



OFFICE OF THE PRINCIPAL/SECRETARY
SWAMI YOGANANDA GIRI COLLEGE
SAKTI-ASHRAM

(Affiliated to Bodoland University)
Recognised 2(F) & 12(B) Under the U.G.C. New Delhi
P.O. : Sakti-Ashram , Dist.: Kokrajhar, (B.T.C.) Assam.
Email id. sygircollege@gmail.com
Website:- www.sygcollege.ac.in

Contact No : 9101711798

Date.....

Criteria 5: Student Support and Progression

Supporting Documents Submitted in NAAC SSR

for

Key Indicator 5.1: Student Support

5.1.4 *The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of Guidelines of Statutory/Regulatory Bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanism for submission of online /offline student grievances
4. Timely redressal of the grievances through appropriate committees

H.A.
18/3/23
(H. A. Pramanik)

Principal i/c
Swami Yogananda Giri College
Sakti Ashram
Date.....



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**IMPLEMENTATION OF GUIDELINES OF STATUTORY/REGULATORY
BODIES**

H.A.
16/3/23
(H. A. Pramanik)
Principal w/c
Swami Yogananda Giri College
Sakti Ashram
Date.....



प्रो. रजनीश जैन
सचिव
Prof. Rajnish Jain
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

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

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DO. No.F.91-2/2020(GS)Pt.1

June 10, 2021

Dear Madam/Sir,

This is in continuation of earlier letter dated 10-09-2020 (available on UGC website www.ugc.ac.in under Notices) requesting the Universities /Colleges to Constitute an Internal Complaint Committee (ICC) and a Special cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme.

You are requested to ensure that ICC constituted in your Esteemed University is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

You are, also requested to fill an online compliance of Gender Audit on SAKSHAM Portal (i.e. saksham.ugc.ac.in) and also inform the same to your affiliated colleges.

An early action in this matter would be highly appreciated.

With regards,

Yours sincerely,

(Rajnish Jain)

The Vice-Chancellors of all Universities

The Principals of all Colleges

- (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. संघु, 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:
- contravenes the provisions of section 16 of the Act; or
 - 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
 - he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - 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:
- 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 reformative punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
 - (b) the loss of career opportunity due to the incident of sexual harassment;
 - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
 - (d) the income and status of the alleged perpetrator and victim; and
 - (e) the feasibility of such payment in lump sum or 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



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P.O. : Sakti-Ashram , Dist.: Kokrajhar, (B.T.C.) Assam.
Email id. sygircollege@gmail.com
Website:- www.sygcollege.ac.in

Contact No : 9101711798

Date

Criteria 5: Student Support and Progression

Supporting Documents Submitted in NAAC SSR

for

Key Indicator 5.1: Student Support

- 5.1.4 *The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases*

**ORGANISATION WIDE AWARENESS AND UNDERTAKINGS ON POLICIES
WITH ZERO TOLERANCE**

H.A.
16/3/23
(H. A. Pramanik)

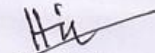
Principal VC
Swami Yogananda Giri College -
Sakti Ashram

Date

NOTICE

Dated- 21-11-2022

It is to notify all the students and Staff of SYG College that an orientation programme on Anti-ragging is scheduled to be held on 22-11-2022. All the students and Staff are asked to be present in the said programme at 11.00 A.M in hall no.1 of college.


Principal

SYG College Saktiashram

Principal
Swami Yogananda Gin College
Sakti Ashram
Date.....

OFFICE OF THE PRINCIPAL
SWAMIYOGANANDAGIRI COLLEGE
P.O.- SaktiashramDist. :- Kokrajhar, B.T.A.D. (ASSAM)
Phone No.: 03661-291942
E-mail: sygiricollge@gmail.com

NOTICE

Dated:13 /09 /2021

It is hereby notified for information to the concerned of Swami Yogananda Giri College that an awareness programme on sexual harassment will be held on 15/09/2021 at SYG College at 11-00 A.M. Therefore, esteemed faculty members and students are requested to attend the programme positively at 11-00 AM to make it a grand success.

A. J. 13/09/21
Principal i/c
Swami Yogananda Giri College,
Sakti Ashram
Principal i/c
Swami Yogananda Giri College
Sakti Ashram
Date:.....

OFFICE OF THE PRINCIPAL
SWAMIYOGANANDAGIRI COLLEGE
P.O.- SaktiashramDist.: - Kokrajhar, B.T.A.D. (ASSAM)
Phone No.: 03661-291942
E-mail: sygircollege@gmail.com

NOTICE

Dated: 12/12/2022

It is hereby notified for information to the concerned of Swami Yogananda Giri College that an awareness programme on sexual harassment will be held on 14th December /2022 at SYG College at 11-00 AM. Therefore, esteemed faculty members and students are requested to attend the programme positively at 11-00 AM to make it a grand success.

