



Office of the Principal, Government College Bichhua
Chhindwara (M.P.) 480111



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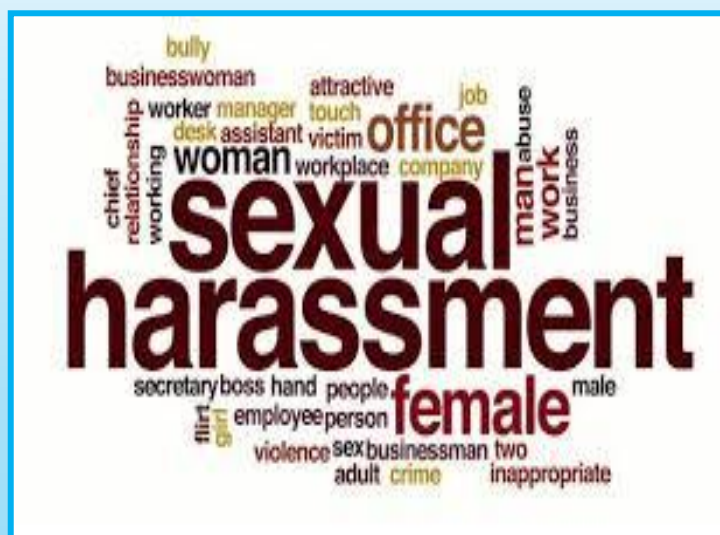
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Established on 21/09/1989, Recognized under 2 (f) & 12 (B) of the UGC Act, 1956

Affiliated to Raja Shankar Shah University, Chhindwara (M.P.) 480001

Anti Sexual Harassment and Anti Ragging Policy & Committee





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Discipline Committee and Anti-ragging Committee

Discipline Committee is responsible for the college students' safety and security. It also looks after staff worker as well as the students' activities within the college. College has a zero-tolerance policy for eve-teasing and ragging, which is enforced by the Discipline Committee.

Academic Session - 2020-2023

1. महाविद्यालय अनुशासन एवम एंटी रैगिंग समिति (कॉलेज डिसिप्लिन एंड एंटी रैगिंग कमेटी)		
अध्यक्ष संयोजक डॉ. आर.पी. यादव डॉ. (श्रीमती) पूजा तिवारी (प्राचार्य) (सह-प्राध्यापक- समाजशास्त्र)		
विद्यार्थी अनुशासन प्रकोष्ठ (स्टूडेंट डिसिप्लिन सेल)(SDC)	कार्यक्रम संचालन एवम अनुशासन प्रकोष्ठ (प्रोग्राम डिसिप्लिन सेल) (PDC)	विधिक सहायता प्रकोष्ठ (लीगल असिस्टेंस सेल)
नोडल अधिकारी - डॉ. अनिल कुमार अहिरवार (सहा.-प्रा.- रसायनशास्त्र)	नोडल अधिकारी डॉ. अनिल कुमार अहिरवार (सहा.-प्रा.- रसायनशास्त्र) सहा. नोडल अधिकारी – श्रीमती यशोदा उडके(सहा. प्राध्यापक- अर्थशास्त्र)	नोडल अधिकारी श्री मनीष कुमार ठाकुर (अतिथिविद्वान-राजनीतिविज्ञान)
सदस्य 1. श्री रघुवीर उडके (सहा. प्रा.- भूगोल) 2. कु. मीना ठाकरे (सहा. प्रा.- भूगोल) 3. कु. श्रद्धा अमो (अतिथिविद्वान-प्राणिशास्त्र) 4. क्रीडा अधिकारी	सदस्य 1. डॉ. भोजराज झरबडे (सहा. प्राध्यापक- रसायन) 2. श्रीमती सुनीता सोलंकी (सहा. प्रा.- अर्थशास्त्र) 3. डॉ. एस.पी. चर्मकार (अतिथिविद्वान-वनस्पतिशास्त्र), 4. डॉ. विवेक कुमार तिवारी- (अ.वि.- वनस्पतिशास्त्र)	सदस्य 1. डॉ. अजीत डेहरिया सहा. प्राध्यापक- अंग्रेजी 2. श्री आत्माराम सोलंकी (सहा. प्रा.- अर्थशास्त्र), 3. श्रीमती यशोदा उडके सहा. प्रा. – अर्थशास्त्र 4. कु. श्रद्धा आमो (अतिथि विद्वान- प्राणिशास्त्र)
आबंटित कार्य महाविद्यालय में छात्र/छात्राओं में अनुशासन बनाये रखना एवं शासन के निर्देशानुसार अनुशासन बनाये रखने हेतु दिये गये निर्देशों का पालन करना सुनिश्चित करना। विवादित प्रकरणों के सम्बंध में IQAC प्रभारी के माध्यम से प्राचार्य को सुझाव/प्रतिवेदन प्रस्तुत करना।	आबंटित कार्य महाविद्यालय में आयोजित होने वाले विभिन्न कार्यक्रमों/ संगोष्ठियों/सेमिनार/वेबिनार इत्यादि की रूपरेखा तैयार करना एवं कार्यक्रमों/संगोष्ठियों/सेमिनार/वेबिनार इत्यादि का आयोजन/संचालन करना एवं अनुशासन बनाये रखना।	आबंटित कार्य महाविद्यालय में पक्सो एक्ट 2012 के सम्बंध में छात्र/छात्राओं हेतु जागरूकता सम्बंधी कार्यक्रमों का आयोजन करना एवं महिलाओं/ अनुसूचित जाति/अनुसूचित जनजाति/ एवं पिछड़े वर्गों से सम्बंधित शिकायतों पर विधिक प्रावधानों के आधार पर IQAC के माध्यम से प्राचार्य को प्रतिवेदन प्रस्तुत करना।



