PM in Director cabin.

The Agenda is

1. Read & Confirm the previous meeting minutes
2. To review working of committee.
3. Other Subject on time




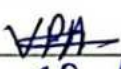
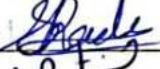


## Members

| Sr No. | Members                   | Designation | Sign  |
|--------|---------------------------|-------------|---|
| 1      | Dr. Prashant Warke        | Director    |  |
| 2      | Prof. Chetan Surude       | Asst. Prof. |  |
| 3      | Prof. M.K. Godbole        | Asst. Prof. |  |
| 4      | Prof. Samruddhi Rade      | Asst. Prof. |  |
| 5      | Prof. Vajrayanti Asodekar | Asst. Prof. |  |
| 6      | Amol Patil                | Student     |  |
| 7      | Kalyani Saraf             | Student     |  |



## Minute of the meeting

The following members were present.

| Sl. No | Members                   | Designation     | Sign  |
|--------|---------------------------|-----------------|---|
| 1      | Dr. Prashant S. Warke     | Director        |  |
| 2      | Prof. M. K. Godbole       | Asst. Professor |  |
| 3      | Prof. Chetan Sarode       | Asst. Professor |  |
| 4      | Prof. Vajjayanti Asodekar | Asst. Professor |  |
| 5      | Prof. Samuddhi Rade       | Asst. Professor |  |
| 6      | Amol Patil                | Student-        |  |
| 7      | Kalyani Saraf             | Student-        |  |

Director Dr. Prashant Warke welcomed all members.

1. Previous meeting minutes were read & confirmed by Chetan Sarode.
2. Review of working of committee.
  - ISSUE-1: A lecture on research methodology was conducted
  - Issue. 2: Extra lectures of A.T were conducted.
  - Issue. 3: Stationary was provided to faculty.
3. Second year student demand to conduct a ~~an~~ embi meeting for online external exam (due to Covid 19)

Director Dr. Prashant Warke sir thanked to everyone & meeting was adjourned.

15/9/21

## NOTICE

Following members of Grievance Redressal Committee are hereby informed that our meeting is scheduled on 21 Sep 2021 at 3 pm in Director Cabin

The Agenda is

1. Read & confirm the previous meeting minutes
2. To review working of committee
3. Other stuff subject on time

| Sr.No. | Members                   | Designation     | Sign |
|--------|---------------------------|-----------------|------|
| 1      | Dr. Prashant S. Warke     | Director        |      |
| 2      | Prof. M.K. Godbole        | Asst. Professor |      |
| 3      | Prof. Chetan Sarode       | Asst. Professor |      |
| 4      | Prof. Vaijayanti Asodekar | Asst. Professor |      |
| 5      | Prof. Samruddi Rade       | Asst. Professor |      |
| 6      | Prafull Jain              | Student         |      |
| 7      | Manali Tayade             | student         |      |



Chetan Sarode  
HOC



# Minutes of the Meeting

The following members were present

| Sr. No. | Member                     | Designation     | Signature |
|---------|----------------------------|-----------------|-----------|
| 1       | Dr. Prashant Warde         | Director        |           |
| 2       | Prof. M. K. Godbole        | Asst. Professor |           |
| 3       | Prof. Chetan Sarode        | Asst. Professor |           |
| 4       | Prof. Varjayaniti Asodekar | Asst. Professor |           |
| 5       | Prof. Samruddhi Rane       | Asst. Professor |           |

Director Dr. Prashant Warde welcomed all members

1. Previous meeting minutes were read & confirmed by Chetan Sarode.
2. Review of working of committee.  
 Issue: First year student demand for online meeting for External Exam.  
 A online meeting was conducted of first year student & necessary instructions were given about online exam.
3. No Timely subject.

19/9/22








## NOTICE

Following members of Grievance Redressal Committee are hereby informed that our meeting is scheduled on 24 Sep 22


## Agenda:-

- 1) Read & Confirm the previous meeting minutes.
- 2) To review the working of committee.
- 3) Other subject on time.

## Members -

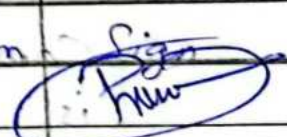
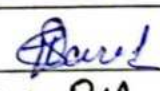

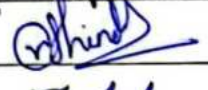
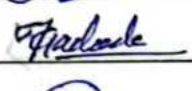

| Sr.No. | Members                 | Designation     | Signature   |
|--------|-------------------------|-----------------|---|
| 1.     | Dr. Prashant Waske      | Director        |  |
| 2      | Prof. M.K. Cudhale      | Asst. Professor |  |
| 3      | Prof. Chetan Sarede     | Asst. Professor |  |
| 4      | Prof. Vijayanti Budekar | Asst. Professor |  |
| 5      | Prof. Mitali Shinde     | Asst. Professor |  |
| 6      | Tanmay Gachhake         | Student         |  |
| 7      | Rakhi Malge             | Student         |  |



  
Dr. Chetan Sarede  
Head of Committee

24-9-22

Minutes of the meeting  
The following members were present

| S. No. | Members                  | Designation     | Sign  |
|--------|--------------------------|-----------------|---|
| 1      | Dr. Prashant Wankar      | Director        |  |
| 2      | Prof. M.K. Gadhele       | Asst. Professor | M.K.  |
| 3      | Prof. Chetan Sarda       | Asst. Professor |  |
| 4      | Prof. Vijayanti Aondekar | Asst. Professor |  |
| 5      | Prof. Mitali Shinde      | Asst. Professor |  |
| 6      | Tanmay Gachake           | Student         |  |
| 7      | Rakhi Madge              | Student         |  |

Director Dr. Prashant Wankar welcomed all the members.

1. Previous meeting minutes were read & confirmed by Chetan Sarda.

2. Review of working of committee.  
Issue - Student demand for canteen.

3. Timely subject - Faculty demand for Stationery.

## NOTICE

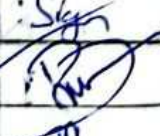



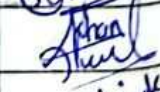
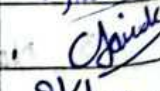

14/8/23

Following members of Grievance Redressal Committee are hereby informed that our meeting is scheduled on 28/8/2023 at 3pm at Director Cabin.


## Agenda -

- 1) Read & confirm previous meeting minutes.
- 2) To review the working of committee.
- 3) Other subject on time.

## Members

| Sr.No. | Name                     | Designation | Sign  |
|--------|--------------------------|-------------|---|
| 1      | Dr. Prakash S. Wadke     | Director    |  |
| 2      | Dr. Chetan P. Sarode     | Asst. Prof. |  |
| 3      | Prof. Vijayanti Asodekar | Asst. Prof. |  |
| 4      | Prof. Mitali Shinde      | Asst. Prof. |  |
| 5      | Prof. Aayrin Khan        | Asst. Prof. |  |
| 6      | Chanda Jauale            | Student     |  |
| 7      | Sagular Khan             | Student     |  |





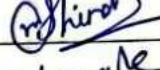




  
Dr. Chetan Sarode  
Head of Committee

28/8/2023

## Minutes of the meeting

The following members were present.

| Sr. No. | Name                     | Designation     | Sign  |
|---------|--------------------------|-----------------|---|
| 1       | Dr. Prashant S. Warde    | Director        |  |
| 2       | Dr. Chetan P. Sarede     | Asst. Professor |  |
| 3       | Prof. Vaijyanti Asodekar | Asst. Professor |  |
| 4       | Prof. Azeem Khan         | Asst. Professor |  |
| 5       | Prof. Mituli Shinde      | Asst. Professor |  |
| 6       | Chandu Jawale            | Student         |  |
| 7       | Sagularin Khan           | Student         |  |

Director Dr. Prashant Warde welcomed all members.

1. Previous meeting minutes were read & confirmed by Dr. Chetan Sarede.
2. Review of working of committee.  
No. Grievance.
3. Timely subjects.  
Issue: 1 - Student brought to notice that some fan & tube light not functioning.



# NOTICE




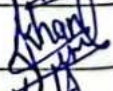
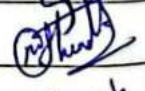
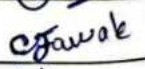

12/2/2024

Following members of Grievance Redressal Committee are hereby informed that our meeting is scheduled on 17/2/2024 at 12 pm Director Cabin.


## Agenda -

- 1) Read & confirm previous meeting minutes
- 2) To Review the working of Committee.
- 3) Other Subject on time

## Members

| Sr No | Name                      | Designation | Signature   |
|-------|---------------------------|-------------|---|
| 1     | Dr. Prashant S. Warkhe    | Director    |  |
| 2     | Dr. Chetan P. Sarode      | Asst. Prof. |  |
| 3     | Prof. Vaijayanti Asodekar | Asst. Prof. |  |
| 4     | Prof. Aaftin Khan         | Asst. Prof. |  |
| 5     | Prof. Mitali Shinde       | Asst. Prof. |  |
| 6     | Ms. Chanda Jawale         | Student     |  |
| 7     | Mr. Saqulain Khan         | Student     |  |






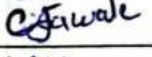



  
Dr. Chetan Sarode  
Head of Committee

17/02/2024

## Minutes of the Meeting.

The following members were Present.

| Sr. No. | Name                      | Designation | Sign  |
|---------|---------------------------|-------------|---|
| 1       | Dr. Prashant S. Warke     | Director    |    |
| 2       | Dr. Chetan P. Sawade      | Asst. Prof. |    |
| 3       | Prof. Vaijayanti Asodekar | Asst. Prof. |    |
| 4       | Prof. Azeem Khan          | Asst Prof.  |    |
| 5       | Prof. Mitali Shinde       | Asst. Prof. |    |
| 6       | Ms. Chanda Jaurale        | Student     |   |
| 7       | Mr. Saqulain Khan         | Student     |  |

Dr. Chetan Sawade welcomed Director Dr. Prashant Warke & all committee members.

1. Preamble and Previous meeting minutes were read & confirmed by Dr. Chetan Sawade.

2. Review of Working of Committee.

Issue 1 solved - Student brought to notice that some fan & tubelight not functioning.

Fan & tubelight - were repaired.

# NOTICE






Date: 22-08-2019

Following members of Anti Ragging Committee are here by informed that there will be a meeting to discuss the ragging issues and direction issued by AICTE through notification. The meeting will be held on Dt: 26<sup>th</sup>-08-2019 At 11.30 am

Attendance is mandatory please take a note.

1. To create awareness of committee formation for prevention of ragging.
2. To discuss base for formation of Anti Ragging Committee.
3. To allot responsibilities on committee members.
4. To create alertness of consequences of Ragging.
5. To take all Necessary Measures For prevention of Ragging inside the campus.

## Members of Committee:

| Sr. No | Name                    | Designation                    | Sign  |
|--------|-------------------------|--------------------------------|---|
| 1      | Dr. Prashant S. Warke   | Director                       |  |
| 2      | Dr. Varsha U Patil      | Secretary, Godavari Foundation |   |
| 3      | Dr. Neelima P. Warke    | Deputy Director                |  |
| 4      | Prof. M.K. Godbole      | T & P officer                  |   |
| 5      | Prof. Prajakta R. Patil | Lecturer                       |  |
| 6      | Mrs. Manisha Gadge      | Hostel Warden(Girls)           |   |
| 7      | Shri. A.T. Mahajan      | M.D. G.L.C.B                   |   |
| 8      | Shri. Sunil Kurade      | P.I. M. I.D.C                  |   |
| 9      | Mr. Amol Patil          | Boys: Student Member           |  |
| 10     | Miss. Jayashree Patil   | Girls: Student Member          |   |
| 11     | Prof. Smita Chaushari   | Secretary                      |  |





### Preamble of Meeting

Ragging as we all know, is social interaction between seniors & juniors in schools & colleges. An interaction which can be very brutal, inhuman, antisocial form at a time. Even some of the highly reputed colleges & institutions, has a terrible history of ragging.

With intent to discuss the measure for prevention of ragging and necessary steps taken by victim, GIMR has arranged a meeting of following committee members as per notification by AICTE.

| SR.No | Name                   | Designation           | Sign. |
|-------|------------------------|-----------------------|-------|
| 1)    | Dr. Prashant Warke     | Director              |       |
| 2)    | Dr. Varsha Patil       | Hn Secretary Gf's.    |       |
| 3)    | Dr. Neelima Warke      | Dy. Director.         |       |
| 4)    | Prof. M.K. Gadbole     | T & P Officer.        |       |
| 5)    | Prof. Prajalekha Patil | Asst. Prof.           |       |
| 6)    | Mrs. Manisha Gadge     | Hostel Warden (Girls) |       |
| 7)    | Shri. A.T. Mahajan     | M.D.; GLCB            |       |
| 8)    | Shri Sunil Kurade      | P.I. MIDC Jalgaon     |       |
| 9)    | Mr. Amol Patil         | Student Member        |       |
| 10)   | Miss. Jayashri Patil   | —————                 |       |
| 11)   | Prof. Smita Chaudhari  | Secretary.            |       |

### Minutes of Meeting : —

Preamble of meeting by Smita Chaudhari  
As per notice Dt. on \_\_\_\_\_ meeting was held in GIMR Campus. There was no issues related to ragging.

# NOTICE




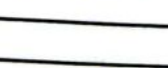
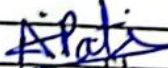
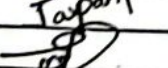





Date: 06-02-2020

Following members of Anti Ragging Committee are here by informed that there will be a meeting to discuss the ragging issues and direction issued by AICTE through notification. The meeting will be held on Dt: 11-02-2020 At 11.30 am

Attendace i9s mandatory please take a note.

1. To create awareness of committee formation for prevention of ragging.
2. To discuss base for formation of Anti Ragging Committee.
3. To allot responsibilities on committee members.
4. To create alertness of consequences of Ragging.
5. To take all Necessary Measure.: For prevention of Ragging inside the campus.

## Members of Committee:

| Sr. No | Name                    | Designition                    | Sign  |
|--------|-------------------------|--------------------------------|---|
| 1      | Dr. Prashant S. Warke   | Director                       |  |
| 2      | Dr. Varsha U Patil      | Secretary, Godavari Foundation |  |
| 3      | Dr. Neelima P. Warke    | Deputy Director                |  |
| 4      | Prof. M.K. Godbole      | T & P officer                  |  |
| 5      | Prof. Prajakta R. Patil | Lecturer                       |  |
| 6      | Mrs. Manisha Gadge      | Hostel Warden(Girls)           |  |
| 7      | Shri. A.T. Mahajan      | M.D. G.L.C.B                   |  |
| 8      | Shri. Sunil Kurade      | P.I. M. I.D.C                  |  |
| 9      | Mr. Amol Patil          | Boys: Student Member           |  |
| 10     | Miss. Jayashree Patil   | Girls: Student Member          |  |
| 11     | Prof. Smita Chaushari   | Secretary                      |  |



## Preamble of meeting.

Ragging as we all know, is social interaction between seniors & juniors in schools & colleges. An interaction which can take very brutal, inhuman, antisocial form at a time. Even some of the highly reputed colleges & institutions has a terrible history of ragging.

With intent to discuss the measures of prevention of ragging & necessary steps taken by victim, GIMR has arranged a meeting of following committee members as per notification by AICTE.

| S.R.No | Name                  | Designation              | Sign. |
|--------|-----------------------|--------------------------|-------|
| 1)     | Dr. Prashant Warke    | Director.                |       |
| 2)     | Dr. Vansha Patil      | Hn. Secretary Gf's       |       |
| 3)     | Dr. Neelima P. Warke  | Dy. Director             |       |
| 4)     | Prof M.K. Gadbole     | T & P officier           |       |
| 5)     | Prof. Prayaloka Patil | Asst. lecturer (Girls)   |       |
| 6)     | Mrs. Manisha Gadge.   | Hastel warden            |       |
| 7)     | shri A.T. Mahajan     | MD. GLCB                 |       |
| 8)     | shri sunil kurade     | P.I. MIDC Police station |       |
| 9)     | Mr. Amol Patil        | Student member.          |       |
| 10)    | Miss. Jayshri Patil   | Student member.          |       |
| 11)    | Prof. Smita Chaudhari | Secretary.               |       |

## Minutes of meeting:-

Preamble of meeting by Smita-Chaudhari As per Dated on 11<sup>th</sup> 02-2020 meeting was held in GIMR Campus. There was no issues related to ragging.

## **Notice**

It is informed that all member of the anti ragging committee, the online meeting has been scheduled on zoom meeting app. at 4 pm. on 2nd March 2021. to discuss the ragging issues and directions issued by AICTE through notification for the academic year 2021.

Points to discuss in meeting are as follows:

- 1) Rules and Regulation of anti ragging
- 2) Preventive measures to be taken for further consolidate prevention and prohibition of ragging in the campus/ Hostel.
- 3) Discussion of action to be taken if any ragging case identified
- 4) To generate awareness amongst students regarding anti ragging
- 5) To select as a member from MBA 1st year students for committee.

## **Note**

Meeting link will send before 30 min.

Prof. Prajakta R. Patil  
Coordinator Anti tagging Committee

11:01 am ✓

Zoom Meeting  
<https://us04web.zoom.us/j/76791183014>  
?pwd=  
TXJBeE9ud3JrZnc2RTRUaU9WRk4yZz09

Meeting ID: 767 9118 3014  
Passcode: 5fBcuY

11:42 am

14 AUGUST 2020

Prajakta Mam

 Join our Cloud HD Video Meeting  
Zoom is the leader in modern  
enterprise video communication...  
[us04web.zoom.us](https://us04web.zoom.us)

Prajakta Patil is inviting you to a  
scheduled Zoom meeting.

Topic: Prajakta Patil's Zoom Meeting  
Time: Aug 14, 2020 05:30 AM UTC

Join Zoom Meeting

<https://us04web.zoom.us/j/7557591300>  
?pwd=

QmM1dFI3RStGZTc3dE5wMzIQWkFiUT09

Meeting ID: 755 759 1300


Passcode: 304

10:59 am

17 AUGUST 2020

Prajakta Mam

 Join our Cloud HD Video Meeting

 Type a message



## Minutes of Meeting

- 1) Meeting was presided by Prof. Prayakta Patil as per scheduled date & time. On online mode through zoom app.
- 2) Two students from MBA II<sup>nd</sup> were elected for committee as a student representative of said committee.
  - 1) Praful Jain } MBA I<sup>st</sup> year
  - 2) Namrata Kurkure }





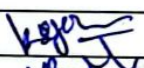


# NOTICE

Date: 1<sup>st</sup> March 2022

It is informed that following member of the anti ragging committee, the meeting has been scheduled at Virtual Room on Dt: 6<sup>th</sup> March 2022 at 4.00pm. to discuss the ragging issues and directions issued by AICTE through notification for the academic year 2022-23.

Kindly Note: your attendance is compulsory.

## Members of the committee

| Sr. No. | Name                  | Designation                    | Sign  |
|---------|-----------------------|--------------------------------|---|
| 1       | Dr. Prashant Warke    | Director                       |    |
| 2       | Dr. Varsha Patil      | Secretary, Godavari foundation |   |
| 3       | Dr. Neelima Warke     | Deputy Director                |   |
| 4       | Prof. M.K. Godbole    | TPO                            |   |
| 5       | Prof. Smita Chaudhari | Faculty                        |  |
| 6       | Mrs. Manisha Gadge    | Hostel Warden(Girls)           |  |
| 7       | Mr. A. T. Mahajan     | M.D. G.L.C.B                   |   |
| 8       | Mr. Prataprao Shikare | P.I. M.I.D.C Police Station    |   |
| 9       | Mr. Kishor Gosavi     | Boys: Students Member          |  |
| 10      | Miss. Vibhuti Patil   | Girls: Students Member         |  |
| 11      | Prof. Prajakta Patil  | Secretary                      |  |

## Points to discuss in meeting are as follows:

- 1) Rules and Regulation of anti ragging
- 2) Preventive measures to be taken for further consolidate prevention and prohibition of ragging in the campus/Hostel.
- 3) Discussion of action to be taken if any ragging case identified
- 4) To generate awareness amongst students regarding anti ragging
- 5) To select as a member from MBA 1<sup>st</sup> year students for committee.