H. Y.
12/12/22
Principal i/c
Swami Yogananda Giri College,
Sakti Ashra
Principal i/c
Swami Yogananda Giri College-
Sakti Ashram
Date.....

Reference Number 1463801

ANTIRAGGING AFFIDAVIT BY THE STUDENT

1. I, Rupjyoti Das s/o - d/o Mr./Mrs./Ms Pabitra kumar Das , having been admitted to Swami Yogananda Giri College have received a copy of the UGC regulations on Curbing the menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations") carefully read and fully understood the provisions contained in the said Regulations.
2. I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.
3. I have also, in particular, perused clause 7 and clause 9.1 of the Regulation and am fully aware of the penal and administrative action that is liable to be taken against me in case I am found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
4. I hereby solemnly aver and undertake that:-
I will not indulge in any behavior or act that may be constituted as ragging under clause 3 of the Regulations.
I will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.
5. I hereby affirm that, if found guilty of ragging, I am liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against me under any penal law or any law for the time being in force.
6. I hereby declare that I have not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, I am aware that my admission is liable to be cancelled.

DECLARED ON _____

Signature of Deponent

Rupjyoti Das

VERIFICATION

Verified that the contents of this affidavit are true to the best of my knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at Sakti-Ashram On _____

Signature of Deponent Rupjyoti Das

Reference Number 1463801

UNDERTAKING BY PARENT/GUARDIAN

1. I, Mr./Mrs./Ms. Pabitra kumar Das father / mother/guardian of Rupjyoti Das having been admitted to Swami Yogananda Giri College , have received a copy of the UGC regulations on Curbing the menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations") carefully read and fully understood the provisions contained in the said Regulations
2. I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.
3. I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against my ward in case he/she is found guilty or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.
4. I hereby solemnly aver and undertake that:-
My ward will not indulge in any behavior or act that may be constituted as ragging under clause 3 of the Regulations.
My ward will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.
5. I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against my ward under any penal law or any law for the time being in force.
6. I hereby declare that my ward has not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, I am aware that my admission my ward is liable to be cancelled.

DECLARED ON _____

Signature of Deponent

Address

Pabitra kumar Das

ASSAM

VERIFICATION

Verified that the contents of this affidavit are true to the best of my knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at Kharajka On _____

Signature of Deponent _____

OFFICE OF THE PRINCIPAL
SWAMI YOGANANDA GIRI COLLEGE

P.O.- Saktiashram Dist.: - Kokrajhar, B.T.A.D. (ASSAM)

Phone No.: **03661-291942**

E-mail: sygircollege@gmail.com

Report on Orientation Programme on Anti -Ragging

Swami Yogananda Giri College, Saktiashram conducted an anti-ragging orientation program for the consequences of ragging on 22nd November/ 2022 The programme was organized by the Anti-Ragging Cell of SYG College. Principal Mr. Hakim Ali Pramanik inaugurated the programme. In his inaugural speech, he said that every teaching and learning institution must have a campus that is free from ragging, according to the National Commission and governing authorities. Dr. Debahuti Brahma, Convenor, Anti-ragging Cell gave a valuable lecture on the topic. In her speech, she said that any kind of physical, mental, verbal, or sexual abuse is a punishable offense. The meeting is winded up by offering a vote of thanks. It was attended by 100 students.



Awareness programme on Prevention of Sexual Harassment

Anti-Sexual Harassment Cell of Swami Yogananda Giri College, Saktiashram in collaboration with IQAC conducted a one-day Sexual Harassment Awareness Programme on 15/09/2021. The purpose of this programme was to create awareness among the student regarding Sexual Harassment. Mrs.Sefali Roy, convenor, Anti-Sexual Harassment Cell, gave an awareness lecture on Prevention of Sexual Harassment. Dr. Debahuti Brahma, Assistant Professor, Deptt. of English in her speech appealed the students to be careful in such cases. Mr. Farizul Haque, Assistant Professor in Assamese also gave a valuable lecture on the topic. The meeting ended offering vote of thanks by Mrs. Bonti Roy, Assistant Professor in Assamese. More than 50 female students benefited from this awareness programme.



AWARENESS PROGRAMME ON SEXUAL HARASSMENT OF WOMEN IN THE WORKPLACE

Swami Yogananda Giri College, Saktiashram conducted a one-day awareness programme on 14th December/ 2022, on Sexual Harassment of Women in the Workplace (Prevention, Prohibition, and Redressal Act). The programme was organised by Sexual Harassment Cell in collaboration with IQAC, SYG College, Saktiashram. Dr. Champak Sarma, Principal, Bamundi College, Nalbari was invited as a Resource person to conduct the session. Mr. Hakim Ali Pramanik, Principal, SYG College made the inaugural speech stating the importance of the said Act. The Prevention of Sexual Harassment (POSH) Act was thoughtfully discussed by the resource person. All of the faculty members, non-teaching staff, and students from the college attended the programme. The provisions of the aforementioned Act for protecting women in the workplace were discussed in-depth during meetings with the expert. Mrs. Sefali Roy, Convenor, Sexual Harassment Cell proposed the vote of thanks and concluded the program.





