



DR. V.N. BEDEKAR INSTITUTE OF MANAGEMENT STUDIES

ANTI – RAGGING POLICY

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1. INTRODUCTION

- 1.1 'Merit' and 'Ethics' being the core driving values towards turning out professionals of high caliber with strong sense of ethical judgments, social integration of student's population coming from different parts of the country with most diverse cultural and social back grounds, 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. Hence the need for a balanced 'anti- ragging policy' to be adopted by the Institute.
- 1.2 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.
- 1.3 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 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.
- 1.4 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 Ministry of HRD (Govt. of India).

2. ANTI-RAGGING POLICY

- 2.1 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:
 - (a) Creation, development and nurturing a conducive, socio-academic environment within the student population.
 - (b) 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.
 - (c) 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.
 - (d) Prescribing deterrent measures for any violation of the "Anti-Ragging Policy" by way of disciplinary measures.



3. DEFINITIONS

3.1 For the purpose of this policy the following are defined as under: -

‘Institute’ means the Dr. V. N. Bedekar Institute of Management Studies, Thane.

‘Student’ includes any person who is enrolled for any course, whether full time or part time with the Institute. This also includes research associates/scholars or a visitor, and / or a repeater.

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

- Any conduct by a student or students, whether through spoken or written words, or actions that result in teasing, mistreatment, or rudeness towards a fresher or any other student, is prohibited.
- Engaging in disruptive or unruly behavior by any student or group of students that results in, or has the potential to result in, annoyance, hardship, physical or psychological harm, or instills fear or apprehension in any freshman or other student.
- Requesting any student to perform an act that is not typically undertaken in the ordinary course and that results in feelings of shame, torment, or embarrassment, thereby negatively impacting the physical or psychological well-being of the fresher or any other student.
- Any action by a senior student that obstructs, interrupts, or interferes with the normal academic activities of another student or a newcomer.
- Utilising the services of a novice or any student to fulfil the academic responsibilities assigned to an individual within a group of students.
- Any act of financial extortion or coercive expenditure imposed on a freshman or any other student by peers.
- Any form of physical abuse, encompassing all its variations: Sexual abuse and homosexual assaults, Stripping, coercing individuals into obscene and lewd acts, making inappropriate gestures, and inflicting bodily harm or posing any other threat to health or personal safety.
- Any act of abuse through spoken words, emails, written correspondence, or public insults, which includes deriving pleasure, vicarious enjoyment, or sadistic thrill from actively or passively participating in the distress of a fresher or any other student.
- Any action that impacts the mental health and self-confidence of a fresher or other students, regardless of intent to derive sadistic pleasure or to demonstrate power, authority, or superiority over them.



4. PREVENTIVE ASPECTS OF RAGGING

4.1 Systemized Efforts for Socio-Academic Integration of New Entrants.

(a) Address by the Competent Authorities of the Institute.

The Director, Dean Academics, Chairperson Admissions, Program Coordinator, Anti-ragging committee head and other concerned official(s) during their address/discussions to/with parents/guardians, admission aspirants/fresh entrants/ students at the time of counselling 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 meets be directed towards achieving socio- academic integration of new entrants with the specific merit oriented environment of mutuality and trust of the Institute.

(b) New batch inaugurals

The Director and faculty members, anti-ragging committee, during new batch inaugurals provide to the students, the guidelines on expected behavioral norms wherein a mention to the Anti ragging policy is made.

(c) Mentoring Cells

'Mentoring Cell' shall function under the guidance of a Senior Faculty. Such a cell may include senior 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.

(d) Social, Cultural, Sports Activities

The membership of all student clubs and committees will be coordinated on the lines of this (proposed anti-ragging) policy. The induction process to all students' clubs and committees will be organized in line with the proposed anti – ragging policy.

4.2 Wide – dissemination of Anti-Ragging Policy

Prospectus and Admission forms

- (i) All prospectus should contain a specific caution that "ragging is banned in the Institute, and anyone found indulging in ragging, is likely to be punished appropriately which may include expulsion from the institute."
- (ii) All students of the Institute are required to sign an anti-ragging declaration form as per statutory body requirement at the time of admission to the institute.

Display of Posters

Academic programme office may put up posters 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". The same needs to be displayed on the website of the institute.



5. MONITORING ASPECTS OF RAGGING

5.1 Anti-Ragging Surveys

Anonymous random surveys, across first year students 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'.