6<sup>th</sup> March 2022



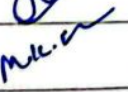



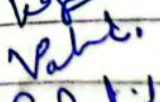
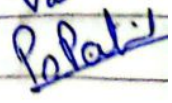
## Minutes of Meeting.

The meeting was held on 6<sup>th</sup> March 2022 at 4.00 pm

As per the agenda, following points were discussed in the meeting.

- 1) Secretary of Anti-Ragging committee Prajakta R. Patil read minutes of meeting held on 7<sup>th</sup> Jan 2022. Minutes confirmed by all present members of the committee.
- 2) Anti-squad committee made aware about their surprise visit to hostel, campus etc. No case was found during their visit

### Members Attended.

| Sr.no | Name                   | Designation                            | Sign  |
|-------|------------------------|--|---|
| 1)    | Dr. Prashant Warke     | Director.                              |  |
| 2)    | Dr. Varsha Patil       | Secretary, Godawari Found <sup>n</sup> |  |
| 3)    | Dr. Neelima Warke      | Deputy Director.                       |  |
| 4)    | Prof. M.K. Godbule     | TPO                                    |  |
| 5)    | Prof. Smita Chaudhari  | Faculty.                               |  |
| 6)    | Mr. Manisha Gadge.     | Hostel Warden                          |   |
| 7)    | Mr. A.T. Mahajan       | M.D. G.L.C.B                           |   |
| 8)    | Mr. Pratapra Shikore   | P.I. MIDC Police Station               |   |
| 9)    | Mr. Kishor Gasavi      | Student member                         |  |
| 10)   | Miss Vibhuti Patil     | Student member.                        |  |
| 11)   | Prof. - Prajakta Patil | Secretary.                             |  |



# NOTICE




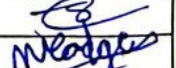
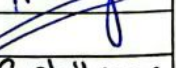

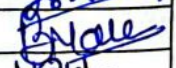





Date : 15/01/2023

Following members of Anti Ragging Committee are here by informed that there will be a meeting to discuss the ragging issues and direction issued by AICTE though notification The meeting will be held on 20-01-2023 At 04:00 pm at GIMR Campus.

## Agenda of Meeting

- 1) To Discussion the action to be taken if any ragging case identified
- 2) Preventive measures to be taken for prevention and prohibition of ragging in the campus / Hostel.
- 3) To create awareness amongst students regarding anti ragging
- 4) To take all Necessary Measure: For prevention of Ragging inside the campus.

## Members of Committee:

| Sr.No | Name                   | Designation.                   | Sign  |
|-------|------------------------|--------------------------------|---|
| 1     | Dr.Prashant S. Warke   | Director                       |  |
| 2     | Dr. Varsha U Patil     | Secretary, Godavari Foundation |  |
| 3     | Dr.Neelima P. Warke    | Deputy Director                |  |
| 4     | Prof. M.K. Godbole     | TPO                            |  |
| 5     | Prof. Smita Chaudhari  | Faculty                        |  |
| 6     | Prof. Manisha Gadge    | Hostel Warden (Girls)          |  |
| 7     | Shri.A.T.Mahajan       | M.D.G.L.C.B                    |  |
| 8     | Mr. Prataprao Shirkare | P.I. M.I.D.C Police Station    |  |
| 9     | Mr. Sufiyan Shaikh     | Boys: Student Member           |  |
| 10    | Miss. Bhumika Nale     | Girls: Student Member          |  |
| 11    | Miss. Hemangi Patil    | Girls: Student Member          |  |
| 12    | Prof. Prajakta R.Patil | Secretary                      |  |



## Preamble of meeting

As per notification issued by AICTE. GIMR has formed a committee of following members for prevention & prohibition of Ragging in institution. Universities to discuss the responsibilities of members and the action to any ragging case identified today's meeting is called.

| S.No | Name                   | Designation                    | Sign       |
|------|------------------------|--------------------------------|------------|
| 1.   | Dr. Prashant S Warke   | Director                       |            |
| 2.   | Dr. Vansha U patil     | Secretary, Gubavari Foundation |            |
| 3.   | Dr. Neelima P Warke    | Deputy Director                |            |
| 4.   | Prof. M.K. Cradale     | TPO                            | mr         |
| 5.   | Prof. Smita Chaudhari  | Faculty                        |            |
| 6.   | Prof. Manisha Cradge   | Hostel Warden (Girls)          | Meedger    |
| 7.   | Shri. A.T. Mahajan     | M.D.C.L.C.B                    |            |
| 8.   | Mr. Pratyaksh Shikare  | P.I. M.I.D.C Police Station    | P. Shikare |
| 9.   | Mr. Sufyan Shaikh      | Boys: Student member           | Sufyan     |
| 10.  | Miss. Bhumi Ka Mole    | Girls: Student member          | Bhumi      |
| 11.  | Miss. Hemangi Patil    | Girls: Student member          | Hemangi    |
| 12.  | Prof. Prajakta R Patil | Secretary.                     | Prajakta   |

## Minutes of Meeting.

Preamble of meeting by is done. Prof. Prajakta Patil as per notice date on 20/01/23 meeting was held in GIMR Campus there was no issue related to Ragging however the points discussed to point

- 1) The action to any ragging case identified is discuss in the meeting
- 2) All the member of Committee visited to girls hostel in Engineering Colleg. on the Campus and guided Students regarding the issue
- 3) The student regarding anti ragging in Campus to discuss in the meeting
- 4) there is a no case regarding ragging of student.

# NOTICE


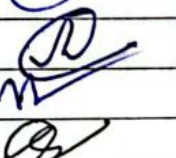
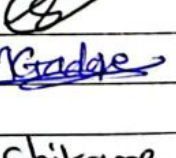
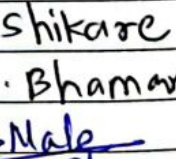
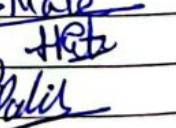


Date : 01/09/2023

All members of Anti-Ragging of Committee are here by informed that there will be a meeting to discuss ragging issues. The meeting will be held on 3<sup>th</sup> September 2023 at 03:00 pm at Virtual Lab.

## Agenda of Meeting

1. To Review about the activities of the committee.
2. To discuss Responsibilities of Teaching and Non Teaching Staff.
3. To take all necessary Measures for prevention of ragging inside the campus.
5. Any other relevant subject at the time of meeting.

## Members of Committee:




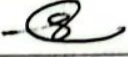
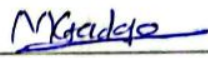
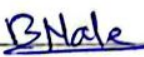


| Sr. No | Name                  | Designation                    | Sign  |
|--------|-----------------------|--------------------------------|---|
| 1      | Dr. Prashant S. Warke | Director                       |   |
| 2      | Dr. Varsha U Patil    | Secretary, Godavari Foundation |  |
| 3      | Dr. Neelima P. Warke  | Deputy Director                |  |
| 4      | Prof. M. K. Godbole   | TPO                            |  |
| 5      | Prof. Smita Chaudhari | Faculty                        |  |
| 6      | Prof. Manisha Gadge   | Hostel Warden (Girls)          |  |
| 7      | Shri. A. T. Mahajan   | M.D.G.L.C.B (Rep. of Media)    |   |
| 8      | Mr. Prataprao Shikare | P.I. M.I.D.C (Rep. of Police)  | P. Shikare  |
| 9      | Mr. Krushna Bhamare   | Boys: Student Representative   | K. Bhamare  |
| 10     | Miss. Bhumika Nale    | Girls: Student Representative  | B Nale  |
| 11     | Miss. Hemangi Patil   | Girls: Student Representative  | H Patil   |
| 12     | Prof. Prajakta Patil  | Secretary                      |  |



## Preamble of Meeting

Ragging is when some student trouble or harass new students. It's not fun, and it's not right. We want to make sure our college is a safe and welcoming place for all students. As per notification issued by AICTE, Godavari Institute of Management & Research, Jalgaon. To discuss the responsibilities of members and their duties, today meeting is called.

As a part of notification Godavari Institute of Management & Research, Jalgaon has constituted a committee of following members.

| Sl. No. | Name                  | Designation                    | Sign  |
|---------|-----------------------|--------------------------------|---|
| 1.      | Dr. Prashant S. Wadke | Director                       |    |
| 2.      | Dr. Varsha U Patil    | Secretary, Godavari Foundation |   |
| 3.      | Dr. Neelima P Wadke   | Deputy Director                |    |
| 4.      | Prof. M.K. Godbole    | TPO                            |  |
| 5.      | Prof. Smita Chaudhari | Faculty                        |  |
| 6.      | Prof. Manisha Gadge   | Hostel Warden (Girls)          |  |
| 7.      | Shri. A.T. Mahajan    | M.D.G.L.C.B (Rep. of Media)    |   |
| 8.      | Mr. Prataprao Shikare | P.T M.T.D.C (Rep of Police)    | P. Shikare  |
| 9.      | Mr. Krishna Bhamare   | Boys: Student Representative   | K. Bhamare  |
| 10.     | Miss. Bhumika Nale    | Girls: Student Representative  |  |
| 11.     | Miss. Hemangi Patil   | Girls: Student Representative  |  |
| 12.     | Prof. Prajakta Patil  | Secretary                      |  |

## Minutes of Meeting :

1. Minutes of earlier meeting were read by Prof. Priya U. Phalake and approved by Director Dr. Prashant S. Wadke.
2. Subject to last meeting notice was displayed on notice board and was circulated to students.

In Anti-Ragging Awareness Program Adv. Mrs. Bharti Kumavat and Adv. Miss Aishwarya Mantai gave detailed information about, how small mistakes can become big, while they give information about the section and punishment of ragging to student.

3. The committee member discussed to have close watch on all outside anti-social elements and it should be ensured that they not enter the institution campus. For this purpose intensive patrolling on the campus should be carried out. If any student involve in ragging, how and what sort of punishment would be imposed on him.
  4. We have discussed meaning of actual ragging, to whom should be file a complaint.
  5. There is no timely subject.
- The meeting ended by vote of thanks given by Prof. Prajakta Patil.

## रिंग प्रतिबंध व तक्रार चौकशी समिती

प्रा. व्ही. एल. माहेश्वरी,  
व्य.प.सदस्य  
मो. ९४२२६९८७६९

प्राचार्य डॉ. इकबाल शहा,  
व्य.प.सदस्य  
मो. ९४२३४९९५९९

डॉ. ए. एम. महाजन,  
कुलसचिव  
मो. ९४२३९८५०००

श्री. एस. आर. भादलीकर  
उपकुलसचिव  
मो. ९४२३९८५०७५

श्री. अजय सुरव  
सहाय्यक व्याख्याता  
मो. ९७३०३८४४

सहा. प्राध्यापक व्ही. एम. रोकडे  
सहयोगी व्याख्याता  
मो. ९४२०५६८०५०

डॉ. मुक्ता महा  
प्राध्यापक  
मो. ९४२३९२५९

श्री. अविनाश पाटील  
सिनेट सदस्य  
मो. ९४२२७९०६९०

मा. तहसीलदार धर  
फोन नं. ०२५८८-२५५३३३

मा. सहा. पोलीस निरीक्षक  
पाळधी दूरक्षेत्र पोलीस स्टेशन  
फोन नं. ०२५८८-२५५३३३

श्री. सुनिल पाटील  
जनसंपर्क अधिकारी  
मो. ९४२३९८५०८२

प्रा. एस. टी. इंगळे  
रेक्टर वसतिगृह क्र. १  
मो. ९४२३५६६७९३

प्रा. आर. ए. सिरसाम  
रेक्टर मुलांचे वसतीगृह क्र. २  
मो. ८८०६६७९३६९

प्रा. आर. जे. रामटेके  
रेक्टर मुलांचे वसतीगृह क्र. ३  
मो. ९८९०६८८६७२

डॉ. अर्चना देवगावकर  
रेक्टर मुलींचे वसतीगृह  
मो. ९९२३२५३०३३

विद्यार्थी प्रतिनिधी  
कु. श्रुती जयंत भोकरे  
मो. ७७६७०८४९८४  
सागर आनंदा पाटील  
मो. ८९२८२९३९४९

पालक प्रतिनिधी  
श्री. जयंत विष्णू भोकरे  
मो. ९८५०७६७९०३  
श्रीमती जिजाबाई आनंदा पाटील  
मो. ९९७५६२७२५४

डॉ. आर. बी. रंधे  
वसतीगृह अधीक्षक  
मो. ९२७९४७४९९८

श्रीमती शारदा चव्हाण  
वसतीगृह अधीक्षिका  
मो. ९४०४०५९०७४

## उत्तर महाराष्ट्र विद्यापीठ, जळगाव

पत्र पेटी क्र. ८०, उमविनगर, जळगाव - ४२५ ००९ महाराष्ट्र  
दूरध्वनी : ०२५७-२२५८४२८, २२५८४२९ फॅक्स : ०२५७-२२५८४०३, २२५८४०६  
Websit : <http://www.nmu.ac.in>

रिंग हा शिक्षणासाठी लागलेला कलंक आहे  
हा कलंक आपण मिटवू या....

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**सावधान ! सावधान !! सावधान !!!**  
**सावधान ! सावधान !! सावधान !!!**



# रिंग..!

कोणत्याही स्वरूपाचे असो  
फौजदारी गुन्हा आहे

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दंड/कोणत्याही  
महाविद्यालयात  
प्रवेशास अपात्र



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उत्तर महाराष्ट्र विद्यापीठ, जळगाव

Website : [www.nmu.ac.in](http://www.nmu.ac.in)

प्रकाशक - कुलसचिव, उ.म.वि. जळगाव

# सावधान !!!

## रॅगिंग ठरणार फौजदारी गुन्हा

### What is ragging

- Use of obscene words and gestures
- Physical, mental and economical torture or coercion
- Use force to compel a student for some action in public
- If senior students harass junior students
- To trouble junior students for fun

### Responsibility of the College

- It is compulsory to mention in the prospectus that if a student found guilty of ragging he will be punished
- Students and their parents need to submit anti-ragging affidavits
- To establish Anti-Ragging Committees in College
- To publicize anti-ragging posters, notices and pamphlets in the college premises
- The affiliation/grants of a college which does not prevent ragging, may be cancelled / stopped

### Punishment for Ragging

- A student found indulging in ragging will be imprisoned
- To rusticate a student who indulges in ragging
- To debar from the examination and scholarships/fellowships may be waived
- To cancel hostel admission
- Rs. 10,000/- as fine

Keep your campus  
"fearless"

Prevent Ragging and  
Maintain Educational  
Sanctity

# सावधान !!!

## रॅगिंग ठरणार फौजदारी गुन्हा

### रॅगिंग ठरणार असे !

- अश्लील शब्द वापरला वा अश्लील कृती करावयास सक्ती केली.
- शारीरिक, मानसिक आणि आर्थिक छळ.
- दबाव तंत्राद्वारे सार्वजनिक ठिकाणी काही कृती करावयास भाग पाडली तर.
- नवीन प्रवेशित विद्यार्थ्यांच्या समुहास वा एकट्यास वरिष्ठ विद्यार्थ्यांनी त्रास दिला तर.
- गंमत म्हणून ज्युनियर विद्यार्थ्यांना त्रास दिल्यास.

### महाविद्यालयाची जबाबदारी

- प्रवेश पुस्तिकेत रॅगिंग प्रकरणात विद्यार्थी दोषी आढळून आल्यास शिक्षेस पात्र राहिल अशी अट टाकणे अनिवार्य.
- विद्यार्थ्यांकडून तसेच पालकांकडून शपथ पत्र भरून घेणे आवश्यक.
- महाविद्यालयात रॅगिंग प्रतिबंधक दक्षता पथकाची स्थापना अत्यावश्यक.
- महाविद्यालयाच्या परिसरासह विद्यार्थ्यांच्या सार्वजनिक वा खाजगी निवासस्थानी रॅगिंग रोखण्यासाठी प्रतिबंधक उपाय योजने आवश्यक.
- रॅगिंगला आळा न घातल्यास महाविद्यालयांचे संलग्निकरण रद्द होऊ शकते/ अनुदान रोखले जाऊ शकते.

### रॅगिंग केले तर काय शिक्षा होणार ?

- दोषी आढळणाऱ्या विद्यार्थ्यांवर फौजदारी गुन्हा.
- दोषी विद्यार्थ्यांस महाविद्यालयातून काढून टाकणे/प्रवेश रद्द करणे यासारखी कारवाई.
- परीक्षेतून डिबार, स्कॉलरशिप, फेलोशिप स्थगित.
- वसतिगृहातील प्रवेश रद्द.
- रुपये १०,०००/- आर्थिक दंड.

रॅगिंग प्रतिबंधासाठी आपण सारे प्रयत्न करूया  
रॅगिंग झाल्यास विद्यापीठ प्रशाळेतील संचालक/विभाग प्रमुख/  
प्राचार्यांकडे संपर्क साधा. आपले नाव गोपनीय  
राहिल याची खात्री बाळगा.

आपला परिसर  
भयमुक्त राखा

रॅगिंगला प्रतिबंध घालून  
शैक्षणिक पावित्र्य ठेवा

# RAGGING!!

*in any form is*

## A CRIMINAL OFFENCE



## ARREST / JAIL / FINE / EXPULSION

### What is ragging

- The use of obscene words and gestures.
- Physical, mental and economical torture or coercion.
- To use force to compel a student for some action in public.
- If senior students harass junior students.
- To trouble junior students for fun.

### Responsibility of the School / Department / College / Institute

- It is compulsory to mention in the prospectus that if a student found guilty of ragging, he will be punished.
- Students and their parents need to submit anti-ragging undertaking duly recommended by the H.O.D.
- To publicize anti-ragging posters, notices and pamphlets in the School/Department premises.
- To take necessary measures to prevent ragging in the premises, hostels, private residential and common places of students.

### Punishment for Ragging

- As per the Maharashtra Prohibition of Ragging Act, 1999 (Section 4), following punishment shall be imposed-
  - Punishment with imprisonment for a term which may extend to two years.
  - A fine which may extend to Rs. 10,000/-.
- As per U.G.C. Regulations on Ragging, 2009 (rule 9.1), following actions shall be taken -
  - Rustication from the Department. Debarring from admission to any other institution.
  - Debarring from examination. Withholding results.
  - Withdrawal of Scholarship/Fellowship. Debarring from participation in tournaments, youth festival etc.
  - Expulsion from hostel



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Published by- Registrar, NMU, Jalgaon



# NORTH MAHARASHTRA UNIVERSITY, JALGAON



प्राध्यापकांची यादी संबंधित महाविद्यालयाच्या staff. Professors are getting irritable while checking papers. An healthy environment should be made for paper evaluation. Exam shadeals (अमळनेर), अनिकेत पवार (मेहुणबारे), प्राध्यापकांच्या एक महिन्याचा पगार थांबवावा. universities so that results will be declared in same period and student (वर्गी, ता. शिंदखेडा).

कितीसो बळिराम पाटील, पाचोरा : अशा should matched with other universities so that results will be declared in same period and student (वर्गी, ता. शिंदखेडा).