OFFICE OF THE PRINCIPAL/SECRETARY
SWAMI YOGANANDA GIRI COLLEGE
SAKTI-ASHRAM

(Affiliated to Bodoland University)
Recognised 2(F) & 12(B) Under the U.G.C. New Delhi
P.O. : Sakti-Ashram , Dist.: Kokrajhar, (B.T.C.) Assam.
Email id. sygircollege@gmail.com
Website:- www.sygcollege.ac.in

Contact No : 9101711798

Date

Criteria 5: Student Support and Progression

Supporting Documents Submitted in NAAC SSR

for

Key Indicator 5.1: Student Support

- 5.1.4 *The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases*

**MECHANISM FOR SUBMISSION OF ONLINE /OFFLINE STUDENT
GRIEVANCES**

H.A. Pramanik
16/3/23
(H. A. Pramanik)

Principal i/c
Swami Yogananda Giri Colleg:
Sakti Ashram
Date.....

SWAMI YOGANANDAGIRI COLLEGE
ANTI-SEXUAL HARASSMENT POLICY GUIDELINES:



Swami Yoganandagiri College has setup an Anti-Sexual Harassment Cell (ASHC), also known as an Internal Complaint Committee (ICC), in accordance with UGC and Supreme Court guidelines to provide a healthy and favourable environment to the staff and students of the college. The cell has guidelines and norms in place to promote zero tolerance for sexual harassment. This unit has been entrusted the task of formulating principles and procedures to combat sexual harassment. Through conducting various awareness programmes and campaigns, the Cell develops methods for achieving gender equality, eliminating gender discrimination, sexual harassment, and other acts of gender-based violence in the college. The detailed guidelines of the cell are provided below:

GUIDELINES:

Composition of Anti- Sexual Harassment Cell Internal Complaint Committee

1. The Committee shall be headed by the Principal of the college who shall be designated as the "President".
2. The Cell shall have three senior women faculty of the college, one senior male faculty of the college, and nominated girl student representatives
3. The Committee shall include the IQAC Co-ordinator as a member of the Cell.
4. The committee shall include parents of female students of the college.

OBJECTIVES:

The objectives of the committee are

1. Prevent discrimination and sexual harassment against women.
2. To ensure a harassment-free environment in the institution
3. To address any harassment complaint
4. To ensure overall wellbeing of students and staff of the college
5. To organize gender sensitization awareness programmes.
6. To organize gender related legal awareness programmes.

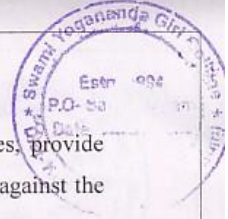


POWERS OF THE COMMITTEE:

1. The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.
2. The Committee shall have the power to recommend the action to be taken against any person found guilty of sexually harassing, retaliating against/victimizing and making false charges of sexual harassment against the accused person.
3. The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.
4. If the Committee has reason to believe that an employee/student is capable of furnishing relevant documents or information, it may direct such person to produce such documents or information by serving a notice in writing on that person, summoning the person, or calling for such documents or information at such place and within such time as may be specified in the written notice.
5. Where any relevant document or information is recorded or stored by means of a mechanical, electronic or other device, the Committee shall have the power to direct that the same be produced, or that a clear reproduction in writing of the same be produced.
6. Upon production of documents / information called for by it, the Committee shall have the power to (i) make copies of such documents / information or extracts there from; or (ii) retain such documents / information for such period as may be deemed necessary for purposes of the proceedings before it.
7. The Committee shall have the power to issue interim directions to / with regard to any person participating in the proceedings before it.
8. The Committee shall have the power to recommend the action to be taken against any person found guilty of (a) sexually harassing the complainant; (b) retaliating against / victimizing the complainant or any other person before it; and (c) making false charges of sexual harassment against the accused person.

FUNCTIONS OF THE COMMITTEE:

1. To ensure that the mechanism for registering complaints is safe, accessible and sensitive.



2. To take cognizance of complaints about sexual harassment, conduct enquires, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
3. To advise the competent authority to issue warnings or take the help of the law to stop the harasser, if the complainant consents.
4. To seek medical, police and legal intervention with the consent of the complainant
5. To make arrangements for appropriate psychological, emotional and physical support to the victim if so desires

MEMBERS OF THE COMMITTEE:

Chairperson: Dr. Paresh Chandra Roy

Convenor : Mrs. Sefali Roy (9365140378)

Membrs: Dharmendra Narayan Dev (IQAC-Coordinator)

Mrs. Bonti Roy


Mr. Nipon Das

Dr.Debahuti Brahma

Tarun Chandra Roy (7002440501)

Miss Purobi Roy (Student Representative)

Mrs. Jyotshna Roy (Parents Representative)


Principal
Swami Yogananda Giri College

Principal
Swami Yogananda Giri College,
Sakti Ashram
Date.....