5.2 Anti – Ragging Committee (ARC) at the Institute Level

An Anti – Ragging Committee (ARC) should be constituted at Institute level to monitor the various aspects related to menace of ragging. The members of this committee can be nominated by the Director (of which one has to be necessarily a female member). The ARC may have '**Dean - Academics**' as chairperson and may also comprise of **Chairperson Student Affairs, Chairperson Academic Programmes and all hostel wardens** as other members in order to carry out the compliance of this policy across the whole institute along with the manner in which the same are dealt with.

6. PROCEDURAL AND PUNITIVE ASPECTS OF “RAGGING”

6.1 First Information Person (FIP) – Any committee member whom victim reports

- (a) The FIP would provide first instance intervention in case of any complaint of “ragging”.
- (b) FIP will also need to co-ordinate the preventive aspects of ragging, under guidance of the **Chairperson ARC** aiming to create a “ragging free environment”
- (c) FIP will be responsible for taking steps to ensure that cases of “ragging” within the institute are brought to the notice of the **Chairperson ARC** as soon as possible.
- (d) FIP is empowered to deal with informal complaints of “ragging” and/or take suo-moto cognizance of any such incident.

6.2 Ragging Reporting Procedure

- (a) 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 **Chairperson ARC**. This may be done in writing or orally. Written complaint is preferable.
- (b) FIP or member/s of the **ARC** will also be available to discuss any concerns exhibited by any student or a group of students, about ragging.
- (c) All formal/Informal complaints of “ragging” may be made to the FIP within the constituent unit or directly to **Chairperson ARC** as stated above.

6.3 ARC as Enquiry Committee

ARC 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 maximum within three (03) days of reporting the incident and reports finalized by the ARC pinpointing the involvement of the accused along with



recommendations relating to the punishment will be submitted to the competent authority maximum within a period of four (04) weeks. In exceptional circumstances, the Chairperson ARC may grant extension to the time limit under information to the complainant and the accused.

6.4 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 'Sexual Harassment Policy' adopted by the Institute. If the ragging also includes an element of sexual harassment then in that case both committees i.e. ARC and Sexual Harassment committee will look into the matter independently of each other.

6.5 Punishment / Penalties for 'ragging'

Based on the report of enquiry submitted by the ARC, the Chairperson ARC will recommend to the competent authority any of the punishment/(s) listed below or any other kind of punishment, which she/he may consider to be appropriate.

- (a) Withholding scholarships or other benefits
- (b) Debarring from representation of events.
- (c) Withholding results
- (d) Expulsion from Institute.
- (e) Debarring from examination/s.
- (f) Suspension from the institute or class for a limited period.
- (g) Fine with public apology
- (h) Prosecuting for criminal offence.
- (i) Filing FIR with the local police
- (j) Cancellation of admission

6.6 Appeal

Appeal with regards to any action taken against the accused at any level and / or against the punishment awarded under this policy, 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.

7. 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. She/He will also possess powers to exercise her/his discretion with respect to any or all of the clauses of this policy.

Drafted by: Anti-ragging Committee

Pallavi *Shw* *Nayana*
Retha

Approved by: Director

[Signature]
Director
P.M.'s Dr. V.N. Bedekar Institute of
Management & Studies, Thane



DR VN BRIMS ANTI-RAGGING COMMITTEE

| S. No. | Name | Designation | Designation in Committee |
|--------|-------------------------|--------------------------|--------------------------|
| 1 | Dr. Nitin Joshi | Director | President |
| 2 | Dr. Pallavi Chandwaskar | Asst. Prof. | Chairperson, Head |
| 3 | Mr. Vaibhav Pandit | Admin. Officer | Squad member |
| 4 | Mr. Prathmesh Tawade | Asst. Prof. | Squad member |
| 5 | Mrs. Nayana Sawardekar | ADC | Member |
| 5 | Mr. Ashutosh Kharat | MMS Second year students | Member |
| 6 | Ms. Sarita Gupte | MMS Second year students | Member |

FIRST YEAR STUDENT CONTACT COMMITTEE

| S. No. | Name | Designation | Designation in Committee |
|--------|-----------------------|-------------------------|--------------------------|
| 1 | Mr. Avneesh Prajapati | MMS First year students | Member |
| 2 | Ms. Poonam Ghole | MMS First year students | Member |
| 3 | Mr. Tejas Manjrekar | MMS First year students | Member |
| 4 | Ms. Saylee Patil | MMS First year students | Member |
| 5 | Mr. Abhishek Chavan | MMS First year students | Member |
| 6 | Ms. Vaishnavi More | MMS First year students | Member |

