

ANTI-RAGGING POLICY FOR IISWBM

I. INTRODUCTION

“Vidya dadati vinayam” is a core value of the Indian heritage and regarded in very high esteem at the Institute. IISWBM being a follower of high ethical standards and values has been turning out professionals of high caliber with strong sense of ethical judgments, social integration and leadership. The student population coming from different parts of the country as well as abroad with most diverse cultural and social back grounds, integration and creation of a collegial environment becomes a matter of prime importance. ‘Ragging’ a social menace, as such has no place in academic environment of the Institute and concerted efforts are required to be in place to prevent its occurrence at any point of time. As per the order of the UGC and AICTE mandates a balanced ‘anti-ragging policy’ is adopted by the Institute.

(2) Hon’ble Supreme Court of India, during December 2007 has expressed concern over the incidents of ragging occurring in higher educational institutions and the need to eliminate it altogether.

(3) The report of the Raghavan Committee constituted as per directions of the Supreme Court of India has already been adopted by the University Grants Commission.

(4) The Ministry of Human Resource Development, Govt. of India has taken a serious note of the incidents of ragging and is of the view that stern action should be taken against those indulging in “ragging” so that the these incidents are not repeated and exemplary punishment is meted out to those indulging in it. Strict implementation of the guidelines issued by Hon’ble Supreme Court on this issue has also been stressed by the Ministry.

(5) The Govt. of West Bengal has taken a serious note of these developments, and has further stressed the need for strict compliance of the above cited instructions from the Ministry of HRD, Govt. of India, for effectively controlling the increasing incidents of ragging in educational institutions.

(6) Ragging is a criminal offence and lowers the standards of education. The ‘anti-ragging policy’ adopted by the Institute takes care of preventive, procedural and punitive aspects of ragging based on the guidelines provided by Hon’ble Supreme Court of India, recommendations of the Raghavan Committee, instructions/guidelines issued by the University Grants Commission, Ministry of HRD (Govt. of India) and the Govt. of West Bengal.

Anti-Ragging Policy

This policy encourages socialization of students to the academic environment of the Institute, simultaneously discouraging and preventing any negative acts on parts of senior students, which goes against the basic purpose of Socio-academic integration. The ‘anti-ragging policy’ adopted by the Institute therefore is aimed at:

1. Creation, Development and nurturing a conducive, socio-academic environment within the student population.
2. Generating and maintaining a high level of confidence within new entrants and their parents/guardians to perceive that fresh entrants to the Institute are welcome and provided support, rather than being harassed and intimidated.
3. Keeping in place an integrated system to discourage and prevent any negative acts like 'ragging' by the seniors, which disrupts socio-academic integration of new entrants.
4. Prescribing deterrent measures for any violation of the "Anti-Ragging Policy" by way of disciplinary measures.

II. DEFINITIONS

For the purpose of this policy

1. "Institute" means The Indian Institute of Social Welfare and Business Management, Kolkata.
2. 'Student' includes any person who is enrolled for any course, whether full time or part time, with Institute, and includes all postgraduate students, Research Scholars, visitors, and repeaters. It also includes a student of another University or college who has been placed or has opted for placement with the Institute or short-term courses at the Institute.
3. 'Hostel'- includes the place/(s) where newly admitted students (freshers) are accommodated through institutional or private arrangements.
4. 'Ragging'
 - (i) Any disorderly conduct, whether by words spoken or written or by an act, which has the effect of teasing or handling with rudeness any other students, rowdy or in-disciplined activities, which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the student to do any act or perform something, which such students will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment, so as to adversely affect the physique or psyche of a fresher or a junior student.

Until otherwise specified, elaborated or additions made, the following will be included in acts of "ragging"

- a. Any act that prevents disrupts or disturbs the regular academic activity of a student, is included as academic aspects of ragging.
- b. Exploiting services of junior students for completing academic tasks assigned to an individual or a group of seniors.
- c. Any act of financial extortion or forceful burden of expenditure put on junior student/ (s) by senior /(s)

- d. Any act of physical abuse, including all varieties, sexual, homo-sexual assault, and stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.
- (ii) Ragging has several aspects with among others psychological, social, political, economic, culture and academic dimensions. The Psychological aspects of ragging are seen to cause permanent damage to the victims' personality. Such treatment of young and impressionable minds could result in traumatizing them and damaging their personalities beyond repair in the formative years of their lives.
- a. Any act or abuse by spoken words, emails, snail-mails, public insult or alike should be considered within the physiological aspects of ragging.
- b. This aspect would also include deriving perverted pleasure, vicarious or sadistic thrill from activity or passively participating in the discomfort of others.
- c. Any act that affects the mental health and self confidence of students can be described in terms of the psychological aspects of ragging.