INTERNAL COMPLAINT COMMITTEE (ICC)
SWAMI YOGANANDA GIRI COLLEGE
SAKTIASHRAM, KOKRAJHAR

Internal complaint committee (ICC) of Swami Yogananda Giri College, saktiashram aims to sensitizing the students and staff to work diligently to prevent sexual harassment and other gender discrimination in the workplace and among students. A complaint of such kind shall be lodged with the committee and appropriate disciplinary action will be initiated by the members in accordance to the rules and regulations of the ICC of the college.

Objectives:

1. Makes aware about ICC among staff and students.
2. Promotes effective communication and collaboration among those for compliant.
3. Ensures that the complaint and witness are not victimized or discriminated because of their complaint.

Responsibilities and Functions:

1. All the grievances of the students and staff which could not be settled in the routine process should be referred to ICC.
2. ICC tries to settle the issues amicably in a fixed time.
3. Introduces a reasonable and reliable solution for grievances of various issues received from parents and students.
4. Ensures that the grievances are resolved on time impartially and confidently.



4. Encourages an open dialogue with the complaint from the committee members.
5. Monitors emerging complaint trends and circulate the information as needed.
6. Serve as a resource in developing or improving complaint related processes works with the university policy review committee to ensure proper reporting of the complaints and their follow up procedures.
7. Makes recommendations to senior management as to any resources or actions required for institute complaint.

Punishment:

1. If anybody found guilty of sexual harassment in work place the ICC of the Swami Yogananda Giri College shall be punished in accordance with the service rules of higher education institutions if the offender is an employee.
2. In case of student respondent, the ICC of the college may.
3. Withhold privileges of the student such as access to the library, auditoria halls of residence, transportation, scholarships, allowances and identity card.
4. Restrict entry into the campus for a specific Period.
5. Expel and strike off name from the roll of the institution, including denial of readmission, if the offence so warrants.
6. Award reformatory punishments like mandatory counseling and performance of community service.
7. The aggrieved person is entitled to the payment of compensation. 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 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.
- e. The feasibility of such payment in lump sum or in installments.

Hii

Principal vs
Sri Yogananda Giri College
Sakti Ashram
Date.....

Grievance Redressal Policy Swami Yogananda Giri College, Saktiashram



1. As per UGC (Grievance Redressal Regulations) 2018; Swami Yogananda Giri College, Saktiashram is pleased to constitute a grievance Redressal committee with the following members.

Chairperson :-Hakim Ali Pramanik
Principal, Swami Yogananda Giri College
Convener :-Dr. Prahlad Das, Assistant Professor, Dept. of English
Member :-Birbal Roy, Assistant Professor, Dept. of Education
Member :-Niranjan Roy, Assistant Professor, Dept. of Political Science
Member :-Mrs. Bonti Roy, Assistant Professor, Dept. of Assamese
Student Representative: -Mosfar Ali (Student)

2. The grievance Redressal committee is committed to dress and resolve grievances of students/staff in both academic and non-academic grievances.
3. Grievances related to academic matters are addressed in the corresponding departments.
4. The tenure of the committee is 5 (Five) years.
5. The tenure of the student representative is only 1 (one) year.
6. The college has a grievance redressal box to raise queries, complaints or requests.
7. Students/Staff can raise their grievances in the grievance Redressal box.
8. Stepwise Procedures are maintained to resolve the grievances.
9. Students are made aware of their rights and duties, dos and don'ts at departments other official students gatherings.
10. Staff can raise a grievance in any official matters only.
11. Students can raise a grievance in the following matters.
 - a. Discrepancy in the admission process like admitting students contrary to the merit list provided by the admission committee.
 - b. Irregularity in the admission procedure adopted by the college.
 - c. Non publication of prospectus in time.
 - d. Refusing admission as per procedure adopted by the college.
 - e. Publication of false, incomplete or misleading points in the prospectus.
 - f. Demanding money to work in favour of certain students.
 - g. Refuse to return original documents taken from students.
 - h. Not following the reservation norms as per government order.
 - i. Non-disbursal of scholarship and notifications in time.
 - j. Non-transparent or unfair internal evaluation system.
 - k. Delay in conduct of sessional examination or delay in disclose of marks of sessional examination as per academic calendar.
 - l. Grievances regarding establishment section, library, sports facilities and others amenities of the college.
 - m. Any complaint regarding ragging can be directly reported to the anti-ragging cell of the college.