# अखिल भारतीय तांत्रिक शिक्षण परिषद

(भारत सार्वतारची एक स्वायत्त संस्था)

७ वा मजला, चंद्रलोक इमारत, जनपथ, नवी दिल्ली ११०००१  
फोन : ०११ २३७२४१५१ ५७, संकेतस्थळ : [www.aicte-india.org](http://www.aicte-india.org)

## जाहीर नोटीस

जाहिरात क्र. एआर/०६(०४)/२०११

### एआयसीटीई मान्यताप्राप्त तांत्रिक संस्थांमध्ये रिंगिंगच्या त्रासाला पायबंद घालणे

संस्था, विद्यार्थी आणि इतर विविध स्टेकहोल्डरच्या निदर्शनास हे आणून दिले जात आहे की, रिंगिंग हा एक फौजदारी गुन्हा आहे आणि एआयसीटीई मान्यताप्राप्त तांत्रिक संस्थांमध्ये रिंगिंगला प्रतिबंध करणे, टाळणे आणि पूर्ण उच्चाटन करण्यासाठी एआयसीटीई मान्यताप्राप्त तांत्रिक संस्थेमध्ये रिंगिंगच्या त्रासास पायबंद घालण्यासाठी दि. १ जुलै २००९ च्या एफ क्र. ३७-३/लीगल/एआयसीटीई/२००९ सूचनेनुसार एआयसीटीईने नियम तयार केले आहेत. वरील नियम अनित्य आहेत आणि सर्व एआयसीटीई मान्यताप्राप्त संस्थांना ते लागू होतात. या सर्व संस्थांनी अवश्यक ती पावले उचलून हे नियम लागू करण्यासाठी, त्यावर लक्ष ठेवण्यासाठी वरील नियमकांमध्ये दिलेल्या तरतुदीनुसार यंत्रणा बनवावी आणि त्याचे काटेकोरपणे पालन करावे. सर्व एआयसीटीई मान्यताप्राप्त संस्थांद्वारे रिंगिंग विरोधासाठी खालील प्रतिबंधात्मक उपाय केले जावेत :

- १) संस्थेने योग्य असे होडिंग/ बिल बोर्ड/ बॅनर्स दर्शनी ठिकाणी कंपसच्या आत उभारावेत, ज्यामुळे विद्यार्थ्यांना प्रतिबंध कळेल आणि रिंगिंग करायचे नाही हे लक्षात येईल आणि रिंगिंग झालेच तर त्याची माहिती कुठे द्यायची हे कळण्यासाठी अशा फलकांवर अधिकाऱ्यांची नावे असावीत आणि फोन क्रमांक सुद्धा असावेत.
- २) सर्व शैक्षणिक संस्थांनी रिंगिंग विरोधी समिती आणि स्वर्ड आणि समर्पित केडर ऑफ वॉर्डन आणि व्यावसायिक समुपदेशकांचे गट स्थापन करावेत आणि भारतीय मा. सर्वोच्च न्यायालय आणि राघवन समितीच्या शिफारशीनुसार पर्यायांशिवाय सूचनांचे पालन होत आहे याची खात्री करून घ्यावी.
- ३) वर दिल्यानुसार एआयसीटीईच्या नियमकांनुसार क्लॉज ५, सब क्लॉज ३ आणि ४ प्रमाणे प्रत्येक विद्यार्थ्यांकडून, पालक/ गार्डियनकडून वेगवेगळे ऑफिडेन्ट करून घ्यावे. वर दिल्यानुसार एआयसीटीईच्या नियमकांनुसार क्लॉज ५, सब क्लॉज ३ आणि ४ प्रमाणे वसतिगृहात राहणाऱ्या विद्यार्थ्यांकडूनसुद्धा अर्जाबरोबर असे ऑफिडेन्ट घ्यावे.
- ४) रिंगिंगच्या प्रतिबंधासाठी संस्थेने त्यांना योग्य वाटतील असे इतर योग्य ते उपक्रम राबवावेत.

वर दिल्यानुसार एआयसीटीई मान्यताप्राप्त संस्थेद्वारे एआयसीटीई नियमकांचे उल्लंघन झाल्यास किंवा कोणत्याही संस्थेने रिंगिंग रोखण्यासाठी पुरेशी पावले न उचलता दुर्लक्ष केल्यास किंवा या नियमकांनुसार काम न केल्यास किंवा गुन्हेगारांना शिक्षा न केल्यास किंवा रिंगिंगच्या घट्टा न टाळल्यास एआयसीटीई असा संस्थाविरुद्ध एआयसीटीईद्वारे शिक्षात्मक कारवाई केली जाईल.

रिंगिंगसंबंधी घटनांना बळी पडलेल्या विद्यार्थ्यांनी मोफत टोल मदतलाईन १८००-१८०-५५२२ वर संपर्क साधावा किंवा सदस्य सचिव, एआयसीटीई, ७ वा मजला, चंद्रलोक इमारत, जनपथ, नवी दिल्ली ११० ००१ यांना लेखी कळवावे.

सदस्य सचिव

| Name of | Estimate | Complete Amount | Contract | Cost of | Last date Eligible | (a) For | (b) For | Pre-qualified | inserted | Date of | Date of | Notes |
|---------|----------|-----------------|----------|---------|--------------------|---------|---------|---------------|----------|---------|---------|-------|
|         |          |                 |          |         |                    |         |         |               |          |         |         | 1.    |
|         |          |                 |          |         |                    |         |         |               |          |         |         | 2.    |
|         |          |                 |          |         |                    |         |         |               |          |         |         | 3.    |
|         |          |                 |          |         |                    |         |         |               |          |         |         | 4.    |

# MAHARASHTRA ACT No. XXXIII OF 1999<sup>1</sup>.

## [ THE MAHARASHTRA PROHIBITION OF RAGGING ACT, 1999. ]

(This Act received the assent of the Governor on the 13th May 1999 ; assent was first published in the *Maharashtra Government Gazette*, Part IV, Extraordinary, on the 15th May 1999.)

### **An Act to prohibit ragging in educational institutions in the State of Maharashtra.**

WHEREAS it is expedient to enact a special law to prohibit ragging in educational institutions in the State of Maharashtra; It is hereby enacted in the Fiftieth Year of the Republic of India as follows :—

1. (1) This Act may be called the Maharashtra Prohibition of Ragging Act, 1999.

Short title  
and  
comment.  
ment.

(2) It shall come into force on such \*date as the State Government may, by notification in the Official Gazette, appoint.

2. In this Act, unless the context otherwise requires,—

Definition

(a) "educational institution" means and includes a college, or other institution by whatever name called, carrying on the activity or imparting education therein (either exclusively or among other activities); and includes an orphanage or a boarding home or hostel or a tutorial institution or any other premises attached thereto ;

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<sup>1</sup> For Statement of Objects and Reasons, see *Maharashtra Government Gazette*, Part V-A, Extraordinary, dated the 7th April 1999, p. 169.

\* 1st June 1999, vide G. N., H. & T.E.D., No. Sankirna. 1098/(133/98)/UNI-3, dated the 19th May 1999, published in *Maharashtra Government Gazette*, 1999, Part IV-B, Extra, No. 301, p. 2.

(b) "head of the educational institution" means the Vice-Chancellor of the University, Dean of Medical Faculty, Director of the Institution or the Principal, Headmaster or the person responsible for the management of the educational institution;

(c) "ragging" means display of disorderly conduct, doing of any act which causes or is likely to cause physical or psychological harm or raise apprehension or fear or shame or embarrassment to a student in any educational institution and includes—

(i) teasing, abusing, threatening or playing practical jokes on, or causing hurt to, such student; or

(ii) asking a student to do any act or perform something which such student will not, in the ordinary course, willingly, do.

Prohibition of ragging.

**3.** Ragging within or outside of any educational institution is prohibited.

Penalty for ragging.

**4.** Whoever directly or indirectly commits, participates in, abets or propagates ragging within or outside any educational institution shall, on conviction, be punished with imprisonment for a term which may extend to two years and shall also be liable to a fine which may extend to ten thousand rupees.

Dismissal of student.

**5.** Any student convicted of an offence under section 4 shall be dismissed from the educational institution and such student shall not be admitted in any other educational institution for a period of five years from the date of order of such dismissal.

Suspension of student.

**6.** (1) Whenever any student or, as the case may be, the parent or guardian, or a teacher of an educational institution complains, in writing, of ragging to the head of the educational institution, the head of that educational institution shall, without prejudice to the foregoing provisions, within seven days of the receipt of the complaint, enquire into the matter mentioned in the complaint and if, prima facie, it is found true, suspend the student who is accused of the offence, and shall, immediately forward the complaint to the Police Station having jurisdiction over the area in which the educational institution is situated, for further action.

(2) Where, on enquiry by the head of the educational institution, it is proved that there is no substance, prima facie, in the complaint received under sub-section (1), he shall intimate the fact, in writing, to the complainant.

(3) The decision of the head of the educational institution that the student has indulged in ragging under sub-section (1), shall be final.

7. If the head of the educational institution fails or neglects to take action in the manner specified in section 6 when a complaint of ragging is made, such person shall be deemed to have abetted the offence of ragging and shall, on conviction, be punished as provided for in section 4: Deemed abetment.

8. (1) The State Government may, by notification in the *Official Gazette*, make rules for carrying out all or any of the purposes of this Act. Power to make rules.

(2) Every rule made under this Act shall be laid, as soon as may be, after it is made, before each House of the State Legislature, while it is in session for a total period of thirty days, which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the rules or both Houses agree that the rule should not be made, and notify such decision in the *Official Gazette*, the rule shall, from the date of publication of such notification, have effect only in such modified form or be of no effect, as the case may be ; so however, that any such modification or annulment shall be without prejudice to the validity of anything previously done or omitted to be done under that rule.



प्रो. रजनीश जैन  
सचिव

**Prof. Rajnish Jain**  
Secretary



विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**

(मानव संसाधन विकास मंत्रालय, भारत सरकार)  
(Ministry of Human Resource Development, Govt. of India)

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F.No. 14-4/2012(CPP-II)

7<sup>th</sup> December, 2018

**PUBLIC NOTICE**

**ON**

**UGC (GRIEVANCE REDRESSAL) REGULATIONS, 2018**

UGC had notified UGC (Grievance Redressal) Regulations, 2012 in official Gazette of India on **23<sup>rd</sup> March, 2013**. These regulations were aimed at addressing and effectively resolving grievances of students related to Higher Educational Institutions.

The UGC had received a number of responses on these regulations and hence constituted an Expert Committee to revisit UGC (Grievance Redressal) Regulations, 2012. The draft University Grants Commission (Grievance Redressal of Students) Regulations, 2018 prepared by the Committee is attached herewith for observations and suggestions of stakeholders. The feedback and comments on the above draft may be sent to UGC via email [grmhei.2018@gmail.com](mailto:grmhei.2018@gmail.com) on or before **31<sup>st</sup> December, 2018**.

**(Prof. Rajnish Jain)**

**UNIVERSITY GRANTS COMMISSION  
BAHADUR SHAH ZAFAR MARG  
NEW DELHI – 110 002**

**NOTIFICATION**

**F.No.14-4/2012 (CPP-II)**

**New Delhi, the \_\_ October, 2018**

In exercise of the power conferred under clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Grievance Redressal) Regulations, 2012, the University Grants Commission hereby makes the following regulations:

**1. SHORT TITLE, APPLICATION AND COMMENCEMENT:**

- a) These regulations shall be called as the University Grants Commission (Grievance Redressal of Students) Regulations, 2018.
- b) They shall apply to all HEIs, whether established or incorporated by or under a Central Act or a State Act, and every institution recognised by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a university declared as such under Section 3 of the said Act.
- c) They shall come into force from the date of their publication in the Official Gazette.

**2. DEFINITION: IN THESE REGULATIONS, UNLESS THE CONTEXT OTHERWISE REQUIRES:**

- (a) "Act" means the University Grants Commission Act, 1956 (3 of 1956);
- (b) "aggrieved student" means a student who has any complaint in the matters concerned with the grievances defined under these regulations, and includes a person seeking admission to any institution of higher education;
- (c) "college" means any institution, whether known as such or by any other name, which provides for a course of study for obtaining any

qualification from a university and which, in accordance with the rules and regulations of such university, is recognised as competent to provide for such course of study and present students undergoing such course of study for the examination for the award of such qualification;

(d) "Commission" means the University Grants Commission established under section 4 of the UGC Act, 1956.

(e) "declared admission policy" means such policy for admission to a course or program of study as may be offered by the institution and published in the prospectus referred to in sub-regulation (1) of regulation 3;

(f) "grievances" include the following complaints of the aggrieved students, namely:

- i. making admission contrary to merit determined in accordance with the declared admission policy of the institution;
- ii. irregularity in the admission process adopted by the institution;
- iii. refusing admission in accordance with the declared admission policy of the institution;
- iv. non publication of prospectus, (either hard copy / online) as specified in these regulations;
- v. publishing any information in the prospectus, which is false or misleading, and not based on facts;
- vi. withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a students for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
- vii. demand of money in excess of that specified in the declared admission policy to be charged by such institution;

- viii. breach in reservation policy in admission as may be applicable;
  - ix. nonpayment or delay in payment of scholarships to any student that such institution is committed, under the conditions imposed by University Grants Commission, or by any other authority;
  - x. delay in conduct of examinations or declaration of results beyond the specified schedule in the academic calendar;
  - xi. on provision of student amenities as may have been promised or required to be provided by the institution;
  - xii. non transparent or unfair evaluation practices;
  - xiii. Refund of fees, in case a student withdraws the admission within the stipulated time as mentioned in the prospectus, as notified by the Commission from time to time.
- (g) "Department Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a Department.
- (h) "Institutional Grievance Redressal Committee" means a committee constituted under these regulations, at the level of an Institution.
- (i) "College Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a college.
- (j) "University Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a University.
- (k) "Higher Educational Institution" means a University within the meaning of clause (f) 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 declared under Section 3, of the University Grants Commission Act, 1956;
- (l) "Institution" for the purposes of these regulations, means any university, college or such other institutions, as the case may be;
- (m) "Office of profit" means an office which is capable of yielding a profit or pecuniary gain, and to which some pay, salary, emolument, remuneration or non-compensatory allowance is attached;



(n) "Ombudsperson" means the Ombudsperson appointed under these regulations;

(o) "University" means a university established or incorporated by or under a Central Act or a State Act and includes an institution deemed to be university declared as such under Section 3 of the Act.

### **3. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS AND PRICING:**

i. Every higher educational institution, shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:

(a) the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;

(b) the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;

(c) the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution;

(d) the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;

- (e) each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
- (f) rules / regulations for imposition and collection of any fines specified heads or categories, minimum and maximum fine may be imposed.
- (g) the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
- (h) details of the teaching faculty, including their educational qualifications, alongwith the category they belong to Regular / visiting ---- and teaching experience of every member of its teaching faculty.
- (i) information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital or industry wherein the practical training to be imparted to the students and in particular the facilities accessible by students on being admitted to the institution;
- (j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution.
- (k) any other information as may be specified by the Commission:

Provided that an institution shall publish / upload information referred to in items (a) to (k) of this regulation, on its website, and the attention of prospective students and the general public shall be drawn to such publication on the website through advertisements displayed prominently in different newspapers and through other media:

- ii. Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its

publication and distribution and no profit be made out of the publication, distribution or sale of prospectus.

#### **4. GRIEVANCE REDRESSAL COMMITTEES (GRC):**

##### **A. Department Grievance Redressal Committee (DGRC)**

- (i) In case of universities, all complaints relating to a department shall first be addressed to Department Grievance Redressal Committee (DGRC) to be constituted at the level of departments/school/center whose composition shall be as follows:
  - a) Head of the Department / School / Center – Chairperson
  - b) a Professor from outside the department / school / center to be nominated by the Head of HEI – Member
  - c) A faculty member well-versed with grievance redressal mechanism to be nominated by the Head of the Department – Member.
- (ii) The Chairperson and members of the committee shall have a term of two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.
- (iv) The DGRC shall follow the principles of natural justice while deciding the grievances of the students.
- (v) The DGRC shall make efforts to resolve the grievance within the stipulated period and shall submit its report to the Head of the Institution within a period of 15 days from the date of receipt of complaint to the DGRC.
- (vi) The DGRC shall provide a copy of the report to the aggrieved person(s).

##### **B. Institutional Grievance Redressal Committee (IGRC)**

- (i) The complaints not related to departments/schools / center and the grievances not resolved at the DGRC shall be referred to the Institutional Grievance Redressal Committee (IGRC) to be constituted by Head of the HEI, whose composition shall be as follows:
  - (a) Pro-Vice Chancellor / Dean/ Senior academician of HEI – Chairperson.
  - (b) Dean of students/Dean, Students Welfare
  - (c) Two senior academicians other than Chairperson.
  - (d) Proctor / Senior academician
- (ii) The above Committee shall be approved by the statutory body of institution (Executive Council or its equivalent).
- (iii) The Chairperson of IGRC and DGRC shall not be the same. The tenure of the Committee members shall be two years.
- (iv) The quorum for the meetings shall be three, including Chairperson.
- (v) The IGRC shall consider the recommendation of DGRC while giving its recommendations. However, the IGRC shall have the power to review recommendations of the DGRC.
- (vi) The IGRC shall follow the principles of natural justice while deciding the grievances.
- (vii) The IGRC shall send the report and the recommendations to the Head of the HEI within in a period of 15 workings days from the date of receipt of grievance, or appeal or recommendations of the DGRC.
- (viii) The IGRC shall provide a copy of the report to the aggrieved person(s).

**C. College Grievance Redressal Committee (CGRC)**

- (i) In case of colleges, all complaints shall first be addressed to College Grievance Redressal Committee (CGRC) whose composition shall be as follows:
  - a) Principal of the college -Chairperson
  - b) Two senior faculty members nominated by the principal of the College.
- (ii) The tenure of the members shall be two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.
- (iv) The CGRC shall follow the principles of natural justice while considering the grievances of the students.
- (v) The CGRC shall send the report and recommendations to the Vice-Chancellor of the affiliating university within a period of 15 days of receiving the complaint.

**D. University Grievance Redressal Committee (UGRC)**

- (i) In case of grievances not resolved by CGRC, it shall be referred to University Grievance Redressal Committee (UGRC) for which the Vice-chancellor of the affiliating university shall constitute a University Grievance Redressal Committee (UGRC) consisting of five members for a individual colleges or a group of colleges keeping in view the location of the college(s). The UGRC shall be constituted by the Vice-chancellor of the affiliating university consisting of :
  - a) A senior Professor of the university – Chairperson
  - b) Dean, Student Welfare or its equivalent - Member
  - c) Three Principals drawn from the affiliating colleges, on rotation basis to be nominated by the Vice-Chancellor – Members
- (ii) The Chairperson and members of the committee shall have a term of two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.

(iv) The CGRC shall follow the principle of normal justice while deciding the grievance of the students.

(v) The CGRC shall send the report and the recommendations to the principal of the college within a period of 15 days of receiving the complaint.

E. Any person aggrieved by the decision of the Institutional Grievance Redressal Committee or University Grievance Redressal Committee may within in a period of six days prefer an appeal to the Ombudsperson.

#### **5. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:**

(i) Each HEI shall appoint an Ombudsperson for redressal of grievances of students under these regulations.

(ii) The Ombudsperson shall be a person not related to the university and who is a retired Vice-Chancellor, Registrar or a faculty member who has at least ten years of experience as a Professor.

(iii) The Ombudsperson shall not be in any conflict of interest with the university, either before or after his appointment.

(iv) The Ombudsperson, or any member of his immediate family shall not -

(a) hold or have held at any point in the past, any post or, employment in any office of profit in the university;

(b) have any significant relationship, including personal, family, professional or financial, with the university;

(c) hold any position in university by whatever name called, in the administration or governance structure of the university.

(v) The Ombudsperson in a State University shall be appointed by the Executive council of the university on part-time basis from a panel of three names recommended by the search committee consisting of the following members, namely:-

- (a) Nominee of the Governor of the State or his nominee - Chairperson
  - (b) Vice-Chancellor of a University of State to be nominated by the State Government – Member
  - (c) Vice-Chancellor of the concerned State University – Member
  - (d) Registrar of the concerned State University – Secretary (non-voting)
- (vi) The Ombudsperson in a Central University and institution deemed to be university shall be appointed by the Executive Council of the Central University or the equivalent statutory body of the Deemed to be University, as the case may be, on part - time basis from a panel of three member recommended by the search committee consisting of the following members, namely:-

- (a) Nominee of University Grants Commission – Chairperson
- (b) One Vice Chancellor from Central University to be nominated by UGC (for Central Universities) – Member

OR

One Vice Chancellor from institution deemed to be university to be nominated by the UGC (for Deemed to be Universities) - Member

- (c) The Vice Chancellor of the university – Member
  - (d) The Registrar of the university – Secretary (Non-Voting)
- (vii) The Ombudsperson shall be a part time officer appointed for a period of three years from the date he/she assumes the office and may be reappointed for another one term in the same university.
- (viii) The Ombudsperson shall be paid the sitting fee per day as per the norms of the university for hearing the cases, in addition to the reimbursement of the conveyance.

- (ix) The Ombudsperson may be removed on charges of proven misconduct or misbehavior or as defined under these regulations, by the concerned appointing authority i.e. the Executive Council of the University.