III. PREVENTIVE ASPECTS OF RAGGING

(A) Systemized Efforts for Socio-Academic Integration Of New Entrants.

1. Address of the Head of the constituents.

Heads of all constituents of the Institute, during their address/discussions to/with parents/guardians, admission aspirants/ fresh entrants students at the time of counseling meets, new batch induction on registration, batch inaugurals and other such occasions, should invariably assure the students and parents about full protection and support against any attempts of ragging by seniors while briefly introducing the 'Anti Ragging Policy' of the Institute. The efforts during such meetings will be directed towards achieving socio-academic integration of new entrants with the specific merit oriented environment of mutuality and trust of the Institute.

2. New batch inaugurals

Each constituent may organize, in a befitting manner, inaugurals of new batches, towards progressive socialization efforts. Head of the Institute and faculty members, during such inaugurals may provide to the students, the guidelines on behavioral norms.

3. Fresher's Party

Seniors, be encouraged to organize, "Welcome Party" for new entrants. For this purpose an organizing committee be constituted, out of senior students of which, a senior faculty member will be the Ex-Officio-Chairman cum Patron. Such a party, by senior students, be organized within first

fortnight, of the beginning of academic session. Head of the Institution and faculty members, to the extent possible, should participate in such a party.

4. Professional Counseling

Professional counselors attached to the constituents / Institute should provide counseling to ‘fresher’ in order to prepare them for the socio-academic life ahead particularly for adjusting to life in hostels.

5. Mentoring Cells

Each department of the Institute should have a ‘Mentoring Cell’- functioning under guidance of a Senior Faculty and in direct supervision of the ‘Professional Counselor’. Such a cell would be manned by senior students. There should be one senior student mentor for a specified group of 10 junior students. Membership to the ‘mentoring cell’ by senior students would be on voluntary basis by inviting applications and nominating membership on year to year basis.

6. Social, Cultural, Sports Activities

Each constituent of the Director of the Institute should organize setting up of social cultural and sports committees, under charge of a faculty member. Membership of these committees will be on a mixed group pattern, with a cross section of senior and junior students. Other students’ related areas of activities should also be coordinated through identical pattern of committees.

7. Watch and Ward arrangements

Each constituent should identify all vulnerable locations, and ensure keeping a constant vigil and watch at such locations including monitoring of the atmosphere and the environment at eating ‘Joints’ (Canteens, Cafes, Dhabas etc). Hostel / accommodations, where freshers are accommodated, are required to be carefully guarded if necessary, by posting security personnel and placed in charge of a warden.

8. Migration Certificates, Character Certificates, School Leaving Certificates

i) Migration/ School leaving certificates and character certificates, issued by the previous institution/university to the admission aspirants to any of the University constituents should be carefully checked for any entry relating to the student’s involvement in “ragging” activities at the time of registration for admission.

ii) Migration certificate issued by the constituents/University to the students should have an entry apart from general conduct and behavior, whether student had participated in and in particular was punished for “ragging”.

(B) Wide – dissemination of Anti-Ragging Policy

1. Admission Advertisements

All admission related advertisements of the Institute should indicate that “ragging is banned in all constituents of the Institute.”

2. Prospectus and Admission forms

a. All prospectus of the Institute should contain specific caution that “ragging is banned in all constituents of the Institute, and any one found indulging in ragging, is likely to be punished appropriately which may include expulsion from the institute.” While providing a gist of the “Anti-Ragging Policy” of the Institute, and also the likely punishments for indulging in such activities, in the prospectus for admission to any constituent of the Institute, number of cases of “ragging” in the previous academic year/session, the punishment awarded to the guilty should also be mentioned.

b. All forms for admission to any course of the Institute to any of the constituents should contain a specific declaration to be signed by the student seeking admission. The form, in which such a declaration has not been signed, should summarily be rejected format is as below:

3. Printed leaflets for new entrants

In order to promote and raise confidence and to address natural anxiety among freshers each new entrant to any of the Institute constituent, at the time of registration, should be provided a printed leaflet indicating do’s and don’ts to prevent them from any likely incident of ragging which should also include a brief on the “Anti-Ragging Policy,” of the Institute. Such leaflet should also contain names, addresses and contact numbers of such persons, to whom, and when, students need to turn for information, help and guidance relating to ragging.