ANTI-RAGGING CELL
SWAMI YOGANANDA GIRI COLLEGE



Aims and Objectives of Anti-Ragging Cell of the College :

Anti- Ragging committee is formed in the institution to ensure compliance with the provisions of regulations as well as the provisions of any law for the time being in force concerning ragging. The committees also monitor and oversees that no incident of ragging or such anti-social activities occur in the institution and takes action to prevent such incidents.

Ragging is strictly prohibited in the college premises. If anybody found indulged in such kind of activities, strict action will be taken irrespective of the extent.

Composition of anti-ragging cell:

Chairman: Dr. Pare sh Ch. Roy (Principal)

Convenor: Dr. Debahuti Brahma

Members: Mr. Ali Azom Ahmed

Mr. Arong Lahari

Mr. Jahanur Hussain

ANTI-RAGGING HELPLINE NOS.

NATIONAL: 1800-180-5522 (24 Hours Toll Free)

Swami Yogananda Giri College

Members of The Anti- Ragging Cell with their Mobile numbers:

Dr. Debahuti Brahma (Convenor): 9435325666

Mr. Ali Azom Ahmed (Member): 9101367425

Mr. Arong Lahari (Member): 9101357725

Mr. Jahanur Hussain (Member): 7002486183

Hu
Principal of
Swami Yogananda Giri College
Sakti Ashram
Date.....



ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING

- A) The Anti-Ragging Committee of the Institution shall take appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the anti-ragging squad.
- B) The anti-ragging committee may, depending on the nature and gravity of the guilt award, to those found guilty, one or more of the following punishment:
- 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. Cancellation of Admission.
 - VII. Rustication from the institution for a period ragging from one to six semesters.
 - VIII. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
 - IX. Fine of Rs. 10,000/- (Rupees Ten thousand only) or with imprisonment up to 6 months as per the Assam Prohibition of Ragging Act, 1999.
 - X. To undertake patrolling and make surprise visits to places vulnerable to incidents of ragging. Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.
- C) An appeal against the order of punishment as recommended by the anti-ragging committee shall lie on the Executive Council of the Swami Yogananda Giri College.

Rights and Duties of the fresher's and their guardians:-

The fresher's should after their admission consider the college as their second home and behave in the most humble manner and maintain cordial relationship with senior students, fellow students, faculty and staff of the college. The institution always strives to establish a ragging free environment and in case if any fresher feel that they are subjected to any form of ragging, they should immediately report the matter to any member of the anti-ragging committee, faculty or staff. The guardian shall co-operate with the authority to redress the grievance and help prevent the occurrence of ragging in the college. The identity of fresher/ guardian shall be protected.

Rights and Duties of the Senior Students:-

It is the duty and responsibility of the senior students to welcome the fresher's to the institution and up keeping the image of the college and the educational status of the region. Being the higher institution of learning, the senior students are expected to lead by example which will pave the way for a healthy and right atmosphere in the institution. The senior student has the added responsibility of reporting any incident of ragging within the college premise.


Principal
Swami Yogananda Giri College,
Sakti Ashram
Date.....

**A SNAP SHOT OF GRIEVANCE BOX FOR COLLECTION OF GRIEVANCES
FROM STAKEHOLDERS**





OFFICE OF THE PRINCIPAL/SECRETARY
SWAMI YOGANANDA GIRI COLLEGE
SAKTI-ASHRAM

(Affiliated to Bodoland University)
Recognised 2(F) & 12(B) Under the U.G.C. New Delhi
P.O. : Sakti-Ashram , Dist.: Kokrajhar, (B.T.C.) Assam.
Email id. sygircollege@gmail.com
Website:- www.sygcollege.ac.in

Contact No : 9101711798

Date

Criteria 5: Student Support and Progression

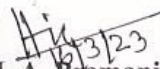
Supporting Documents Submitted in NAAC SSR

for

Key Indicator 5.1: Student Support

5.1.4 *The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases*

**TIMELY REDRESSAL OF THE GRIEVANCES THROUGH APPROPRIATE
COMMITTEES**


(H. A. Pramanik)
Principal i/c
Swami Yogananda Giri College
Sakti Ashram
Date.....

**EXECUTIVE
LONG BOOK**

Anti-Ragging Cell

Proceeding Book

Staff Meeting

Date - 17-04-2019

Today on 17-04-2019, a meeting of college staff is held in the conference hall regarding formation of Anti-Ragging Cell as the tenure of the old committee has come to an end which was formed in 2014. Mandep Roy attended the meeting as a student representative.

The meeting is presided over by the Principal of the college Dr. Parash Ch. Roy.

After discussion the the new anti-ragging cell is constituted with the following members :-

Chairman - Dr. Parash Ch. Roy

Convener - Debahuti Bhakona

Members - Mr. Ali Azom Ahmed

Mr. Among Lahari

Mr. Jahoner Hussain

The meeting is concluded by the president of the meeting with a brief speech.