## **6. FUNCTIONS OF OMBUDSPERSON:**

- (i) The Ombudsperson shall hear any appeal of an applicant for admission as student or student of the university against the university or institution affiliated to it as the case may be, after the student has availed all remedies available in such institution for redressal of grievance such as IGRC / UGRC;
- (ii) No application for revaluation or remarking of answer sheets shall be entertained by the Ombudsperson. However, the issues of malpractices in the examination and evaluation processes may be referred to the Ombudsperson.
- (iii) Ombudsperson may seek the assistance of any person as amicus curiae, for hearing complaints of alleged discrimination.
- (iv) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the student(s).

## **7. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSON AND GRIEVANCE REDRESSAL COMMITTEE:**

- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student of that institution may submit an application seeking grievance redressal.
- (ii) On receipt of any online complaint, the institution shall refer the complaint to the appropriate Grievance Redressal Committee, as the case may be, along with its comments within 15 days of receipt of complaint on online portal.
- (iii) The Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved person.



- (iv) An aggrieved person may appear either in person or be represented by such person as may be authorized to present his/her case.
- (v) The Grievances not resolved at the appropriate Grievance Redressal Committee(s) shall be referred to the Ombudsperson.
- (vi) The institution shall co-operate with the Ombudsperson or the Grievance Redressal Committee(s), as the case may be, in redressal of grievances and failure to do so may be reported by the Ombudsperson to the Vice Chancellor.
- (vii) On the conclusion of proceedings, the Ombudsperson shall pass such order, with reasons for such order, as may be deemed fit to redress the grievance and provide such relief as may be desirable to the affected party at issue, after giving due hearing to both the parties.
- (viii) Every order under the signature of the Ombudsperson shall be provided to the aggrieved person and the institution and shall be placed on the website of the institution.
- (ix) The institution shall comply with the recommendations of the Ombudsperson. Any recommendations of the Ombudsperson not complied with by the institution shall be reported by the Ombudsperson to the Commission.
- (x) In case of any false or frivolous complaint, the Ombudsperson may recommend appropriate action against the complainant.

**8. INFORMATION REGARDING OMBUDSPERSON GRIEVANCE REDRESSAL COMMITTEE:**

The institution shall provide detailed information regarding provisions of Grievance Redressal Committee(s) and Ombudsperson on their website and in their prospectus prominently.

**9. CONSEQUENCES OF NON-COMPLIANCE:**

The Commission shall in respect of any institution which willfully contravenes these regulations or repeatedly fails to comply with the recommendation of the Ombudsperson or the Grievance Redressal

Committee(s), as the case may be, may proceed to take one or more of the following actions, namely:

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the Act;
- (b) withholding any grant allocated to the Institution;
- (c) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Commission;
- (d) informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (e) recommend to the affiliating university for withdrawal of affiliation, in case of a college;
- (f) The Commission may take necessary and appropriate action as it may deemed fit, in case of an institution deemed to be university;
- (g) recommend to the concerned State Government for necessary and appropriate action, in case of a university established or incorporated under a State Act;
- (h) The Commission may take necessary and appropriate actions against any institution for non-compliance.

Provided that no action shall be taken by the Commission under this regulation unless the institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

**(Prof. Rajnish Jain)**  
Secretary



# भारत का राजपत्र

## The Gazette of India

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मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।
  - (2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
  - (3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएँगे।
2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-
  - (अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
  - (ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);
  - (स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

संस्थान पर, अध्ययनों, अध्ययन भ्रमण, सैर-सपाटे के लिए, लघु-अवधि वाली नियुक्तियों के लिए, शिविरों के लिए उपयोग किए जा रहे स्थानों, सांस्कृतिक समारोहों, खेलकूद आयोजनों एवं ऐसी ही अन्य गतिविधियों जिनमें कोई व्यक्ति एक कर्मचारी अथवा उच्चतर शैक्षिक संस्थान के एक छात्र के रूप में भाग ले रहा है—यह समस्त उस परिसर में सम्मिलित हैं;

(डी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित है;

(ई) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत है तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;

(एफ) "कर्मचारी" का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगे छात्र, स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में हैं अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;

(जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केन्द्रीय नागरिक सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;

(एच) "उच्चतर शैक्षिक संस्थान" (एचई.आई.) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;

(आई) "आन्तरिक शिकायत समिति" (आई.सी.सी.) (इन्टरनल कम्प्लेन्ट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.ए.एस.एच.) ऐसे निकाय को आन्तरिक शिकायत समिति (आईसीसी) के रूप में पुनर्गठित किया जाना चाहिए;

बशर्ते, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्ते कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;

(जे) "संरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न मामलों में सहयोग करना अथवा किसी बाहरी एजेन्सी द्वारा की जा रही जांच पड़ताल में अथवा किसी मुकदमें में बतौर गवाह मौजूद रहना;

(के) "लैंगिक उत्पीड़न" का अर्थ है—

(i) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अत्यन्त मजबूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और धमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा धमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अवांछित काम या व्यवहारों में कोई भी एक या उससे अधिक या ये समस्त व्यवहार शामिल हैं (चाहे सीधे तौर से या छिपे तौर से) नामतः—

(अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण

(ब) लैंगिक अनुग्रह या अनुरोध करना

(स) लैंगिकतायुक्त टिप्पणी करना

- (ड़) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना
- (ई) अश्लील साहित्य दिखाना
- (ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा वह ऐसे किसी बर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं—
- (अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में हैं;
- (ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी;
- (स) संबद्ध व्यक्ति के वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर;
- (द) एक दहशत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके;
- (ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है;
- (एल) “छात्र” शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल हः
- बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगा:
- बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा;
- (एम) “किसी तीसरे व्यक्ति द्वारा उत्पीड़न” उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है—बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है;
- (एन) “उत्पीड़न” का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधे तौर से लैंगिक दुर्भावना की नीयत छिपी होती है;
- (ओ) “कार्यस्थल” का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:
- (अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित हैं;
- (ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आवासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;
- (स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।
3. उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)
- (अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;
- (ब) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार—प्रसार को सुनिश्चित करना;

- (स) जैसा कि आयोग की "सक्षम" (परिसरों में महिलाओं की सुरक्षा एवं लैंगिक संवेदीकरण कार्यक्रम) रिपोर्ट में दर्शाया गया है, प्रशिक्षण कार्यक्रम अथवा कार्यशाला, अधिकारियों, कार्यपालकों, संकाय सदस्यों एवं छात्रों के लिए उन्हें सभी को सुग्राही बनाना तथा इस अधिनियम एवं इन विनियमों में स्थापित अधिकारों, पात्रताओं एवं दायित्वों की जानकारी उन्हें सुनिश्चित कराना तथा उनके प्रति उन्हें जागरूक बनाना;
- (द) इस बात को पहचानते हुए कि प्राथमिक रूप से महिला कर्मचारी तथा छात्राओं एवं कुछ छात्र तथा तीसरे लिंग वाले छात्र कई प्रकार के लैंगिक उत्पीड़न, अपमान एवं शोषण के अन्तर्गत संवेदनशील हैं, तदनुसार सभी लिंगों के कर्मचारियों एवं छात्रों के प्रति सुनियोजित समस्त लिंग आधारित हिंसा के विरुद्ध निर्णयात्मक रूप से सक्रिय बनना ;
- (ई) लैंगिक उत्पीड़न के प्रति शून्य स्तर सहन संबंधी नीति की सार्वजनिक प्रतिबद्धता रखना;
- (एफ) सभी स्तरों पर अपने परिसर को, भेदभाव, उत्पीड़न, प्रतिशोध अथवा लैंगिक आक्रमणों से मुक्त बनाने की प्रतिबद्धता की पुनः पुष्टि करना;
- (जी) इस विषय में जागरूकता पैदा करना कि लैंगिक उत्पीड़न में क्या शामिल है— तथा इसके साथ ही हिंसापूर्ण वातावरण उत्पीड़न एवं प्रतिकर उत्पीड़न इन विषयों में जागरूकता पैदा करना;
- (एच) अपनी विवरणिका में सम्मिलित करना और महत्वपूर्ण स्थलों पर, विशिष्ट स्थानों पर या नोटिस बोर्ड पर लैंगिक उत्पीड़न के दण्ड एवं परिणामों को दर्शाया जाना तथा संस्थान के सभी समुदायों के वर्गों को इस तन्त्र की सूचना के प्रति जागरूक करना जो तन्त्र लैंगिक उत्पीड़न संबंधी शिकायतों के समाधान के लिए बनाया गया है तथा इसके बारे में आन्तरिक शिकायत समिति के सदस्यों का विवरण, उनसे संपर्क साधना, शिकायत के बारे में विधि आदि के बारे में बताना यदि कोई मौजूदा निकाय पहले से ही उसी लक्ष्य के साथ सक्रिय है (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सीटाइजेशन कमिटी अगेंस्ट सैक्सुअल ह्यासमेंट—जी.एस.सी. ए.एस.एच निकाय को आन्तरिक शिकायत समिति) (इण्टरनल कम्प्लेन्टस कमिटी—आई.सी.सी) के समान ही पुनर्गठित करना :
- बशर्ते, बाद में दर्शाये गए मामले में उच्चतर शैक्षिक संस्थान सुनिश्चित करेंगे कि इस प्रकार के निकाय का गठन आई.सी.सी. के लिए आवश्यक सिद्धान्तों के आधार पर इन विनियमों के अन्तर्गत किया गया है। ऐसा कोई भी निकाय इन विनियमों के प्रावधानों के द्वारा बाध्य होगा;
- (आई) कर्मचारियों एवं छात्रों को उपलब्ध आश्रय के बारे में बताना, यदि वे लैंगिक उत्पीड़न के शिकार हुए हैं;
- (जे) आन्तरिक शिकायत समिति के सदस्यों द्वारा शिकायतों के निपटान, समाधान अथवा समझौते आदि की प्रक्रिया का संचालन संवेदनशील रूप से करने के लिए, नियमित अभिमुखी अथवा प्रशिक्षण कार्यक्रम संचालित करना;
- (के) कर्मचारियों एवं छात्रों के सभी प्रकार के उत्पीड़न के निराकरण हेतु सक्रिय रूप से गतिशील बनाना चाहे वह उत्पीड़न किसी प्रबल अधिकारी अथवा उच्चतर शैक्षिक संस्थान में स्थित पदानुक्रम संबंधों के आधार पर है। अथवा किसी घनिष्ठ भागीदार की हिंसा संबंधी हो अथवा समकक्षों से अथवा उस उच्चतर शैक्षिक संस्थान की भौगोलिक सीमाओं से बाहर किन्हीं तत्वों के कारण हो;
- (एल) उसके कर्मचारियों एवं छात्रों के प्रति किए गए लैंगिक उत्पीड़न के लिए दोषी जो लोग हैं उन्हें दण्डित करना तथा विधि द्वारा मान्य कानून के अनुसार समस्त कार्यवाही करना तथा परिसर में लैंगिक उत्पीड़न के निराकरण एवं अवरोध हेतु तन्त्रों एवं समाधान प्रणाली को यथार्थिती बनाना;
- (एम) यदि उस दुराचार का षडयंत्रकारी वहाँ का कर्मचारी है तो सेवा नियमों के अन्तर्गत लैंगिक उत्पीड़न को एक दुराचार के रूप में मानना;
- (एन) यदि अपराधकर्ता कोई छात्र है तो लैंगिक उत्पीड़न को अनुशासनात्मक नियमों (जो बहिष्कार एवं बहिष्करण तक हो सकता है) के उल्लंघन के रूप में देखना;
- (ओ) इन विनियमों के प्रकाशन की तिथि से लेकर 60 दिनों की अवधि में इन विनियमों के प्रावधानों का अनुपालन सुनिश्चित किया जाना, जिनमें आन्तरिक शिकायत समिति की नियुक्ति शामिल है;
- (पी) आन्तरिक शिकायत समिति द्वारा की गई रिपोर्टों का समयबद्ध रूप से प्रस्तुतीकरण;
- (क्यू) एक वार्षिक स्थिति रिपोर्ट जिसमें दायर मामलों का, उनके निपटान का विवरण हो, वह तैयार करना तथा इसे आयोग को प्रस्तुत करना;

### 3.2 समर्थन करने वाली गतिविधियाँ—

- (1) जिन नियमों, विनियमों अथवा अन्य इसी प्रकार के माध्यम जिनके द्वारा आन्तरिक शिकायत केन्द्र (आई.सी.सी.) प्रकाश करेगा, उन्हें अद्यतन किया जाएगा तथा उन्हें समय-समय पर संशोधित किया

जाएगा—क्योंकि न्यायालय के निर्णय एवं अन्य कानून तथा नियमों द्वारा उस कानूनी ढाँचे में लगातार संशोधन होता रहेगा जिनके अनुसार अधिनियम लागू किया जाना है;

- (2) उच्चतर शैक्षिक संस्थानों का कार्यकारी प्राधिकारी द्वारा अधिदेशात्मक रूप से पूरा समर्थन किया जाना चाहिए तथा यह देखा जाना चाहिए कि आई.सी.सी. की सिफारिशों का क्रियान्वयन समयबद्ध रूप से किया जा रहा है कि नहीं। आई.सी.सी. के प्रकार्य के लिए समस्त संभावित संसाधन उपलब्ध कराए जाने चाहिए— जिनमें कार्यालय और भवन अवसंरचना सहित (कम्प्यूटर, फोटो कॉपियर, श्रव्य दृश्य उपकरणों आदि) स्टाफ (टाइपिस्ट, सलाह एवं कानूनी सेवाओं) सहित पर्याप्त रूप में वित्तीय संसाधन का आबंटन भी हो;
- (3) असुरक्षित/दुर्बल वर्ग विशेष रूप से प्रताड़ना के शिकार बन जाते हैं और उनके द्वारा शिकायत करना और भी ज्यादा कठिन होता है। क्षेत्र, वर्ग, जाति, लैंगिक प्रवृत्ति, अल्पसंख्यक पहचान, एवं पृथक रूप से सामर्थ्य से असुरक्षा सामाजिक रूप से संयोजित हो सकती है। समर्थकारी समितियों को इस प्रकार की असुरक्षितताओं के प्रति अति संवेदनशीलता एवं विशेष जरूरतों के प्रति संवेदनशील होने की आवश्यकता है;
- (4) क्योंकि शोध छात्र और डॉक्टरल छात्र विशेष रूप से आक्रान्त होते हैं, अतः उच्चतर शैक्षिक संस्थानों द्वारा यह सुनिश्चित कराया जाए कि शोध सर्वेक्षण की नैतिकता संबंधी दिशा निर्देश उचित रूप से लागू हो रहे हैं;
- (5) समस्त उच्चतर शैक्षिक संस्थानों द्वारा उनकी लैंगिक उत्पीड़न विरोधी नीति की क्षमता का नियमित रूप से अर्ध वार्षिक पुनरीक्षण किया जाना चाहिए;
- (6) सभी अकादमिक स्टाफ कॉलेजों (जिन्हें अब मानव संसाधन विकास केन्द्रों के रूप में पाया जाता है) (एचआरडीसी) और क्षमता निर्माण के क्षेत्रीय केन्द्रों द्वारा लिंग संबंधी सत्रों को अपने अभिमुखी एवं पुनश्चर्या पाठ्यक्रमों में निगमित करना चाहिए। अन्य सब विषयों से भी इसे प्राथमिकता दी जाए तथा इसे मुख्य धारा के रूप में विशेष रूप से बनाया जाए तथा इसके लिए "यूजीसी सक्षम" रिपोर्ट का उपयोग करें जिसमें, इस बारे में, प्रविधियाँ उपलब्ध कराई जाती हैं;
- (7) उच्चतर शैक्षिक संस्थानों में प्रशासकों के लिए संचालित अभिमुखी पाठ्यक्रमों में आवश्यक रूप से लैंगिक संवेदीकरण तथा लैंगिक उत्पीड़न की समस्याओं पर एक मापदण्ड होना चाहिए। उच्चतर शैक्षिक संस्थान के समस्त विभागों में मौजूद सदस्यों के लिए कार्यशालाएँ नियमित रूप से संचालित की जानी चाहिए;
- (8) समस्त उच्चतर शैक्षिक संस्थानों में परामर्श सेवाओं को संस्थानों के अन्तर्गत रखा जाना चाहिए और इसके लिए सुप्रशिक्षित पूर्णकालिक परामर्शदाता होने चाहिए;
- (9) कई उच्चतर शैक्षिक संस्थान जिनके विशाल परिसर हैं जिनमें प्रकाश संबंधी व्यवस्था बहुत अधूरी है तथा अन्य संस्थानों के लोगों के अनुभव अनुसार वे स्थान असुरक्षित समझे जाते हैं, वहाँ पर्याप्त प्रकाश व्यवस्था अवसंरचना एवं रख-रखाव का एक अनिवार्य अंग है;
- (10) पर्याप्त एवं अच्छी तरह से प्रशिक्षित सुरक्षा स्टाफ आवश्यक रूप से होना चाहिए जिसमें महिला सुरक्षा स्टाफ सदस्य अच्छी संख्या में हों, जिससे संतुलन बना रहे। सुरक्षा स्टाफ नियुक्ति के मामले में लैंगिक संवेदनशीलता प्रशिक्षण को एक शर्त के रूप में माना जाना चाहिए;
- (11) उच्चतर शैक्षिक संस्थान आवश्यक रूप से विश्वसनीय जन यातायात को सुनिश्चित करें— विशेष रूप से उच्चतर शैक्षिक संस्थानों के विस्तृत परिसरों के अन्दर विभिन्न विभागों के मध्य जैसे— छात्रावासों, पुस्तकालयों, प्रयोगशालाओं तथा मुख्यालय और विशेष रूप से वे स्थान जिन तक पहुँच पाना दैनिक शोधकर्ताओं के लिए कठिन है। सुरक्षा की कमी तथा उत्पीड़न बहुत बढ़ जाता है जब कर्मचारी और छात्र सुरक्षित जन यातायात पर निर्भर नहीं रहते हैं। कर्मचारी एवं छात्रों द्वारा पुस्तकालयों और प्रयोगशालाओं में देर रात तक काम करने और शाम के समय अन्य कार्यक्रमों में भाग लेने के लिए उच्चतर शैक्षिक संस्थानों द्वारा भरोसेमंद यातायात का प्रबन्ध किया जाना चाहिए;
- (12) आवासीय उच्चतर शैक्षिक संस्थानों द्वारा महिला छात्रावासों की संरचना को प्राथमिकता दी जाए। महिला छात्रावास, जो सभी प्रकार के उत्पीड़न से थोड़ी बहुत सुरक्षा प्रदान करते हैं, उस उच्च शिक्षा के सभी स्तरों पर, शहरी एवं ग्रामीण क्षेत्रों में बड़ी संख्या में उच्च शिक्षा इच्छुक युवा महिलाओं के लिए अत्यन्त जरूरी है;

- (13) युवा छात्रों की तुलना में छात्रावास में स्थित छात्राओं की सुरक्षा के मामले को भेदभाव पूर्ण नियमों का आधार नहीं बनाया जाना चाहिए। परिसर की सुरक्षा संबंधी नीतियों को महिला कर्मचारी एवं छात्राओं की सुरक्षात्मकता के रूप में नहीं बन जाना चाहिए, जैसे कि आवश्यकता से अधिक सर्वेक्षण या पुलिसिया निगरानी अथवा आने जाने की स्वतंत्रता में कटौती करना— विशेषकर महिला कर्मचारी एवं छात्राओं के लिए;
- (14) सभी उच्चतर शैक्षिक संस्थानों के लिए पर्याप्त स्वास्थ्य सुविधायें होनी अधिदेशात्मक हैं। महिलाओं के विषय में इस प्रक्रिया में लिंग संवेदी डाक्टर और नर्सों तथा इसके साथ ही एक स्त्री रोग विशेषज्ञ की सेवाएँ उपलब्ध होनी चाहिए;
- (15) महाविद्यालयों में महिला विकास प्रकोष्ठ पुनः चालू किये जाने चाहिए एवं उन्हें धन दिया जाना चाहिए और इन्हें लैंगिक उत्पीड़न विरोधी समितियों तथा आन्तरिक शिकायत समिति के प्रकार्यों से पृथक करके स्वशासी रखा जाना चाहिए। उसके साथ ही वे आन्तरिक शिकायत केन्द्रों के परामर्श से अपनी गतिविधियाँ विस्तारित करेंगे जिनमें लैंगिक संवेदीकरण कार्यक्रम शामिल हैं तथा नियमित आधार पर लैंगिक उत्पीड़न विरोधी नीतियाँ परिसरों में प्रचारित प्रसारित करेंगे। "सांस्कृतिक पृष्ठभूमि" एवं "औपचारिक अकादमिक स्थल" इन्हें परस्पर सहभागिता करनी चाहिए ताकि ये कार्यशालाएँ नवोन्मेषी, आकर्षक बनें एवं मशीनी न हों;
- (16) छात्रावासों के वार्डन, अध्यक्ष, प्राचार्यों, कुलपतियों, विधि अधिकारियों एवं अन्य कार्यकारी सदस्यों को नियमों के अथवा अध्यादेशों में संशोधनों द्वारा जबाबदेही के दायरे में यथाआवश्यक रूप से लाना चाहिए;