4. Erection of Hoardings/Bill Boards/Banners

The constituents of the Institute should erect suitable hoardings/bill boards/ banners in prominent places within the campus to exhort students to prevent, or not to indulge in ragging, also mentioning the names of the officials and their contact numbers, to be contacted in case of “ragging.”

IV. MONITORING ASPECTS OF RAGGING

A. Anti-Ragging Surveys

Anonymous random surveys, across first year students will be carried out every fortnight, during first three months, at all the constituents of the Institute, to verify and check, whether the campus is indeed free from ‘ragging.’

B. Monitoring Cell at the Institute level

A monitoring cell should be constituted at Institute level, directly functioning under the ‘Registrar’ to coordinate with the constituents of the Institute. The cell should call for reports from the Heads of the constituents in regards to the activities of the ‘Anti-Ragging Committees’, ‘Anti-Ragging

Squads, 'Mentoring Cells' and the compliance with instructions on various ragging preventive measures, incidents and the manner in which the same are dealt with. This cell should also keep itself abreast of the decisions of the district/ state level 'Anti-Ragging committees' or 'Monitoring cells'.

V. PROCEDURAL AND PUNITIVE ASPECTS OF "RAGGING"

A. First Instance Persons (FIPs)/Anti Ragging Squads

- i.) Each constituents and /or the Director of the Institute should nominate, 'First Information Persons' (FIPs) at beginning of each academic year. These persons should provide first instance intervention in case of any complaint of "ragging."
- ii.) FIPs will also need to co-ordinate the preventive aspects of ragging, under guidance of the head of the constituents of the Director of the Institute aiming to create a "ragging free environment"
- iii.) FIPs will be responsible for taking steps to ensure that cases of "ragging" within their constituent unit are brought to the notice of the Registrar.
- iv.) FIPs are empowered to deal with informal complaints of "ragging" and/or take suo-moto cognizance of any of such an incident.
- v.) FIPs will also function as 'Anti-Ragging Squad' and "Anti-Ragging Vigilance Committee" also.

B. Ragging Reporting Procedure

- i.) If any individual believes that he or she has been subjected to 'ragging' or has knowledge of any such incident, such person (or FIP, who may have assisted the complainants or those, who have otherwise observed / known about "ragging") shall have option to file a complaint with the Registrar. This may be done in writing or orally. Written complaint is preferable.
- ii.) FIPS or member/s of the 'Enquiry Committee' will also be available to discuss any concerns exhibited by any student or a group of students, about ragging.
- iii.) All formal/Informal complaints of "ragging" may be made to the FIP within the constituent unit or directly to Registrar as stated above.

C. Enquiry Committee (EC)

A three member enquiry committee, (of which one will be a female member) to be nominated by the Registrar will investigate all reported cases of ragging, in such a way, so as to maintain confidentiality to the extent practicable under the circumstances. The investigations should start at least within 3 days of reporting the incident and reports finalized by the 'Enquiry Committee' pinpointing the involvement of the accused along with recommendations relating to the punishment will be submitted to the Registrar of the Institute maximum within a period of 4 weeks. In exceptional circumstances, The Registrar may grant extension to the time limit under information to the complainant and the accused.

D. Process of Enquiry

The process of enquiry should be such to ensure that principles of natural justice are adhered to. Details of the process would be identical as in the case of 'Policy Prohibiting Discrimination and Sexual Harassment' adopted by the Institute.

E. Punishment / Penalties for 'ragging'

Based on the report of enquiry submitted by the 'Enquiry Committee', the Registrar of the Institute will be empowered to impose any of the punishment/(s) listed below or any other kind of punishment, which he may consider to be appropriate.

- i. Withholding scholarships or other benefits
- ii. Debarring from representation of events.
- iii. Withholding results
- iv. Expulsion from hostel / mess.
- v. Debarring from examination/s.
- vi. Denied admission to any of the constituents
- vii. Suspension from the constituent or class for a limited period.
- viii. Fine with public apology
- ix. Prosecuting for criminal offence.
- x. Filing FIR with the local police
- xi. Cancellation of admission / expulsion from the constituent / Institute
- xii. Collective punishment in case the individual/(s) committing or abetting "ragging" is/are not identified.

F. Appeal

Appeal with regards to any action taken against the accused at any level and / or against the punishment awarded under this policy by the 'Registrar', shall lie with the Director of the Institute, which should be filed within a period of two weeks from such an action or award of punishment.

VI. SAVING AND REPEAL CLAUSE

Director of the Institute will possess the sole authority for any interpretation, modification, or amendment to the policy depending upon the need from time to time. He will also possess powers to exercise his discretion with respect to any or all of the clauses of this policy.