Signature of President

Signature of participants :-

- ① Among Lahari
- ② Shammendra Na. Sin
- ③ Debahuti Bhakona
- ④ Jahoner Hussain
- ⑤ Bonti Roy
- ⑥ Farieul Haque
- ⑦ Aman Roy
- ⑧ Birkal Roy
- ⑨ Ali Azom Ahmed

Name of the students who have submitted Anti-ragging Affidavit

- 1) Hakim Ali Khan - 6003952023 - hakimkhan7505@gmail.com
- 2) Amanuzz Mandal - 6001157595 - amanuzzmandal2@gmail.com
- 3) Tanushri Chakraborty - 8638517100 - Chakrabortytanushri35@gmail.com
- 4) Kiran Shaw - 8472825811 - Shibsankarsah20708@gmail.com
- 5) Pavel Dey - 8822533575 - moudey7833@gmail.com
- 6) Gangi Shill - 9957718993 - Pradipted@gmail.com
- 7) Supriya Biswas - 7002188483 - Sb3813835@gmail.com
- 8) Kabita Barman - 6001391059 - kabitabarman4897@gmail.com
- 9) Anamika Roy - 7099888249 - royanamika287@gmail.com
- 10) Khairuj Al. Mandal - 6003551375 - mandalKhairuj@gmail.com
- 11) Bhabesh Debnath - 6000165156 - bhabeshdeb123@gmail.com
- 12) Puja Debnath - 9365172485 - Puja56096@gmail.com
- 13) Moon Debnath - 9365007933 - moondebnath.787@gmail.com
- 14) Jonali Roy - 8453765982 - Jonaliray31@gmail.com
- 15) Naima Sarkar - 7086952249 - naimasarkar14@gmail.com
- 16) Dipanita Ray - 8822326220 - hbrcrajem7@gmail.com
- 17) Amizul SK - 9395334318 - SK2577232@gmail.com
- 18) Abdul Latib SK - 6003291506 - abdulLatibSK57@gmail.com
- 19) Dhaneeswar Debnath - 6000805422 - dhaneeswardeb02@gmail.com
- 20) Jeyanta Ray - 6002053548 - Jeyanta07107@gmail.com
- 21) Aminur Ali - 9864009689 - AminurAli2001@gmail.com
- 22) Ganga Karmakar - 9957043422 - gangakarmakar2004@gmail.com
- 23) Rummi Roy - 7099265477 - PujaRoy783354@gmail.com
- 24) Shila Ekka - 9473891368 - Shila Ekka 5 @ gmail.com
- 25) Kulsurma Begum - 8953630617 - K69002920@gmail.com
- 26) Urmila Barman - 7896489204 - Konikabarman00@gmail.com
- 27) Anupita Choudhury - 8822059784 - chisamjitchowdhary9@gmail.com
- 28) Billkish Parbin - 6002067350 - billkishp@gmail.com
- 29) Kulsurma Khatun - 7086176168 - Khan nazrat ali36@gmail.com
- 30) Ranika Barman - 7637818696 - Somiyabarman921@gmail.com
- 31) Binita Roy - 9954462146 - br34568@gmail.com
- 32) Anita Barman - 9707678204 - Barmananita95714@gmail.com
- 33) Hemprabha Barman - 6000867408 - hemprabha760@gmail.com
- 34) Akhya Khadim - 9706316058 - Akandamirur@gmail.com
- 35) Sato bala Roy - 9101540436 - royPrameswar62@gmail.com

HERCULES
Accent

BIG BOUND SUPER FINE REGISTER

Proceeding Book.
Internal Compliant Committee

4
2

Staff Meeting

Date - 18-07-2022

Today on 18-07-2022 at 10.30 A.M a general meeting of SYG College staff is held in the college premises.

After discussion the following resolution is taken.

Resolution no-1.

It is resolved that The internal Compliant Committee is formed with the following members:

Internal Compliant Committee :

Chairperson : Hakim Ali Pramanik
Principal i/c, S.Y.G College

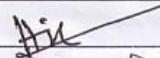
Member Secretary: Atkan Roy

Member : Dr. Tarun Ch. Ray
Mrs. Banti Roy
Amolesh Debnath.
Anirudha Ray.
Nebadita Debnath.

Signature of Participants :

- ① Sharmunda M. M, IQAC, Co-ordinator
- ② Farizul Hegu Asstt. Prof.
- ③ Nipam Chandre Des Asstt. Prof.
- ④ Sejali Roy Asstt. Prof.
- ⑤ Manojit Roy
- ⑥ Dr. Abdul Kader Khan (Asstt. Prof.)
- ⑦ Biskal Roy,
- ⑧ Ali Azam Anwaral. (Asstt. Prof.)
- ⑨ Amolesh Debnath

- ⑩ Dilip K. Roy .
- ⑪ Kantik Debmath,
- ⑫ Purnan Ch Roy. (U.D.A)
- ⑬ Banti Roy. (Asstt. Prof.)
- ⑭ Niranjan Roy (Asst. Prof.)
- ⑮ Aman Roy .
16. Tarun Ch. Roy, Asstt. Prof.