#### 4. शिकायत समाधान तन्त्रः—

- (1) लैंगिक उत्पीड़न के विरुद्ध प्रत्येक कार्यकारी प्राधिकारी लैंगिक संवेदीकरण के लिए एक आन्तरिक तन्त्र सहित एक आन्तरिक शिकायत समिति (आई.सी.सी.) का गठन करेंगे। आई.सी.सी. की निम्न संरचना होगी:—
  - (अ) एक पीठासीन अधिकारी जो एक महिला संकाय सदस्य हो और जो एक वरिष्ठ पद पर (एक विश्वविद्यालय की स्थिति में प्रोफेसर से निम्न न हो तथा किसी महाविद्यालय की स्थिति में सह-प्रोफेसर अथवा रीडर से निम्न न हो) शैक्षिक संस्थान में नियुक्त हो तथा कार्यकारी प्राधिकारी द्वारा नामित हो:
 

बशर्ते यदि किसी स्थिति में कोई वरिष्ठ स्तर की महिला कर्मचारी उपलब्ध नहीं है तो पीठासीन अधिकारी को उप-अनुभाग 2(ओ) में दर्शाये कार्यस्थल के अन्य कार्यालय अथवा प्रशासनिक एकांश से उन्हें नामित किया जाएगा:

"बशर्ते यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियुक्ता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है"
  - (ब) दो संकाय सदस्य एवं दो गैर-अध्यापनरत कर्मचारी जो अधिमानतः महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं तथा जिन्हें सामाजिक कार्य अथवा कानूनी जानकारी है, उन्हें कार्यकारी प्राधिकारी द्वारा नामित किया जाना चाहिए;
  - (स) यदि किसी मामले में छात्र शामिल हैं तो उसमें तीन छात्र हों जिन्हें स्नातक पूर्व, स्नातकोत्तर एवं शोधस्तर पर क्रमशः भर्ती किया जायेगा जिन छात्रों को पारदर्शी लोकतांत्रिक प्रणाली द्वारा चुना गया है;
  - (द) गैर सरकारी संगठनों में से किसी एक में से अथवा किसी ऐसी सभा में से जो महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं या एक ऐसा व्यक्ति हो जो लैंगिक उत्पीड़न से जुड़े मामलों का जानकार हो, जो कार्यकारी प्राधिकारी द्वारा नामित हो;
- (2) आन्तरिक शिकायत समिति के कुल सदस्यों में न्यूनतम आधे सदस्य महिलायें होनी चाहिए;
- (3) उच्चतर शैक्षिक संस्थानों में वरिष्ठ प्रशासनिक पदों पर नियुक्त व्यक्ति जैसे कुलपति, पदेन कुलपति, रेक्टर, कुलसचिव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे ताकि ऐसे केन्द्र के प्रकार्यों की स्वायत्तता सुनिश्चित रहे;



- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि:—
- (अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा
- (ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा
- (स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा
- (द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवा में निरन्तरता को जनहित के प्रतिकूल माना जाएगा;
- तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;”

5. आन्तरिक शिकायत समिति (आई.सी.सी.) :- आन्तरिक शिकायत समिति करेगी :-

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
- (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;
- (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
- (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
- (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;
6. शिकायत करने एवं जाँच पड़ताल की प्रक्रिया:- आन्तरिक शिकायत समिति किसी भी शिकायत को दायर करने और उस शिकायत की जाँच करने के लिए इन विनियमों और अधिनियम में निर्धारित प्रणाली का अनुपालन करेगी ताकि वह समयबद्ध रूप से पूरी हो सके। उच्चतर शैक्षिक संस्थान, आन्तरिक शिकायत समिति को सभी आवश्यक सुविधाएँ उपलब्ध कराएगा ताकि जाँच पड़ताल शीघ्रता से संचालित हो सके तथा आवश्यक गोपनीयता भी बनी रहे;
7. लैंगिक उत्पीड़न की शिकायत दायर करने की प्रक्रिया :- किसी भी असन्तुष्ट व्यक्ति के लिए आवश्यक है कि वह घटना होने की तिथि से तीन माह के भीतर लिखित शिकायत आन्तरिक शिकायत समिति को प्रस्तुत करे और यदि लगातार कई घटनाएँ हुई हो तो सबसे बाद की घटना से तीन माह के भीतर उसे प्रस्तुत करें;
- बशर्ते जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तुत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;
- बशर्ते, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;

8. जाँच पड़ताल की प्रक्रिया:-

- (1) शिकायत मिलने पर आन्तरिक शिकायत समिति इसकी एक प्रति को प्रतिवादी को इसके प्राप्त होने से सात दिनों के भीतर भेजेगी;
  - (2) शिकायत की प्रति मिलने के बाद प्रतिवादी अपना उत्तर इस शिकायत के बारे में, समस्त दस्तावेजों की सूची, गवाहों के नामों एवं पतों के नामों एवं उनके पतों सहित दस दिन की अवधि में दाखिल करेगा;
  - (3) शिकायत प्राप्त होने के 90 दिनों के भीतर ही जाँच पड़ताल पूरी की जानी चाहिए। अनुशंसाओं सहित, यदि वे हों, तो, जाँच पड़ताल रिपोर्ट उस जाँच के पूरा होने के 10 दिनों के भीतर उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी को प्रस्तुत की जानी चाहिए। इस शिकायत से जुड़े दोनों पक्षों के समक्ष इस जाँच के तथ्यों या सिफारिशों की प्रति दी जाएगी;
  - (4) जाँच रिपोर्ट प्राप्त होने के 30 दिनों के भीतर इस समिति की सिफारिशों पर उच्चतर शैक्षिक संस्थान के अध्यक्ष प्राधिकारी कार्यवाही करेंगे, यदि किसी भी पक्ष द्वारा उस अवधि में जाँच के विरुद्ध कोई अपील दायर न की गई हो;
  - (5) दोनों में से किसी भी पक्ष द्वारा आन्तरिक शिकायत समिति द्वारा प्रदान तथ्यों/अनुशंसाओं के विरुद्ध उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी के समक्ष की गई अनुशंसाओं की तिथि से तीस दिन की अवधि में अपील दायर की जा सकती है;
  - (6) उच्चतर शैक्षिक संस्थान का कार्यकारी प्राधिकारी यदि आन्तरिक शिकायत समिति की सिफारिशों के अनुसार कार्य नहीं करने का निर्णय लेता है तो वह इसके बारे में लिखित रूप से कारण स्पष्ट करेगा जिन्हें आन्तरिक शिकायत समिति को तथा उस कार्यवाही से जुड़े दोनों पक्षों को भेजा जाएगा। यदि दूसरी ओर वह आन्तरिक शिकायत समिति द्वारा की गई सिफारिशों के अनुसार कार्य करने का निर्णय लेता है तो एक कारण बताओ नोटिस जिसका 10 दिनों के भीतर उत्तर भेजा जाना है— उसे उस पक्ष को भेजा जाएगा जिसके विरुद्ध कार्यवाही की जानी है। उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी उस असन्तुष्ट व्यक्ति का पक्ष सुनने के पश्चात ही आगे की कार्यवाही करेंगे;
  - (7) मामले को निपटाने के उद्देश्य से पीड़ित पक्ष एक सुलह का आग्रह कर सकता है। सुलह का आधार कोई आर्थिक समझौता नहीं होना चाहिए। यदि कोई सुलह का प्रस्ताव रखा जाता है तो यथास्थिति उच्चतर शैक्षिक संस्थान सुलह की प्रक्रिया को आन्तरिक शिकायत समिति के माध्यम से सुलभ कराएगा। किसी भी दण्डात्मक हस्तक्षेप की तुलना में, जहाँ तक संभव होता है, उस पीड़ित पक्ष की पूरी संतुष्टि के लिए उस पारस्परिक विरोध के समाधान को अधिमानता दी जाती है;
  - (8) पीड़ित पक्ष अथवा पीड़ित व्यक्ति अथवा गवाह अथवा अपराधकर्ता की पहचान सार्वजनिक नहीं की जाएगी या विशेष रूप से उस जाँच प्रक्रिया के दौरान इसे सार्वजनिक क्षेत्र में रखा जाएगा;
- 9. अन्तरिम समाधान:— उच्चतर शैक्षिक संस्थान,**
- (अ) यदि आन्तरिक शिकायत केन्द्र सिफारिश करता है तो शिकायतकर्ता अथवा प्रतिवादी को अन्य किसी अनुभाग अथवा विभाग में स्थानान्तरित किया जा सकता है ताकि सम्पर्क अथवा अन्योन्य क्रिया में शामिल जोखिम कम से कम बना रहे;
  - (ब) पीड़ित पक्ष को, सम्पूर्ण स्तर संबंधी एवं अन्य हित लाभों के संरक्षण सहित तीन माह तक का अवकाश स्वीकृत कर दे;
  - (स) शिकायतकर्ता के किसी भी काम अथवा निष्पादन अथवा परीक्षण अथवा परीक्षाओं के संबन्ध में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
  - (द) सुनिश्चित करें कि अपराधकर्ताओं को पीड़ित व्यक्तियों से दूरी बना कर रखनी चाहिए तथा यथा आवश्यक, यदि कोई प्रत्यक्ष धमकी है तो उनका परिसर में प्रवेश प्रतिबंधित कर दे;
  - (ई) लैंगिक उत्पीड़न की किसी शिकायत के परिणाम स्वरूप, शिकायतकर्ता को प्रतिशोध एवं उत्पीड़न से सुरक्षा प्रदान करने के लिए तथा एक अनुकूल वातावरण उपलब्ध कराने के लिए सख्त उपाय किये जाने चाहिए;
- 10. दण्ड एवं हरजाना:—**
- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
  - (2) अपराध की गंभीरता को देखते हुए— यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान:—
    - (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे—पुस्तकालय, सभागार, आवासीय आगारों, यातायात, छात्रवृत्ति, भत्तों एवं पहचान पत्र आदि तक पहुँच बनाना;

- (ब) एक विशेष समय तक परिसर में उसका प्रवेश स्थगित अथवा बाधित करना;
- (स) यदि उस अपराध की ऐसी गंभीरता है तो उस छात्र को संस्थान से निष्कासित किया जा सकता है तथा उसका नाम उस संस्थान की नामावलि से हटाया जा सकता है, इसके साथ ही पुनः प्रवेश की अनुमति उसे नहीं होगी;
- (द) अधिदेशात्मक परामर्श अथवा सामुदायिक सेवाओं जैसे सुधारवादी दण्ड प्रदान करना;
- (3) पीड़ित व्यक्ति मुआवजे का अधिकारी है। आन्तरिक शिकायत समिति द्वारा अनुशंसित तथा कार्यकारी प्राधिकारी द्वारा स्वीकृत मुआवजे के भुगतान के लिए उच्चतर शैक्षिक संस्थान निर्देश जारी करेगा, जिसकी वसूली अपराधकर्ता से की जाएगी। देय मुआवजे का निर्धारण निम्न आधार पर होगा:—
- (अ) पीड़ित व्यक्ति को जितना मानसिक तनाव, कष्ट, व्यथा एवं दुख पहुँचा है;
- (ब) उस लैंगिक उत्पीड़न की घटना के कारण उन्हें अपनी जीविका के सुअवसर की हानि उठानी पड़ी;
- (स) पीड़ित व्यक्ति द्वारा अपने शारीरिक एवं मनोरोग संबंधी आधार के लिए खर्च किए गए चिकित्सा व्यय;
- (द) कथित अपराधकर्ता एवं उस पीड़ित व्यक्ति की आय एवं जीवन स्तर, और
- (ई) ऐसे समस्त भुगतान का एकमुश्त रूप से या किस्तों में किए जाने का औचित्य;

#### 11. झूठी शिकायत के विरुद्ध कार्यवाई:—

इस बात को सुनिश्चित करने के लिए कि लैंगिक उत्पीड़न मामलों में कर्मचारियों एवं छात्रों की सुरक्षा के प्रावधानों का दुरुपयोग न हो, असत्य एवं द्वेष भावना पूर्ण शिकायतों के विरुद्ध प्रावधान किये जाने की आवश्यकता है तथा इन्हें उच्चतर शैक्षिक संस्थानों में प्रचारित प्रसारित किया जाना चाहिए। आन्तरिक शिकायत समिति यदि यह निष्कर्ष निकालती है कि लगाए गए अभियोग असत्य, थे, विद्वेषपूर्ण थे अथवा यह जानते हुए भी कि वह शिकायत असत्य अथवा जाली है अथवा भ्रामक सूचना को उस पड़ताल के दौरान उपलब्ध कराया गया है तो शिकायतकर्ता विनियम (10) के उप विनियम (1) के तहत दण्डित किये जाने के लिए बाध्य होगा यदि शिकायतकर्ता एक कर्मचारी है, तथा यदि वह अपराधकर्ता एक छात्र है तो वह इस विनियम की उप-विनियम (2) के प्रावधानों के अनुसार सजा के लिए बाध्य होगा तथापि किसी भी शिकायत को प्रमाणित करने अथवा उसके लिए पर्याप्त सबूत उपलब्ध न कर पाने का आधार, शिकायतकर्ता के विरुद्ध कार्यवाई करने का कारण नहीं माना जा सकता है। शिकायतकर्ता द्वारा द्वेषपूर्ण उद्देश्य से दायर शिकायत की जाँच पड़ताल द्वारा तय किया जाना चाहिए तथा इस बारे में किसी कार्यवाई की सिफारिश किए जाने से पूर्व इस विषय में निर्धारित प्रणाली के अनुसार जाँच की जानी चाहिए;

#### 12. गैर अनुपालन के परिणाम:—

- (1) ऐसे संस्थान जो जानबूझकर अथवा बारंबार उन दायित्वों तथा कर्तव्यों के अनुपालन में असमर्थ बना रहता है जिन्हें कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण, निषेध एवं समाधान हेतु निर्धारित किया गया है, तो इस स्थिति में आयोग विधिवत नोटिस देकर निम्न में से किसी एक अथवा इससे अधिक बिन्दुओं पर कार्यवाई करेगा:—
- (अ) विश्वविद्यालय अनुदान आयोग अधिनियम 1956 की धारा 12(बी) के अन्तर्गत की गई घोषणा जो पात्रता दिये जाने के विषय में है, उसका आहरण किया जाना;
- (ब) आयोग द्वारा अधिनियम 1956 की धारा 2 (एफ) के अन्तर्गत अनुरक्षित सूची में से उस विश्वविद्यालय अथवा महाविद्यालय का नाम हटाना;
- (स) संस्थान को आबंटित किसी भी अनुदान को रोक देना;
- (द) आयोग को किसी भी सामान्य अथवा विशेष सहायता कार्यक्रमों के अन्तर्गत किसी भी सहायता को प्राप्त करने के लिए उस संस्थान को अपात्र घोषित किया जाना;
- (ई) जन साधारण को, एवं रोजगार अथवा प्रवेश के इच्छुक भावी प्रत्याशियों को एक ऐसे नोटिस द्वारा सूचित करना जो समाचार पत्रों में प्रमुख रूप से दर्शाया गया है अथवा उपयुक्त मीडिया में दर्शाया गया है तथा आयोग की वेबसाइट पर प्रदर्शित किया गया है तथा जिस नोटिस में घोषणा की गई है कि वह संस्थान लैंगिक उत्पीड़न के विरुद्ध शून्य सहनशीलता नीति, मतव जवसमतंदबम चवसपबलद्ध का समर्थन नहीं करता है;
- (एफ) यदि वह एक महाविद्यालय है तो उसके सम्बद्ध विश्वविद्यालय द्वारा उसकी सहसम्बद्धता को आहरित करने की अनुशंसा के लिये कहें;

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा./53]

जसपाल एस. संधु, सचिव, यूजीसी

## MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

### NOTIFICATION

New Delhi, the 2nd May, 2016

#### University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

**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.
  - (2) They shall apply to all higher educational institutions in India.
  - (3) 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 centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, 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 non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (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 behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid 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;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) “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) “victimisation” means any unfavourable 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, organisation, 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) organise 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 recognising 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 quo harassment;
- (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) organise 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;
- (l) 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.

3.2 **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 special needs.

(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 harassment policy.

- (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) 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) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (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 where necessary.
- 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 Executive Authority;

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 from 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 may be 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.

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 incapacity 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 punitive 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 HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise 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 victimisation as a consequence of making a complaint of sexual harassment.

**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;
  - (d) award reformatory 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 in instalments.

**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 publicised 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 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 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 Commission;
  - (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 a college;
  - (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 State Act.
  - (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 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.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC



ज्ञान-विज्ञान विमुक्तये

प्रा. मनिष र. जोशी  
सचिव

**Prof. Manish R. Joshi**  
Secretary



सत्यमेव जयते



भारत 2023 INDIA

विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**

(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

D. O. No. F. 1-15/2009 (ARC) Pt.III

December 14, 2023/23 अग्रहायण, 1945

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, to exercise the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website [www.ugc.gov.in](http://www.ugc.gov.in) & [www.antiragging.in](http://www.antiragging.in).

It is once again brought to your kind notice that ragging is a criminal offence and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These regulations are mandatory, and all institutions are required to take necessary steps for its implementation in Toto including the monitoring mechanism. Any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums; constitution of Anti-Ragging committee and Anti-Ragging squad, setting up of Anti-Ragging Cell, installing CCTV cameras at vital points, Anti-Ragging workshops and seminar, updating all websites with nodal officers' complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers and mention of Anti-Ragging warning in the institution's E-prospectus and E-information booklets/brochures must be ensured. Surprise inspection of hostels, students' accommodation, canteens, rest cum recreational rooms, toilets, bus-stands must be carried out & Anti-Ragging posters must be displayed at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. These posters are available on UGC website [www.ugc.ac.in](http://www.ugc.ac.in). The size of the posters should be 8x6 feet. Any other measure which would augur well in preventing/quelling ragging and any uncalled-for behavior/incident must be undertaken.

Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail the Anti-Ragging Helpline at [helpline@antiragging.in](mailto:helpline@antiragging.in). For any other information regarding ragging you may please visit the UGC website i.e. [www.ugc.gov.in](http://www.ugc.gov.in) & [www.antiragging.in](http://www.antiragging.in) and contact UGC monitoring agency i.e. Centre for Youth (C4Y) on Mobile No. 09818044577 (only in case of emergency).



## CONTINUATION SHEET

-02-

In compliance to the directions of the Anti-Ragging Monitoring Committee constituted by Hon'ble Supreme Court of India, HEIs/Councils have to implement the following:

1. The concept of mentor-mentee as given out in the UGC Regulations for curbing the Menace of Ragging in HEIs - 2009 be followed by students in all institutions to make a comfortable bond amongst Juniors and Seniors.
2. The Anti Ragging Cell and Anti Ragging Squads of institutions should be empowered by provisioning of a legal counsel so that airtight cases against the ragging culprits can be made.
3. Henceforth for extreme ragging and suicide cases, Principal of the college and Registrar of the University will be called and will be answerable to the National Anti-Ragging Monitoring Committee for the reasons of non-compliance of UGC Regulations for ragging.
4. All the Councils/Regulatory Bodies must constitute a committee as and when a serious/suicide/death case is reported related to their Council/Regulatory Body to relook into the issue even when case is under police investigation. The Regulatory Bodies/Councils are also advised to appoint a legal person for the matter.
5. The Committee has also instructed the Anti Ragging Monitoring Agency to be more vigilant and carry out surprise checks all across the Nation to ensure that the UGC Regulations to curb the menace of ragging are being strictly adhered to by the HEI's, Teaching Staff and the students. Punitive action as mentioned in these regulations will be taken against the defaulters.

UGC also drives an Anti-Ragging Media Campaign through different modes and has undertaken the following activities to promote the campaign which are available on UGC website [www.ugc.gov.in](http://www.ugc.gov.in)

1. UGC developed 05 TV Commercials of 30 seconds each with different perspective for Parents, Victim and Offenders.
2. UGC designed and distributed 04 types of posters amongst Universities / Regulatory Authorities / Councils / IITs / NITs / other educational institutions for their prominent display.
3. UGC consecutively organized 02 Anti-Ragging Competitions for students/faculty/general public for the wider awareness of the menace of ragging.

In compliance of the 2<sup>nd</sup> Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at [www.antiragging.in](http://www.antiragging.in)

You are also requested to implement the revised procedure for students to file an online Anti-Ragging affidavit. The student will receive an e-mail with his/her registration number. The student will forward that e-mail to the Nodal officer in his/her university/college e-mail.

Universities/Colleges have to display the email address and contact number of the Nodal Officer of Anti-Ragging Committee of their university/college on their website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities, etc.

*Ami*

## CONTINUATION SHEET

-03-

Universities and Colleges are requested to insert a mandatory column in their university/college's admission form as per the given format:

|  |                      |
|--|----------------------|
| Anti Ragging Undertaking Reference no: | <input type="text"/> |
|--|----------------------|

All HEI's are further advised to fill in the complete details of their respective Anti Ragging Committee and Anti Ragging Squad on the website i.e. [www.antiragging.in](http://www.antiragging.in) and also display these lists on the Notice Boards.

Universities are also requested to ensure strict compliance of this advisory and fill the compliance on [www.antiragging.in](http://www.antiragging.in). You are also requested to forward this advisory to all the colleges in your ambit with strict compliance directions. All colleges be instructed to make multiple prints of this circular and the same to be prominently displayed at all the locations visited by the Students.

**IT IS ONCE AGAIN REITERATED FOR THE BENEFIT OF ALL THE STAKEHOLDERS THAT RAGGING IS A CRIMINAL OFFENCE AND THE CULPRITS WILL ATTRACT PUNITIVE ACTION AS MENTIONED IN THE UGC REGULATIONS.**

With kind regards,

Yours sincerely,



(Manish Joshi)

**The Vice-Chancellor/Registrars of all Universities**

Copy to:

1. All Regulatory Authorities
2. Ms. Jasleen Kaur, Under Secretary, Ministry of Education, ([jasleen.kau@nic.in](mailto:jasleen.kau@nic.in)).
3. DS(website), UGC (for uploading on (i) UGC website, (ii) Under ragging related Twitter handle of UGC)
4. Ms. Alka Tomar, Centre for Youth (C4Y)([alka.tomar@c4yindia.org](mailto:alka.tomar@c4yindia.org)) (for uploading on [antiragging.in](http://antiragging.in))



(Manish Joshi)



# भारत का राजपत्र The Gazette of India

असाधारण

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अधिसूचना

नई दिल्ली, 6 मई, 2019

फा. सं. 14-4/2012 (सीपीपी-II).—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 26 की उप-धारा (1) के खंड (छ) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए और विश्वविद्यालय अनुदान आयोग (शिकायत निवारण) विनियम, 2012 का अधिक्रमण करते हुए विश्वविद्यालय अनुदान आयोग एतद्वारा निम्नलिखित विनियम बनाता है, नामतः—

## 1. संक्षिप्त नाम, विनियोग और प्रारंभ :

- (क) इन विनियमों को विश्वविद्यालय अनुदान आयोग (छात्रों की शिकायतों का निवारण) विनियम, 2019 कहा जाएगा।
- (ख) वे ऐसे सभी उच्चतर शिक्षा संस्थानों पर लागू होंगे, जिन्हें किसी केन्द्रीय अधिनियम अथवा राज्य अधिनियम के तहत स्थापित अथवा निगमित किया गया हो, और विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (च) के तहत मान्यता प्राप्त सभी संस्थानों तथा ऐसे सभी सम विश्वविद्यालय संस्थानों पर लागू होंगे जिन्हें तत्संबंध की धारा 3 के तहत विश्वविद्यालय घोषित किया गया हो।
- (ग) यह विनियम, भासकीय राजपत्र में प्रकाशित होने की तिथि से प्रभावी होंगे।

## 2. उद्देश्य:

किसी संस्थान में पहले से नामांकित छात्रों और साथ ही ऐसे संस्थानों में प्रवेश चाहने वाले छात्रों की कतिपय शिकायतों के निवारण के लिए अवसर प्रदान करना और इस संबंध में एक तंत्र स्थापित करना।

## 3. परिभाषा: जब तक कि इन विनियमों के संदर्भ में अन्यथा अपेक्षित न हो:

- (क) "अधिनियम" का अभिप्राय विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) से है;
- (ख) "पीडित छात्र" से अभिप्राय किसी ऐसे छात्र से है जिसे इन विनियमों के तहत परिभाषित शिकायतों के संबंध में किसी मामले अथवा तत्संबंध किसी मामले में कोई शिकायत हो।



- (ग) "महाविद्यालय" से अभिप्राय अधिनियम की धारा 12क की उपधारा (1) के खंड (ख) में इस प्रकार से परिभाषित किसी संस्थान से है।
- (घ) "महाविद्यालयी छात्र शिकायत निवारण समिति" (सीएसजीआरसी) से अभिप्राय इन विनियमों के तहत किसी संस्थान के स्तर पर, जोकि महाविद्यालय हो, गठित किसी समिति से है।
- (ङ) "आयोग" से अभिप्राय विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 4 के तहत स्थापित आयोग से है।
- (च) "घोषित प्रवेश नीति" का अभिप्राय संस्थान द्वारा पेशकश किए जा रहे किसी पाठ्यक्रम या अध्ययन कार्यक्रम में प्रवेश के लिए संस्थान की विवरणिका में प्रकाशित की गई किसी ऐसी नीति से है, जिसमें उसके अंतर्गत आने वाली प्रक्रियाएं भी शामिल हैं।
- (छ) "विभागीय छात्र शिकायत निवारण समिति" (डीएसजीआरसी) से अभिप्राय इन विनियमों के तहत किसी विश्वविद्यालय के किसी विभाग, विद्यालय या केंद्र के स्तर पर गठित किसी समिति से है।
- (ज) "शिकायत" का अभिप्राय, और इसमें निम्नवत् के संबंध में किसी पीड़ित छात्र द्वारा की गई शिकायत(तें) शामिल हैं, नामतः
- i. संस्थान की घोषित प्रवेश नीति के अनुरूप निर्धारित की गई योग्यता के विपरीत प्रवेश दिया जाना;
  - ii. संस्थान की घोषित प्रवेश नीति के तहत प्रक्रिया में अनियमितताएं;
  - iii. संस्थान की घोषित प्रवेश नीति के अनुरूप प्रवेश देने से इंकार किया जाना;
  - iv. इन विनियमों के उपबंधों के अनुरूप, संस्था द्वारा विवरणिका का प्रकाशन न किया जाना;
  - v. संस्थान द्वारा विवरणिका में ऐसी कोई जानकारी देना जोकि झूठी या भ्रामक हो, और तथ्यों पर आधारित नहीं हो;
  - vi. किसी छात्र द्वारा ऐसे संस्थान में प्रवेश लेने के प्रयोजन से जमा किए गए किसी दस्तावेज जोकि उपाधि, डिप्लोमा या किसी अन्य पुरस्कार के रूप में हो, को अपने पास रख लेना या वापस करने से इंकार करना ताकि ऐसे किसी पाठ्यक्रम या अध्ययन कार्यक्रम के संबंध में छात्र को किसी शुल्क अथवा शुल्कों, का भुगतान करने हेतु तैयार किया जा सके अथवा मजबूर किया जा सके जिसमें छात्र अध्ययन नहीं करना चाहता हो;
  - vii. संस्था की घोषित प्रवेश नीति में निर्धारित राशि से अधिक धनराशि की मांग करना;
  - viii. छात्रों की विभिन्न श्रेणियों के लिए प्रवेश में सीटों के आरक्षण के संबंध में वर्तमान में लागू किसी कानून का संस्थान द्वारा उल्लंघन किया जाए;
  - ix. ऐसे किसी संस्थान की घोषित प्रवेश नीति के तहत, अथवा आयोग द्वारा विहित किन्हीं शर्तों, यदि कोई हों तो, के तहत किसी भी छात्र हेतु ग्राह्य छात्रवृत्ति या वित्तीय सहायता का भुगतान नहीं किया जाना अथवा विलम्ब से भुगतान किया जाना;
  - x. संस्थान के शैक्षणिक कैलेंडर में, अथवा आयोग द्वारा विहित ऐसे किसी कैलेंडर में विनिर्दिष्ट अनुसूची से इतर परीक्षाओं के आयोजन में, अथवा परीक्षा के परिणामों की घोषणा में विलम्ब करना;
  - xi. विवरणिका में यथा उल्लिखित, अथवा संस्थान द्वारा लागू किसी कानून के किसी उपबंध के तहत यथा अपेक्षित छात्रों की सुविधा प्रदान करने में संस्थान द्वारा विफल रहना;
  - xii. छात्रों के मूल्यांकन के लिए संस्थान द्वारा अपनाई गई गैर- पारदर्शी अथवा अनुचित पद्धतियां;
  - xiii. ऐसे किसी छात्र को शुल्क के प्रतिदाय में विलंब करना, अथवा इंकार करना जोकि विवरणिका में उल्लिखित समय के भीतर, अथवा जैसा की आयोग द्वारा अधिसूचित किया जाए, के भीतर प्रवेश त्याग देता है;
  - xiv. अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग, महिला, अल्पसंख्यक अथवा निशक्त श्रेणियों के छात्रों के कथित भेदभाव की शिकायत;
  - xv. प्रवेश दिए जाने के समय जैसा भरोसा दिलाया गया था अथवा प्रदान किए जाना अपेक्षित था के अनुरूप गुणवत्तापूर्ण शिक्षा प्रदान नहीं किया जाना; तथा

- xvi. छात्र के उत्पीड़न के अन्य मामले के अलावा जिन पर वर्तमान में लागू किसी कानून के दंडात्मक उपबंधों के तहत कार्रवाई की जानी हो, छात्र का उत्पीड़न किया जाना अथवा उसे निशाना बनाया जाना।
- (झ) “संस्थान” से अभिप्राय है, जैसा कि संदर्भ हो, अधिनियम के तहत किसी विश्वविद्यालय अथवा महाविद्यालय अथवा किसी सम विश्वविद्यालय संस्थान से है, अथवा किसी विशिष्ट विधा अथवा क्रियाकलाप हेतु किसी विश्वविद्यालय के तहत स्थापित किए गए किसी संस्थान से है।
- (ञ) “संस्थागत छात्र शिकायत निवारण समिति” (आईएसजीआरसी) का अभिप्राय इन विनियमों के तहत किसी विश्वविद्यालय के स्तर पर, ऐसी शिकायतों पर कार्यवाही करने के लिए गठित की गई समिति से है जो विश्वविद्यालय के किसी भी विभाग से संबंधित नहीं हो, उदाहरण के लिए छात्रावास और सामान्य सुविधाएं।
- (ट) “लोकपाल” का अभिप्राय इन विनियमों के तहत नियुक्त लोकपाल से है;
- (ठ) “विवरणिका” का अभिप्राय और इसमें ऐसा कोई भी प्रकाशन शामिल है, चाहे वह मुद्रित स्वरूप में अथवा अन्यथा हो, जिसे जनसाधारण (जिसमें ऐसे संस्थान में प्रवेश पाने के इच्छुकों सहित) को एक संस्था से संबंधित निष्पक्ष और पारदर्शी जानकारी प्रदान करने के लिए ऐसे संस्थान अथवा किसी प्राधिकरण अथवा ऐसे संस्थान द्वारा ऐसा करने के लिए प्राधिकृत किए गए किसी व्यक्ति द्वारा जारी किया गया हो;
- (ड) “क्षेत्र” का अभिप्राय एक भौगोलिक क्षेत्र, जिसमें राज्य शामिल हैं, जिन्हें इन विनियमों को लागू करने हेतु सुकर बनाने के प्रयोजनार्थ ऐसा निर्धारित किया गया हो: नामतः, दक्षिण-पूर्वी क्षेत्र जिसमें आंध्र प्रदेश, तेलंगाना, पुडुचेरी, अंडमान और निकोबार और तमिलनाडु शामिल हैं; दक्षिण-पश्चिम क्षेत्र में केरल, कर्नाटक और लक्षद्वीप शामिल हैं; पश्चिमी क्षेत्र में महाराष्ट्र, गुजरात, गोवा, दादर और नगर हवेली, दमन और दीव शामिल हैं; मध्य क्षेत्र में छत्तीसगढ़, मध्य प्रदेश और राजस्थान शामिल हैं; उत्तरी क्षेत्र में जम्मू और कश्मीर, दिल्ली, हिमाचल प्रदेश, पंजाब, हरियाणा, दिल्ली, उत्तराखंड, उत्तर प्रदेश, उत्तराखंड और चंडीगढ़ शामिल हैं; पूर्वोत्तर क्षेत्र में असम, मेघालय, मिजोरम, मणिपुर, त्रिपुरा, अरुणाचल प्रदेश, सिक्किम और नागालैंड शामिल हैं, और पूर्वी क्षेत्र में पश्चिम बंगाल, बिहार, झारखंड और ओडिशा शामिल हैं।
- (ढ) “राज्य” का अभिप्राय संविधान की प्रथम अनुसूची में विनिर्दिष्ट किसी राज्य से है जिसमें संघ राज्य क्षेत्र भी शामिल है;
- (ण) “छात्र” से अभिप्राय किसी ऐसे संस्थान, जिसमें यह विनियम लागू होते हैं, में नामांकित किसी व्यक्ति, अथवा नामांकित होने के लिए प्रवेश प्राप्त के इच्छुक व्यक्ति से है;
- (त) “विश्वविद्यालय” से अभिप्राय अधिनियम की धारा 2 की खंड (च) में यथा परिभाषित किसी विश्वविद्यालय से है, अथवा जहां संदर्भ के अनुसार, तत्संबंध की धारा 3 के तहत इस प्रकार घोषित किए जाने वाला कोई सम विश्वविद्यालय संस्थान हो।
- (थ) “विश्वविद्यालय छात्र शिकायत निवारण समिति” (यूएसजीआरसी) से अभिप्राय विश्वविद्यालय के स्तर पर डीएसजीआरसी, आईएसजीआरसी अथवा सीएसजीआरसी के निर्णय के परिणामस्वरूप उपजी शिकायतों पर कार्रवाई करने के लिए इन विनियमों के तहत गठित किसी समिति से है।

#### 4. विवरणिका का अनिवार्य प्रकाशन, इसकी विषयवस्तु तथा मूल्य निर्धारण:

1. प्रत्येक संस्थान, अपने पाठ्यक्रम या अध्ययन के किसी भी कार्यक्रम में प्रवेश आरंभ करने की तिथि से कम से कम साठ दिन की समाप्ति से पूर्व अपनी वेबसाइट पर एक विवरणिका प्रकाशित और/अथवा अपलोड करेगा, जिसमें इस तरह के संस्थान में प्रवेश लेने के इच्छुक व्यक्तियों और आम जनता की जानकारी के लिए निम्नवत् जानकारी अंतर्विष्ट होगी, नामतः:
  - (क) प्रत्येक पाठ्यक्रम अथवा अध्ययन के कार्यक्रम के लिए, शिक्षण के घंटों, व्यावहारिक सत्रों और अन्य कार्य के साथ-साथ अध्ययन के कार्यक्रमों और पाठ्यक्रमों की सूची सहित उपयुक्त सांविधिक प्राधिकरण अथवा संस्थान, जैसा मामला हो, द्वारा विनिर्दिष्ट पाठ्यक्रम की व्यापक रूपरेखा;
  - (ख) जिस शिक्षा वर्ष हेतु प्रवेश दिए जाने का प्रस्ताव हो, उसके प्रत्येक पाठ्यक्रम अथवा अध्ययन के कार्यक्रम के संबंध में, उपयुक्त सांविधिक प्राधिकरण द्वारा अनुमोदित सीटों की संख्या;
  - (ग) संस्थान द्वारा विनिर्दिष्ट किसी विशेष पाठ्यक्रम अथवा अध्ययन कार्यक्रम में छात्र के रूप में प्रवेश के लिए व्यक्तियों की न्यूनतम और अधिकतम आयु सीमा सहित शैक्षिक योग्यता और पात्रता की शर्तें;

- (घ) इस प्रकार के प्रवेश के लिए आवेदन करने वाले योग्य उम्मीदवारों के चयन की प्रक्रिया, जिसमें प्रत्येक पाठ्यक्रम अथवा अध्ययन कार्यक्रम में प्रवेश के लिए ऐसे अभ्यर्थियों के चयन के लिए परीक्षा या इम्तहान के विवरण के संबंध में सभी संगत जानकारी और प्रवेश परीक्षा के लिए निर्धारित शुल्क की राशि शामिल है;
- (ङ) किसी पाठ्यक्रम या अध्ययन कार्यक्रम में अध्ययन करने के लिए ऐसे संस्थान में भर्ती किए गए छात्रों द्वारा देय शुल्क, जमा राशियों और अन्य प्रभारों के प्रत्येक घटक और ऐसे भुगतानों की अन्य निबंधन और शर्तें;
- (च) शास्ति लगाए जाने और संग्रहण किए जाने हेतु नियम/विनियम, विनिर्दिष्ट शीर्ष अथवा श्रेणियां, लगाए जाने वाली शास्ति की न्यूनतम और अधिकतम राशि;
- (छ) ऐसे संस्थानों में दाखिला लेने वाले छात्रों द्वारा यदि पाठ्यक्रम या अध्ययन कार्यक्रम के पूरा होने से पहले अथवा के बाद दाखिला छोड़ दिया जाता है तो छात्रों को प्रतिदाय किए जाने वाले शिक्षण शुल्क और अन्य प्रभारों का प्रतिशत, तथा समय सीमा जिसके भीतर तथा पद्धति जिससे छात्रों को ऐसा प्रतिदाय किया जाएगा;
- (ज) उनकी शैक्षिक योग्यता शिक्षण संकाय का विवरण, उनकी नियुक्ति का स्वरूप (नियमित/अभ्यागत/अतिथि) और उसके प्रत्येक सदस्य के शिक्षण अनुभव के साथ;
- (झ) भौतिक और शैक्षणिक बुनियादी ढांचे और छात्रावास और इसके शुल्क, पुस्तकालय, अस्पताल अथवा उद्योग, जहां छात्रों को व्यावहारिक प्रशिक्षण दिया जाना हो, सहित अन्य सुविधाओं के संबंध में जानकारी और विशेषरूप से छात्रों द्वारा संस्थान में प्रवेश प्राप्त करने पर प्राप्त होने वाली सुविधाओं का ब्योरा अंतर्विष्ट हो;
- (ञ) संस्थान के परिसर के भीतर अथवा बाहर छात्रों द्वारा अनुशासन बनाए रखने के संबंध में सभी संगत निदेश, और, विशेषरूप से किसी छात्र अथवा छात्रों की रैगिंग निषिद्ध करने संबंधी ऐसे अनुशासन को बनाए रखने और उनका उल्लंघन किए जाने के परिणामों और संगत सांविधिक विनियामक प्राधिकरण द्वारा इस संबंध में तैयार किए गए किसी विनियम के उपबंधों का उल्लंघन किए जाने के परिणामों का ब्योरा अंतर्विष्ट होगा; तथा
- (ट) आयोग द्वारा यथा विनिर्दिष्ट कोई अन्य जानकारी:

बशर्ते कि, प्रत्येक संस्थान इस विनियम के खंड (क) से (ट) में उल्लिखित जानकारी को अपनी वेबसाइट पर प्रकाशित/अपलोड करेगा, और विभिन्न समाचारपत्रों और अन्य मीडिया के माध्यम से प्रमुखता से प्रदर्शित करते हुए विज्ञापनों के माध्यम से इच्छुक छात्रों और आम जनता का ध्यान वेबसाइट पर इस तरह के प्रकाशन की ओर दिलाया जाएगा ।