Signature of Principal

Principal
Swami Yogananda Giri College
Sakti Ashram
Date.....



PROCEEDING BOOK
ANTI-SEXUAL
HARASSMENT CELL

Date: 11-04-2017.

A meeting is held today the 11 April 2017 at the conference hall regarding the formation of a new Anti-Sexual Harassment Cell (ASHC), also known as an Internal Complaint Committee (ICC) as the tenure of the old committee that was formed in tenure has ended up. The meeting is chaired by the Principal Dr. Parash Ch. Roy.

Agenda :

1. Formation of a new committee
2. Misc

After discussion, a new Anti-Sexual Harassment Cell (ASHC) is constituted with the following members.

Chairman : Dr. Parash Ch. Roy

Convener : Mrs. Sebali Roy.

Members : Arong Lahary.

: Akan Roy

: Dharmendra Nr. Dev.

: Debahuti Brahma

: Bonti Roy

: Tarun Ch. Roy.

: Mouzumi Barman (Student Representative)

: Anjana Roy (Parents Representative)

The meeting ended by offering a vote of thanks.

Signature of Participants:

1. Dharmendra Nr. Dev, IQAC, co-ordinator

2. Debahuti Brahma.

3. Tarun Ch. Roy.

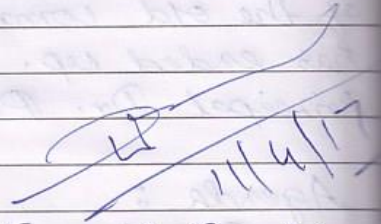
4. Bonti Roy

6. Nipam Ch. Das

7. Sefali Roy

8. Dr. Abdul Karim Akand (ASH-prot)

9. Farizul Haque



Signature of President

Date : 15/04/2020

Today, a meeting is held on the 15th April, 2020 at the conference Hall regarding the formation of a new Anti Sexual Harassment Cell (ASHC), also known as an Internal Complaint Committee (ICC) as the tenure of the old committee that was formed tenure has ended up. The meeting is chaired by the principal Dr. Parresh Chandra Roy.

Agenda :

1. Formation of a new committee.
2. Misc.

After a discussion, a new Anti-Sexual Harassment Cell (ASHC) is constituted with the following members

Chairman : Dr. Parresh Chandra Roy

Convenor : Mrs. Sefali Roy

Members : Bonti Roy.

: Debehuti Brahma.

: Nepon Ch. Das

: Birbal Roy.

: Prahlad Das

: Purabi Roy (Students Representative)

: Mrs. Jyotsna Roy (Parents Representative)

The meeting ended by offering a vote of thanks.

Signature of Participants :

1. Debehuti Brahma.

2. Anuramender No. Das, IQAC (Coordinator)

3. Abdul Kadir Akand. (Asstt. Rmt)

of women in workplace

Date : 14-12-2022

An Awareness Programme on Sexual Harassment of women in the workplace is held in the ICT Room of Swami Yogananda Giri College at 11:00 am. The Programme is chaired by the Principal Mr. Hakim Ali Pramanik.

The agenda of the Programme -

- (i) Taking of the ^{Chair} Person
- (ii) Key note speech from Chief guest
- (iii) Misc

Signature of the attended :

1. Farizul Haque. Asstt Prof.
2. Mahamendera M. M
3. Debakuli Bhattacharya.
4. Tarun Ch Roy.
5. Akash Roy
6. Nipam Chandree Das
7. Sonti Roy
8. Nisham Roy
9. Sebal Roy
10. Dr. Abdeel Kadir Akbar (Asstt-Prof)
11. Manasee Das
12. Disha Barman
13. Khairan Nahar
14. Macchami Roy
15. Esha Dey
16. Suparna Saha
17. Komika Barman
18. Payal Dey
19. Supriya Bhattacharya
20. Riya Saha.

21. Jayanta Roy
22. Dhameevar Debnath,
23. Subhanar Roy
24. Aminur Ali
25. Hirok Jyoti Roy
26. Nilotpal Roy
27. Poraggyoti Roy
28. Suman Chakraborty.
29. Meghnath Roy.
30. Pallabi Roy.
31. Gitangali Devi
32. Ariba Begam
33. Rupika Bala Paul
34. Nibedita Debnath
35. Sushitra Roy
36. Bijoy Roy
37. Nakul ch. Barman
38. Ziaul Hoque
39. Mostafizur Rahman
40. Anita Barman
41. Hemprabha Barman
42. puja Debnath
43. Janaku Barman.
44. Bisakketu Barman
45. MOON Debnath
46. Rakesh Paul
47. Priyanka Paul
48. * Summaija
49. Anu Sutrachar
50. Tanuja Sarekar
51. Chemki Sarkar
52. Prahalad Paul
53. Bipul Dey
54. Suman Datta
55. Subhasish Sutrachar

58. Gitanjali Devi
59. Gitanjali Paul
60. Krishna Roy
61. Dipika Roy
62. Akadashi Roy
63. Rashmi Roy
64. Harish Dey
65. Monjit Roy
66. Monjit Barman
67. Simanta Das
68. Mandeep Roy
69. Joti Deepa Laha
70. Binoy Sutradhar

Champak K. Sarma.