2. प्रत्येक संस्थान अपनी विवरणिका की प्रत्येक मुद्रित प्रति का मूल्य निर्धारित करेगा, जोकि विवरणिका के प्रकाशन और वितरण की उचित लागत से अधिक नहीं होगी और विवरणिका के प्रकाशन, वितरण या बिक्री से कोई लाभ अर्जित नहीं किया जाएगा ।

#### 5. छात्र शिकायत निवारण समितियां (एसजीआरसी):

##### क. महाविद्यालयी छात्र शिकायत निवारण समिति (सीएसजीआरसी)

- (i) किसी भी पीड़ित छात्र की महाविद्यालय से संबंधित किसी भी शिकायत को निम्नलिखित संरचना वाली महाविद्यालयी छात्र शिकायत निवारण समिति (सीएसजीआरसी) को भेजा जाएगा:
- (क) महाविद्यालय का प्राचार्य— सभापति;
- (ख) प्राचार्य द्वारा शिक्षण संकाय से तीन वरिष्ठ सदस्यगणों को नामनिर्दिष्ट किया जाएगा— सदस्यगण;
- (ग) महाविद्यालय के छात्रों में से एक प्रतिनिधि, जिसे प्राचार्य द्वारा शैक्षणिक योग्यता/खेलकूद में उत्कृष्टता/सह-पाठ्य क्रियाकलापों में उसके निष्पादन के आधार पर नामनिर्दिष्ट किया जाएगा— विशेष आमंत्रित ।
- (ii) सदस्यगणों तथा विशेष आमंत्रित का कार्यकाल दो वर्षों का होगा ।
- (iii) बैठक के लिए गणपूर्ति, सभापति सहित परंतु विशेष आमंत्रित के अलावा, तीन सदस्यगणों की होगी ।
- (iv) शिकायतों पर विचार करते हुए सीएसजीआरसी नैसर्गिक न्याय के सिद्धांतों का पालन करेगी ।

- (v) सीएसजीआरसी रिपोर्ट को अपनी सिफारिशों, यदि कोई हो तो, के साथ संबद्ध करने वाले विश्वविद्यालय के कुलपति को शिकायत प्राप्त की तिथि से 15 दिनों की अवधि के भीतर भेजेगा तथा इसकी एक प्रति पीड़ित छात्र को भी भेजी जाएगी।

#### ख. विभागीय छात्र शिकायत निवारण समिति (डीएसजीआरसी)

- (i) किसी भी पीड़ित छात्र की विश्वविद्यालय के किसी भी विभाग, अथवा विद्यालय, अथवा केन्द्र से संबंधित किसी भी शिकायत को विभाग, विद्यालय अथवा केन्द्र, जैसा भी मामला हो, द्वारा गठित की जाने और निम्नलिखित संरचना वाली विभागीय छात्र शिकायत निवारण समिति (डीएसजीआरसी) को भेजा जाएगा, नामतः:
- (क) विभाग, विद्यालय, अथवा केन्द्र का अध्यक्ष, चाहे उसे किसी भी पदनाम से जाना जाए— सभापति;
- (ख) विभाग/विद्यालय/केन्द्र के बाहर से कुलपति द्वारा नामनिर्दिष्ट किए जाने वाले दो आचार्य— सदस्य;
- (ग) संकाय का सदस्य, जो शिकायत निवारण की प्रणाली से भली-भांति परिचित हो, को सभापति द्वारा नामनिर्दिष्ट किया जाएगा— सदस्य;
- (घ) महाविद्यालय के छात्रों में से एक प्रतिनिधि, जिसे कुलपति द्वारा शैक्षणिक योग्यता/खेलकूद में उत्कृष्टता/सह-पाठ्य क्रियाकलापों में उसके निष्पादन के आधार पर नामनिर्दिष्ट किया जाएगा— विशेष आमंत्रित
- (ii) सभापति, समिति के सदस्यों और विशेष आमंत्रित का कार्यकाल दो वर्षों का होगा।
- (iii) डीएसजीआरसी की बैठक के लिए गणपूर्ति, सभापति सहित परंतु विशेष आमंत्रित के अलावा, तीन सदस्यगणों की होगी।
- (iv) अपने समक्ष प्रस्तुत शिकायतों पर विचार करते हुए डीएसजीआरसी नैसर्गिक न्याय के सिद्धांतों का पालन करेगी।
- (v) डीएसजीआरसी अपनी रिपोर्ट को सिफारिशों, यदि कोई हों तो, के साथ संस्थान के मुखिया/ कुलपति को शिकायत प्राप्त की तिथि से 15 दिनों की अवधि के भीतर भेजेगा तथा इसकी एक प्रति पीड़ित छात्र को भी भेजी जाएगी।

#### ग. संस्थागत छात्र शिकायत निवारण समिति (आईएसजीआरसी)

- (i) जब शिकायत किसी विश्वविद्यालय के किसी शैक्षणिक विभाग, विद्यालय अथवा केन्द्र, जैसा भी मामला हो, से संबद्ध नहीं हो तो मामले को कुलपति महोदय द्वारा निम्नवत संरचना के साथ गठित की जाने वाली एक संस्थागत छात्र शिकायत निवारण समिति (आईएसजीआरसी) को भेजा जाएगा; नामतः:
- (क) संस्थान का सम-कुलपति/संकाय अध्यक्ष/वरिष्ठ आचार्य— सभापति;
- (ख) छात्र संकाय अध्यक्ष/संकाय अध्यक्ष, छात्र कल्याण— सदस्य;
- (ग) सभापति के अलावा एक वरिष्ठ शिक्षाविद्— सदस्य;
- (घ) कुलानुशासक/वरिष्ठ शिक्षाविद्— सदस्य
- (ङ) महाविद्यालय के छात्रों में से एक प्रतिनिधि, जिसे कुलपति द्वारा शैक्षणिक योग्यता/खेलकूद में उत्कृष्टता/सह-पाठ्य क्रियाकलापों में उसके निष्पादन के आधार पर नामनिर्दिष्ट किया जाएगा— विशेष आमंत्रित।
- (ii) समिति के सदस्यों का कार्यकाल दो वर्षों का होगा।
- (iii) आईएसजीआरसी की बैठक के लिए गणपूर्ति, सभापति सहित परंतु विशेष आमंत्रित के अलावा, तीन सदस्यगणों की होगी।
- (iv) अपने समक्ष प्रस्तुत शिकायतों पर विचार करते हुए आईएसजीआरसी नैसर्गिक न्याय के सिद्धांतों का पालन करेगी।
- (v) आईएसजीआरसी अपनी रिपोर्ट को सिफारिशों, यदि कोई हों तो, के साथ कुलपति को शिकायत प्राप्त की तिथि से 15 दिनों की अवधि के भीतर भेजेगा तथा इसकी एक प्रति पीड़ित छात्र को भी भेजी जाएगी।

### घ. विश्वविद्यालय छात्र शिकायत निवारण समिति (यूएसजीआरसी)

- (i) एक संबद्ध विश्वविद्यालय के कुलपति, उतनी संख्या में विश्वविद्यालय छात्र शिकायत निवारण समितियों (यूएसजीआरसी) का गठन करेंगे, जैसा कि एक या एक से अधिक सीएसजीआरसी या डीएसजीआरसी या आईएसजीआरसी द्वारा अनसुलझी शिकायतों पर विचार करने के लिए आवश्यक हो और प्रत्येक यूएसजीआरसी, महाविद्यालयों/विभागों/संस्थानों से उत्पन्न होने वाली शिकायतों पर, कुलपति द्वारा उसे प्रदत्त किए गए क्षेत्राधिकार क्षेत्र के आधार पर कार्यवाही कर सकता है।
  - क) विश्वविद्यालय का एक वरिष्ठ आचार्य— सभापति;
  - ख) संकाय अध्यक्ष, छात्र कल्याण अथवा समकक्ष – सदस्य;
  - ग) संबद्ध महाविद्यालयों से लिए गए दो प्राचार्य, जो कि समीक्षाधीन सीएसजीआरसी की रिपोर्टों से न जुड़े हों, कुलपति द्वारा नामित किए जाने वाले हैं— सदस्य;
  - घ) विश्वविद्यालय का एक आचार्य – सदस्य;
  - ङ) महाविद्यालय के छात्रों में से एक प्रतिनिधि, जिसे कुलपति द्वारा शैक्षणिक योग्यता/खेलकूद में उत्कृष्टता/सह-पाठ्य क्रियाकलापों में उसके निष्पादन के आधार पर नामनिर्दिष्ट किया जाएगा— विशेष आमंत्रित।
- (ii) सभापति तथा समिति के सदस्यों और विशेष आमंत्रित का कार्यकाल दो वर्षों का होगा।
- (iii) बैठक के लिए गणपूर्ति, सभापति सहित परंतु विशेष आमंत्रित के अलावा, तीन सदस्यगणों की होगी।
- (iv) अपने समक्ष शिकायतों पर विचार करते हुए यूएसजीआरसी नैसर्गिक न्याय के सिद्धांतों का पालन करेगी।
- (v) यूएसजीआरसी अपनी रिपोर्ट और सिफारिशें, यदि कोई हों तो, के साथ शिकायत से संबंधित महाविद्यालय के प्राचार्य/विभागाध्यक्ष/विद्यालय/संस्थान को शिकायत प्राप्ति की तिथि से 15 दिनों की अवधि के भीतर भेजेगी तथा इसकी एक प्रति पीड़ित छात्र को भी भेजी जाएगी।
- (vi) विश्वविद्यालय छात्र शिकायत निवारण समिति के निर्णय से व्यथित कोई भी छात्र, इस तरह के निर्णय की प्राप्ति की तिथि से पंद्रह दिनों की अवधि के भीतर, लोकपाल के समक्ष अपील कर सकता है।

### 6. लोकपाल की नियुक्ति, सेवाकाल, उसे पद से हटाया जाना और सेवा की शर्तें:

- (i) यूएसजीआरसी के निर्णयों के विरुद्ध सुनवाई करने और निर्णय देने और अपील करने के लिए एक या एक से अधिक अंशकालिक पदाधिकारियों को लोकपाल के रूप में नामित किया जाएगा;
 

बशर्ते कि, उस राज्य में स्थित सभी राज्य विश्वविद्यालयों (सार्वजनिक के साथ— साथ निजी विश्वविद्यालयों) के संबंध में एक राज्य के लिए एक से अधिक लोकपाल नहीं होंगे, जिन्हें राज्य सरकार द्वारा नियुक्त किया जाएगा;

बशर्ते आगे कि, एक क्षेत्र में स्थित केंद्रीय विश्वविद्यालयों और सम विश्वविद्यालय संस्थानों के लिए एक से अधिक लोकपाल नहीं होंगे, जिन्हें केंद्र सरकार द्वारा नियुक्त किया जाएगा।
- (ii) लोकपाल, शिक्षा अथवा अनुसंधान के क्षेत्र में प्रख्यात व्यक्ति होंगे, जो किसी विश्वविद्यालय के कुलपति रह चुके हों।
- (iii) किसी राज्य में राज्य विश्वविद्यालयों के लिए लोकपाल, उस राज्य के किसी भी विश्वविद्यालय के साथ हितों के टकराव में नहीं होगा; और उस क्षेत्र में स्थित केंद्रीय विश्वविद्यालयों और सम विश्वविद्यालयों हेतु लोकपाल, इस तरह की नियुक्ति से पहले अथवा उसके पश्चात्, उस क्षेत्र में स्थित विश्वविद्यालय अथवा सम विश्वविद्यालय संस्थान के साथ किसी भी तरह के हितों के टकराव में नहीं होंगे।
- (iv) एक राज्य सरकार इस प्रयोजनार्थ गठित एक खोज समिति द्वारा सुझाए गए तीन नामों के पैनल में से लोकपाल की नियुक्ति करेगी, जिसमें निम्नलिखित शामिल होंगे, नामतः
  - (क) राज्यपाल या उपराज्यपाल का एक नामित, जैसा भी मामला हो, जो उच्चतर शिक्षा के क्षेत्र में प्रतिष्ठित व्यक्ति हो— सभापति;
  - (ख) राज्य के राज्यपाल/संघ भासित राज्य के उपराज्यपाल द्वारा नामित किया जाने वाला राज्य सार्वजनिक विश्वविद्यालय का कुलपति— सदस्य;

- (ग) राज्य सरकार द्वारा नामित किया जाने वाला एक राज्य निजी विश्वविद्यालय का कुलपति— सदस्य;
- (घ) राज्य उच्चतर शिक्षा परिषद् का अध्यक्ष अथवा परिषद् के शैक्षणिक सदस्यों में से उनका नामिति— सदस्य;
- (ङ) उच्चतर शिक्षा के लिए उत्तरदायी राज्य सरकार के प्रधान सचिव/सचिव— सदस्य सचिव;
- (v) केंद्र सरकार इस प्रयोजनार्थ गठित एक खोज समिति द्वारा सुझाए गए तीन नामों के पैनल में से लोकपाल की नियुक्ति करेगी, जिसमें निम्नलिखित शामिल होंगे, नामतः
- (क) विश्वविद्यालय अनुदान आयोग के अध्यक्ष महोदय अथवा उनके नामिति— सभापति;
- (ख) किसी केन्द्रीय विश्वविद्यालय का कुलपति जिसे केन्द्र सरकार द्वारा नामनिर्दिष्ट किया जाएगा— सदस्य;
- (ग) किसी सम विश्वविद्यालय संस्थान का कुलपति जिसे केन्द्र सरकार द्वारा नामनिर्दिष्ट किया जाए— सदस्य;
- (घ) केन्द्र सरकार का नामिति जोकि संयुक्त सचिव के पद से नीचे न हो— सदस्य;
- (ङ) विश्वविद्यालय अनुदान आयोग के सचिव महोदय— सदस्य सचिव;
- (vi) लोकपाल को पद ग्रहण करने की तिथि से तीन वर्ष की अवधि अथवा सत्तर वर्ष की आयु होने तक, इनमें से जो भी पहले हो, के लिए नियुक्त किया जाएगा, और वह समान राज्य या क्षेत्र के लिए, जैसा कि मामला हो, एक और कार्यकाल के लिए पुनर्नियुक्ति होने के लिए पात्र होगा।
- (vii) सुनवाई का संचालन करने के लिए, लोकपाल को, यात्रा पर हुए किए गए व्यय की प्रतिपूर्ति सहित विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित किए गए मानदंडों के अनुसार, प्रति दिन, प्रति बैठक के आधार पर शुल्क का भुगतान किया जाएगा।
- (viii) राज्य के लोकपाल के मामले में राज्य सरकार द्वारा और किसी क्षेत्र के लोकपाल के मामले में केन्द्र सरकार द्वारा लोकपाल को इन विनियमों के तहत यथा परिभाषित कदाचार या दुर्व्यवहार के आरोप सिद्ध होने पर पद से हटाया जा सकता है।
- (ix) कम से कम उच्च न्यायालय के न्यायाधीश के पद पर आसीन न्यायमूर्ति द्वारा की गई जांच के अलावा लोकपाल को पदच्युत करने हेतु कोई आदेश जारी नहीं किया जाएगा, और इस प्रकार की गई जांच में लोकपाल को सुनवाई का एक उचित अवसर भी प्रदान किया जाएगा।

#### 7. लोकपाल के कार्यकरण :

- (i) लोकपाल, छात्र द्वारा इन विनियमों के तहत उपबंधित सभी विकल्पों को अपनाने के पश्चात् ही पीड़ित छात्र की अपील की सुनवाई करेंगे।
- (ii) यद्यपि, परीक्षा के संचालन में अथवा मूल्यांकन की प्रक्रिया में गड़बड़ी के मुद्दों को लोकपाल के संदर्भित किया जा सकता है, तथापि, लोकपाल द्वारा उत्तर पुस्तिकाओं के पुनर्मूल्यांकन अथवा अंकों को पुनः योग करने हेतु कोई अपील अथवा आवेदन पर लोकपाल द्वारा सुनवाई नहीं की जाएगी, जब तक कि भेदभाव की किसी विशिष्ट घटना के परिणामों को प्रभावित करने वाली किसी विशिष्ट अनियमितता को इंगित नहीं किया जाता है।
- (iii) लोकपाल, कथित रूप से किए गए भेदभाव की शिकायतों की सुनवाई करने के लिए, न्याय— मित्र के रूप में किसी भी व्यक्ति की सहायता प्राप्त कर सकता है।
- (iv) लोकपाल पीड़ित छात्र(त्रों) से अपील प्राप्त होने के 30 दिनों के भीतर शिकायतों का समाधान के लिए सभी प्रयास करेगा।

#### 8. लोकपाल तथा छात्र शिकायत निवारण समितियों द्वारा शिकायतों के निवारण हेतु प्रक्रिया:

- (i) प्रत्येक संस्थान, इस अधिसूचना के जारी होने की तिथि से तीन माह की अवधि के भीतर एक ऑनलाइन पोर्टल तैयार करेगा, जहां कोई भी पीड़ित छात्र अपनी शिकायत के निवारण के लिए आवेदन कर सकता है।
- (ii) ऑनलाइन शिकायत प्राप्त होने पर संस्थान, ऑनलाइन शिकायत की प्राप्ति के 15 दिनों के भीतर अपनी टिप्पणियों सहित शिकायत को उपर्युक्त छात्र शिकायत निवारण समिति को भेजेगा।

- (iii) छात्र शिकायत निवारण समिति, जैसा भी मामला हो, शिकायत की सुनवाई के लिए एक तिथि निर्धारित करेगी जिसकी जानकारी संस्थान और पीड़ित छात्र को दी जाएगी।
- (iv) पीड़ित छात्र या तो व्यक्तिगत रूप से पेश हो सकता है अथवा अपना पक्ष रखने के लिए अपने किसी प्रतिनिधि को अधिकृत कर सकता है।
- (v) विश्वविद्यालय छात्र शिकायत निवारण समिति द्वारा समाधान नहीं की गई शिकायतों, को इन विनियमों में उपबंधित समयावधि के भीतर लोकपाल को भेजा जाएगा।
- (vi) संस्थान, शिकायतों के शीघ्र निपटान हेतु, लोकपाल अथवा छात्र शिकायत निवारण समिति(यों), जैसा भी मामला हो, सहयोग करेंगे; और ऐसा नहीं किए जाने पर लोकपाल द्वारा आयोग को जानकारी दी जा सकती है जो इन विनियमों के उपबंधों के अनुरूप कार्रवाई करेगा।
- (vii) लोकपाल, दोनों पक्षों को सुने जाने का एक उचित अवसर प्रदान करने के बाद, कार्यवाहियां समाप्त होने पर तत्संबंधी कारणों सहित, इस प्रकार का आदेश पारित करेगा, जैसा वह उपयुक्त समझे, ताकि शिकायत का समाधान हो सके और पीड़ित छात्र को जैसा उपयुक्त हो, राहत प्रदान की जा सके।
- (viii) संस्थान के साथ ही साथ पीड़ित छात्र को लोकपाल के हस्ताक्षर के तहत जारी की गई आदेश की प्रतियां उपलब्ध कराई जाएंगी और संस्थान, आदेश की प्रति को सामान्य जानकारी के लिए इसे अपनी वेबसाइट पर भी डालेगा।
- (ix) संस्थान, लोकपाल की सिफारिशों का अनुपालन करेगा और संस्थान द्वारा सिफारिशों का अनुपालन नहीं किए जाने के संबंध में लोकपाल, आयोग को जानकारी प्रदान करेगा।
- (x) जहां शिकायत झूठी या तुच्छ पाई जाती है उस स्थिति में लोकपाल शिकायतकर्ता के विरुद्ध उपर्युक्त कार्रवाई किए जाने की सिफारिश कर सकता है।

#### 9. लोकपाल और छात्र शिकायत निवारण समितियों के संबंध में जानकारी:

संस्थान अपनी वेबसाइट और अपनी विवरणिका में स्पष्टरूप से इसके क्षेत्राधिकार में आने वाली छात्र शिकायत निवारण समिति(यों) तथा अपील किए जाने के प्रयोजनार्थ लोकपाल के संबंध में सभी संगत जानकारियां उपलब्ध कराएगा।

#### 10. अनुपालन नहीं किए जाने के परिणाम:

आयोग, किसी भी संस्थान के संबंध में, जो जानबूझकर इन विनियमों का उल्लंघन करते हैं अथवा बार— बार लोकपाल अथवा शिकायत निवारण समिति(यों), जैसा भी मामला हो, की सिफारिशों को अनुपालन नहीं करते हैं, उनके विरुद्ध निम्नवत् एक अथवा एक से अधिक कार्यवाहियां कर सकते हैं, नामतः:

- (क) अधिनियम की धारा 12ख के तहत अनुदान प्राप्त करने के लिए उपयुक्तता की घोषणा को वापस लेना;
- (ख) संस्थान को आवंटित किसी भी अनुदान को रोका जा सकता है;
- (ग) आयोग के किसी भी सामान्य अथवा विशेष सहायता कार्यक्रम के तहत किसी भी सहायता को प्राप्त करने हेतु विचार किए जाने के लिए संस्थान को अयोग्य घोषित करना;
- (घ) उपयुक्त मीडिया में प्रमुखता से प्रदर्शित कर और आयोग की वेबसाइट पर पोस्ट कर संभावित अभ्यर्थियों सहित जनसाधारण को सूचित करना, तथा इस बाबत घोषणा करना की संस्थान में शिकायतों के निवारण के लिए न्यूनतम मानक मौजूद नहीं हैं;
- (ङ) महाविद्यालय के मामले में, संबद्धता को वापस लेने के लिए संबद्ध विश्वविद्यालय को सिफारिश करना;
- (च) सम विश्वविद्यालय संस्थान के मामले में इस प्रकार की कार्रवाई करना, जो आवश्यक, उपयुक्त और सटीक प्रतीत हो;
- (छ) सम विश्वविद्यालय संस्थान के मामले में सम विश्वविद्यालय संस्थान के रूप में घोषणा को वापस लिया जाने के लिए, यदि आवश्यक हो तो, केंद्र सरकार को सिफारिश करना;
- (ज) राज्य अधिनियम के तहत स्थापित अथवा निगमित विश्वविद्यालय के मामले में राज्य सरकार को आवश्यक और उचित कार्रवाई करने की सिफारिश करना;
- (झ) गैर—अनुपालन के लिए संस्थान के विरुद्ध ऐसी अन्य कार्रवाई करना जो आवश्यक और उचित समझी जाए।

बशर्ते कि, इस विनियमों के तहत आयोग द्वारा कोई कार्रवाई नहीं की जाएगी, जब तक कि संस्थान को अपनी स्थिति स्पष्ट करने के लिए अवसर नहीं दिया गया हो और उसे सुने जाने का अवसर प्रदान नहीं किया गया हो।

11. इन विनियमों में उल्लिखित कोई भी शर्त, विश्वविद्यालय अनुदान आयोग (शिकायत निवारण) विनियम, 2012 के उपबंधों के तहत नियुक्त किसी पदधारी लोकपाल के कार्यकाल की अवधि के दौरान उसके पद पर बने रहने को प्रतिकूल रूप से प्रभावित नहीं करेगी; कार्यकाल समाप्त होने के पश्चात् लोकपाल, की नियुक्ति विश्वविद्यालय अनुदान आयोग (छात्रों की शिकायतों का निवारण) संबंधी विनियम, 2019 के अनुरूप की जाएगी।

प्रो. रजनीश जैन, सचिव

[विज्ञापन—III / 4 / असा. / 30 / 19]

## UNIVERSITY GRANTS COMMISSION

### NOTIFICATION

New Delhi, the 6th May, 2019

**F.No. 14-4/2012(CPP-II).**—In exercise of the powers conferred under clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Grievance Redressal) Regulations, 2012, the University Grants Commission hereby makes the following regulations, namely -

#### 1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

- These regulations shall be called as the University Grants Commission (Redress of Grievances of Students) Regulations, 2019.
- They shall apply to all higher education institutions, whether established or incorporated by or under a Central Act or a State Act, and every institution recognized by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a University declared as such under Section 3 therein.
- They shall come into force from the date of their publication in the Official Gazette.

#### 2. OBJECTIVE:

To provide opportunities for redress of certain grievances of students already enrolled in any institution, as well as those seeking admission to such institutions, and a mechanism thereto.

#### 3. DEFINITION: IN THESE REGULATIONS, UNLESS THE CONTEXT OTHERWISE REQUIRES:

- “Act” means the University Grants Commission Act, 1956 (3 of 1956);
- “aggrieved student” means a student, who has any complaint in the matters relating to or connected with the grievances defined under these regulations.
- “college” means any institution, so defined in clause (b) of sub-section (1) of section 12A of the Act.
- “Collegiate Student Grievance Redressal Committee” (CSGRC) means a committee constituted under these regulations, at the level of an institution, being a college.
- “Commission” means the University Grants Commission established under section 4 of the UGC Act, 1956.
- “declared admission policy” means such policy, including the process there under, for admission to a course or program of study as may be offered by the institution by publication in the prospectus of the institution.
- “Departmental Student Grievance Redressal Committee” (DSGRC) means a committee constituted under these regulations, at the level of a Department, School or Centre of a University.
- “grievance” means, and includes, complaint(s) made by an aggrieved student in respect of the following, namely:



- i. admission contrary to merit determined in accordance with the declared admission policy of the institution;
  - ii. irregularity in the process under the declared admission policy of the institution;
  - iii. refusal to admit in accordance with the declared admission policy of the institution;
  - iv. non-publication of prospectus by the institution, in accordance with the provisions of these regulations;
  - v. publication by the institution of any information in the prospectus, which is false or misleading, and not based on facts;
  - vi. withholding of, or refusal to return, any document in the form of certificates of degree, diploma or any other award or other document deposited by a student for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
  - vii. demand of money in excess of that specified to be charged in the declared admission policy of the institution;
  - viii. violation, by the institution, of any law for the time being in force in regard to reservation of seats in admission to different category of students;
  - ix. nonpayment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of such institution, or under the conditions, if any, prescribed by the Commission;
  - x. delay by the institution in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the institution, or in such calendar prescribed by the Commission;
  - xi. failure by the institution to provide student amenities as set out in the prospectus, or is required to be extended by the institution under any provisions of law for the time being in force;
  - xii. non-transparent or unfair practices adopted by the institution for the evaluation of students;
  - xiii. delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospectus, or as may be notified by the Commission;
  - xiv. complaints of alleged discrimination of students from the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Women, Minority or persons with disabilities categories;
  - xv. denial of quality education as promised at the time of admission or required to be provided; and
  - xvi. harassment or victimization of a student, other than cases of harassment, which are to be proceeded against under the penal provisions of any law for the time being in force.
- (i) “Institution” means, as the context may be, a University or a college, or an institution declared a deemed to be a University under the Act or an institution established within a University for a particular discipline or activity;
- (j) Institutional Student Grievance Redressal Committee” (ISGRC) means a committee constituted under these regulations at the level of the University, for dealing with grievances which do not belong to a department of the University e.g. hostels and common facilities.
- (k) “Ombudsperson” means the Ombudsperson appointed under these regulations;
- (l) “Prospectus” means and includes any publication, whether in print or otherwise, issued for providing fair and transparent information, relating to an institution, to the general public (including to those seeking admission in such institution) by such institution or any authority or person authorized by such institution to do so;

- (m) "Region" means a geographical territory, comprising of States, so determined, for the purpose of facilitating enforcement of these regulations; namely, South-Eastern Region comprising Andhra Pradesh, Telengana, Puducherry, Andaman and Nicobar, and Tamil Nadu; South-Western Region comprising Kerala, Karnataka, and Lakshadweep; Western Region comprising Maharashtra, Gujarat, Goa, Dadar and Nagar Haveli, Daman and Diu; Central Region comprising Chhattisgarh, Madhya Pradesh and Rajasthan; Northern Region comprising Jammu and Kashmir, Delhi, Himachal Pradesh, Punjab, Haryana, Uttar Pradesh, Uttarakhand and Chandigarh; North-Eastern Region comprising Assam, Meghalaya, Mizoram, Manipur, Tripura, Arunachal Pradesh, Sikkim and Nagaland; and Eastern Region comprising West Bengal, Bihar, Jharkhand and Odisha.
- (n) "State" means a State specified in the First Schedule to the Constitution and includes a Union territory;
- (o) "Student" means a person enrolled, or seeking admission to be enrolled, in any institution to which these regulations apply;
- (p) "University" means a University so defined in clause (f) of section 2 of the Act or, where the context may be, an institution deemed to be University declared as such under Section 3 thereof.
- (q) "University Student Grievance Redressal Committee" (USGRC) means a committee constituted under these regulations, at the level of the university, for dealing with grievances arising out of decisions of the DSGRC, ISGRC or CSGRC.

#### 4. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS AND PRICING:

- (1) Every institution, shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:
- the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;
  - the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;
  - the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution;
  - the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;
  - each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
  - rules/regulations for imposition and collection of any fines in specified heads or categories, minimum and maximum fine may be imposed.
  - the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
  - details of the teaching faculty, including their educational qualifications, along with their type of appointment (Regular/visiting/guest) and teaching experience of every member thereof.
  - information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital or industry wherein the practical training is

to be imparted to the students and in particular the amenities accessible by students on being admitted to the institution;

- (j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution, and, in particular such discipline relating to the prohibition of ragging of any student or students and the consequences thereof and for violating the provisions of any regulation in this behalf made by the relevant statutory regulatory authority; and
- (k) Any other information as may be specified by the Commission:

Provided that an institution shall publish/upload information referred to in clauses (a) to (k) of this regulation, on its website, and the attention of prospective students and the general public shall be drawn to such publication being on the website through advertisements displayed prominently in different newspapers and through other media:

- (2) Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its publication and distribution and no profit be made out of the publication, distribution or sale of prospectus.

## 5. **STUDENT GRIEVANCE REDRESSAL COMMITTEES (SGRC):**

### **A. Collegiate Student Grievance Redressal Committee (CSGRC)**

- (i) A complaint from an aggrieved student relating to a college shall be addressed to the Collegiate Student Grievance Redressal Committee (CSGRC), with the following composition, namely:
  - a) Principal of the college – Chairperson;
  - b) Three senior members of the teaching faculty to be nominated by the Principal – Members;
  - c) A representative from among students of the college to be nominated by the Principal based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.
- (ii) The term of the members and the special invitee shall be two years.
- (iii) The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
- (iv) In considering the grievances before it, the CSGRC shall follow principles of natural justice.
- (v) The CSGRC shall send its report with recommendations, if any, to the Vice-Chancellor of the affiliating University and a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.

### **B. Departmental Student Grievance Redressal Committee (DSGRC)**

- (i) A complaint by an aggrieved student relating to a Department, or School, or Centre of a University shall be addressed to the Departmental Student Grievance Redressal Committee (DSGRC) to be constituted at the level of the Department, School, or Centre, as the case may be, and with the following composition, namely:
  - a) Head of the Department, School, or the Centre, by whatever designation known – Chairperson;
  - b) Two Professors, from outside the Department/School/Centre to be nominated by the Vice Chancellor – Members;
  - c) A member of the faculty, well-versed with the mechanism of grievance redressal to be nominated by the Chairperson – Member;
  - d) A representative from among students of the college to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.

- (ii) The term of the Chairperson, members of the Committee, and the special invitee shall be of two years.
- (iii) The quorum for the meeting of DSGRC, including the Chairperson, but excluding the special invitee, shall be three.
- (iv) In considering the grievances before it, the DSGRC shall follow principles of natural justice.
- (v) The DSGRC shall submit its report with recommendations, if any, to the Head of the Institution/ Vice Chancellor, with a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.

**C. Institutional Student Grievance Redressal Committee (ISGRC)**

- (i) Where a complaint does not relate to any academic Department, School or Centre of a University, as the case may be, the matter shall be referred to the Institutional Student Grievance Redressal Committee (ISGRC) to be constituted by the Vice Chancellor, with the following composition, namely:
  - (a) Pro-Vice Chancellor/Dean/Senior Professor of institution – Chairperson;
  - (b) Dean of students/Dean, Students Welfare – Member;
  - (c) One senior academic, other than the Chairperson – Member;
  - (d) Proctor/Senior academic – Member;
  - (e) A representative from among students of the college to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.
- (ii) The term of the members of the committee shall be of two years.
- (iii) The quorum for the meetings of the ISGRC, including the Chairperson, but excluding the special invitee, shall be three.
- (iv) In considering the grievances before it, the ISGRC shall follow principles of natural justice.
- (v) The ISGRC shall send its report with recommendations, if any, to the Vice Chancellor, along with a copy thereof to the aggrieved student, within a period of 15 working days from the date of receipt of the grievance.

**D. University Student Grievance Redressal Committee (USGRC)**

- (i) The Vice Chancellor of an affiliating University shall constitute such number of University Student Grievance Redressal Committees (USGRC), as may be required to consider grievances unresolved by one or more CSGRC or DSGRC or ISGRC and each USGRC may take up grievances arising from colleges/departments/ Institutions, on the basis of the jurisdiction assigned to it by the Vice Chancellor.
  - a) A senior Professor of the University – Chairperson;
  - b) Dean, Student Welfare or equivalent – Member;
  - c) Two Principals drawn from the affiliating colleges, other than those connected with reports of CSGRC under review, to be nominated by the Vice-Chancellor – Members;
  - d) One Professor of the University - Member;
  - e) A representative from among students of the college to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.
- (ii) The Chairperson, members and the special invitee shall have a term of two years.
- (iii) The quorum for the meeting, including the Chairperson, but excluding the special invitee, shall be three.

- (iv) In considering the grievances before it, the USGRC shall follow principles of natural justice.
- (v) The USGRC shall send its report and recommendations, if any, to the Principal of the College relating to the grievance/Head of the department/School/Institution with a copy thereof to the aggrieved student, within 15 days of the receipt of the grievance.
- (vi) Any student aggrieved by the decision of the University Student Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within in a period of fifteen days from the date of receipt of such decision.

**6. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:**

- (i) There shall be one or more part-time functionaries designated as Ombudspersons to hear, and decide on, appeals preferred against the decisions of the USGRCs.

Provided that, there shall not be more than one ombudsperson for a State, in respect of all the State universities (Public as well as Private) in that State, who shall be appointed by the State Government;

Provided further that, there shall not be more than one Ombudsperson for a region, in respect of the Central universities and institutions deemed to be universities in that region, who shall be appointed by the Central Government.

- (ii) The Ombudsperson shall be a person of eminence in academics or research, who had been Vice-Chancellor of a University.
- (iii) The Ombudsperson for the State universities in a State, shall not be in any conflict of interest with any University in that State; and the Ombudsperson for the Central universities and institutions deemed to be universities in a region, shall not be in any conflict of interest with any University or institution deemed to be University in that region, either before or after such appointment.
- (iv) A State Government shall appoint the Ombudsperson from a panel of three names recommended by a search committee constituted for that purpose and consisting of the following, namely:
  - (a) A nominee of the Governor or Lt. Governor, as the case may be, who is a person of eminence in the field of higher education— Chairperson;
  - (b) A Vice Chancellor from a State Public University to be nominated by the Governor/LG of the State/UT - Member;
  - (c) A Vice Chancellor from a State Private University to be nominated by the State Government – Member;
  - (d) Chairperson of the State Council of Higher Education or his/her nominee from among the academic members of the Council— Member;
  - (e) Principal Secretary/Secretary to the State Government responsible for Higher Education— Member Secretary.
- (v) The Central Government shall appoint the Ombudsperson for a region from a panel of three names recommended by a search committee to be constituted for that purpose, and consisting of the following, namely:
  - (a) Chairperson, University Grants Commission or his/her nominee – Chairperson
  - (b) A Vice Chancellor of a Central University to be nominated by the Central Government – Member
  - (c) A Vice Chancellor of an institution deemed to be University to be nominated by the Central Government – Member
  - (d) A nominee of the Central Government, not below the rank of the Joint Secretary – Member
  - (e) Secretary, University Grants Commission – Member Secretary

- (vi) The Ombudsperson shall be appointed for a period of three years or until he attains the age of 70 years, whichever is earlier, from the date of assuming office, and shall be eligible for reappointment for another one term for the same State or region, as the case may be.
- (vii) For conducting the hearings, the Ombudsperson shall be paid a sitting fee, per diem, in accordance with the norms fixed by the University Grants Commission, and shall, in addition, be eligible for reimbursement of the expenditure incurred on conveyance.
- (viii) The State Government, in the case of an Ombudsperson of a State, and the Central Government, in the case of an Ombudsperson of a region, may remove the Ombudsperson from office, on charges of proven misconduct or misbehavior as defined under these regulations.
- (ix) No order of removal of Ombudsperson shall be made except after an inquiry made in this regard by a person not below the rank of judge of the High Court in which a reasonable opportunity of being heard is given to the Ombudsperson.

#### **7. FUNCTIONS OF OMBUDSPERSON:**

- (i) The Ombudsperson shall hear appeals from an aggrieved student, only after the student has availed all other remedies provided under these regulations.
- (ii) While issues of malpractices in the conduct of examination or in the process of evaluation may be referred to the Ombudsperson, no appeal or application for revaluation or re-totaling of answer sheets from an examination, shall be entertained by the Ombudsperson unless specific irregularity materially affecting the outcome of specific instance of discrimination is indicated.
- (iii) The Ombudsperson may avail assistance of any person, as amicus curiae, for hearing complaints of alleged discrimination.
- (iv) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the aggrieved student(s).

#### **8. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:**

- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student may submit an application seeking redressal of grievance.
- (ii) On receipt of an online complaint, the institution shall refer the complaint to the appropriate Student Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
- (iii) The Student Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved student.
- (iv) An aggrieved student may appear either in person or authorize a representative to present the case.
- (v) Grievances not resolved by the University Student Grievance Redressal Committee shall be referred to the Ombudsperson, within the time period provided in these regulations.
- (vi) Institutions shall extend co-operation to the Ombudsperson or the Student Grievance Redressal Committee(s), as the case may be, in early redressal of grievances; and failure to do so may be reported by the Ombudsperson to the Commission, which shall take action in accordance with the provisions of these regulations.
- (vii) The Ombudsperson shall, after giving reasonable opportunities of being heard to both parties, on the conclusion of proceedings, pass such order, with reasons there for, as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
- (viii) The institution, as well as the aggrieved student, shall be provided with copies of the order under the signature of the Ombudsperson, and the institution shall place it for general information on its website.

- (ix) The institution shall comply with the recommendations of the Ombudsperson; and the Ombudsperson shall report to the Commission any failure on the part of the institution to comply with the recommendations.
- (x) The Ombudsperson may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

**9. INFORMATION REGARDING OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:**

An institution shall furnish, prominently, on its website and in its prospectus, all relevant information in respect of the Student Grievance Redressal Committee(s) coming in its purview, and the Ombudsperson for the purpose of appeals.

**10. CONSEQUENCES OF NON-COMPLIANCE:**

The Commission shall in respect of any institution, which willfully contravenes these regulations or repeatedly fails to comply with the recommendation of the Ombudsperson or the Grievance Redressal Committee(s), as the case may be, proceed to take one or more of the following actions, namely:

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the Act;
- (b) withholding any grant allocated to the Institution;
- (c) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Commission;
- (d) informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (e) recommend to the affiliating University for withdrawal of affiliation, in case of a college;
- (f) take such action as it may deem necessary, appropriate and fit, in case of an institution deemed to be University;
- (g) recommend to the Central Government, if required, for withdrawal of declaration as institution deemed to be a University, in case of an institution deemed to be University;
- (h) recommend to the State Government to take necessary and appropriate action, in case of a University established or incorporated under a State Act;
- (i) such other action as may be deemed necessary and appropriate against an institution for non-compliance.

Provided that no action shall be taken by the Commission under this regulation, unless the institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

- 11.** Nothing mentioned hereinabove in these regulations shall affect the continuance in office, during the currency of the term, of an incumbent Ombudsperson appointed under the provisions of the UGC (Grievance Redressal) Regulations, 2012; where after, the appointment of Ombudsperson shall be made as per University Grants Commission (Redress of Grievances of Students) Regulations, 2019.

Prof. RAJNISH JAIN, Secy.

[ADVT.-III/4/Exty./30/19]