Signature of resource person

The meeting is presided over by the Principal Mr. Hakim Ali Pramanik. The President delivered a valuable speech on prevention about sexual harassment. The resource person Dr. Champak Sarma, Principal Bamundi College, Nalbari, delivered a fruitful speech on prevention about sexual harassment as well as faculty member Dr. Debnuti Borah. Dr. Pratul Das delivered a speech on sexual harassment.

The programme concluded offering vote of thanks.

H.A.
21/12/22

Signature of President.

Venue: Swami Yogananda Giri college

Date: 15.09.2021

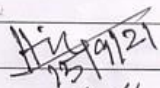
Time: 12:30 P.M.

Today, on 15.09.2021, a Awareness Programme on Sexual Harassment held at 12:30 PM in Swami Yogananda Giri College, Sakti Ashram. which is organised by Sexual Harassment Cell under ISAC, Swami Yogananda Giri College, Saktiashram. The meeting is attended by the Principal, teachers and students of the College. The meeting is presided over by the Principal Hakim Ali Pramanik, Swami Yogananda Giri College, Sakti-ashram. The President delivered a valuable speech on Prevention about Sexual Harassment. The convenor of the Sexual Harassment Cell also delivered a Lecture on Prevention of Sexual Harassment in institution. In addition, Dr. Prehlad Das, Debaleti Brahma and Mr. Farizul Hoque delivered their valuable speech on the Sexual Harassment. They advised the student to keep themselves away from such activity. The meeting ended with a vote of thanks.

Signature of Participants:—

- ① Prehlad Das
- ② Debaleti Brahma.
- ③ An Azoom Ahmed. (Asst. Prof.)
- ④ Anan Roy
- ⑤ Farizul Hoque
- ⑥ Dr. Abdul Kadir Akand. (Asst-Prof.)
- ⑦ Tarun C. Das (Asst Prof).
- ⑧ Sharmendu N. Das (")
- ⑨ Bisbal Roy (")
- ⑩ Sebali Roy

- 36/ Amira Begum (3rd Sem)
- 37/ Doli Roy (1st Sem.)
- 38/ Banty Roy (")
- 39/ Mamita Roy (")
- 40/ Manasi Roy (3rd sem)
- 41/ Dipali Roy - (3rd sem)
- 42/ Rumi Roy (1st sem)
- 43/ Urmila Barman (1st sem)
- 44/ Dipsikha Roy (1st Sem)
- 45/ Hilima Sultana (1st Sem)
- 46/ Kulsuma Begum (1st sem)
- 47/ Bineta Debnath (1st Sem)
- 48/ Anita Barman (1st Sem)
- 49/ Laxmi Barman (1st Sem)
- 50/ Samita Barman (1st Sem)
- 51/ Bhagyabati Ray (1st sem)
- 52/ Anima Barman (3rd sem)
- 53/ Saraswati Rani Barman (3rd sem)
54. Nikumoni Roy (1st sem)
55. Lili Roy (1st sem)
56. Puja Rani Roy (1st sem)
57. Piya Paul (1st sem)
58. Malabika Roy (1st sem)
59. Chayanika Ray (3rd Sem)
60. Madhumita Roy (3rd Sem)


Signature of the President

~~XXXXXXXXXXXXXXXXXXXX~~
PROCEEDING BOOK

Grievance Redressal Cell

Date - 28-09-22

Today on 28-09-22, a meeting is held in the college premises regarding formation of new grievance Redressal Cell with the college staff. The grievance Redressal Cell was first formed in the college in 10-04-2014 with Mr. Ali Aqam Ahmed.

The meeting is presided over by the Principal of the college Mr. Hakim Ali Pramanik.

After discussion with the staff the following resolution is taken :-

Resolution No. 1 :- It is resolved that a new grievance Redressal cell will be formed as the tenure of the old cell has come to an end. It is further resolved that the grievance Redressal Cell will comprise of the following members :-

Convener : Mr. Prabal Das

Member : Mr. Binjal Roy
Mr. Niranjan Roy
Mrs. Bonli Roy

The meeting is concluded by the President of the meeting with a brief speech.

Signature of President

28/9/22

Principal
'wami Yogananda Gh College'
Sakti Ashram

Date.....

Signature of participants :-

- ① Shammendra N. Das
- ② Tarun C. Roy
- ③ Debajit Bhattacharya
- ④ Farizul Haque
- ⑤ Prabal Das