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Sexual Harassment Committee

Academic Session - 2020-2023

कार्यालय प्राचार्य, शासकीय महाविद्यालय, बिछुआ, जिला-छिन्दवाड़ा (म०प्र०) 480111



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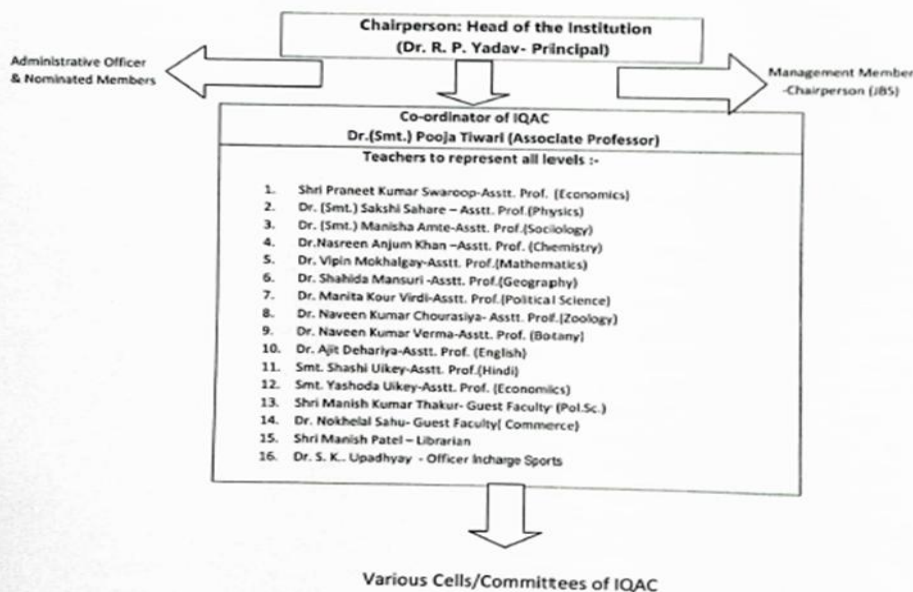
बिछुआ, दिनांक - 23 / 09 / 2020

आदेश

महविद्यालय में कार्यरत आंतरिक गुणवत्ता आश्वासन प्रकोष्ठ (IQAC) का निम्नानुसार पुनर्गठन किया जाता है:-

1. IQAC (अध्यक्ष , सन्योजक एवं सदस्य)
2. IQAC-मनोनीत सदस्य (Nominated Members of IQAC) (10)
3. IQAC के अंतर्गत कार्यरत विभिन्न प्रकोष्ठ (Various Cells functioning under IQAC)
4. कार्यालयीन स्टाफ सदस्य (Secretarial Staff Members)

IQAC



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01. महाविद्यालय अनुशासन एवम एटी रेगिंग समिति (कॉलेज डिसिप्लिन एंड एटी रेगिंग कमेटी) अध्यक्ष- डा० आर० पी० यादव (प्राचार्य) संयोजक-डा० (श्रीमती) पूजा तिवारी (सह-प्राध्यापक-समाजशास्त्र)	विद्यार्थी अनुशासन प्रकोष्ठ (स्टूडेंट डिसिप्लिन सेल)(SDC) नोडल अधिकारी - डा० अनिल कुमार अहिरवार (सहा०-प्रा०- रसायनशास्त्र)	सदस्य- 1. श्री रघुवीर उइके (सहा० प्रा०- भूगोल) 2. कु० मीना ठाकरे (सहा० प्रा०- भूगोल) 3. कु० श्रद्धा आर्गो (अतिथिविद्वान्-प्राणिशास्त्र)	आबंटित कार्य महाविद्यालय में छात्र/छात्राओं में अनुशासन बनाये रखना एवम शासन के निर्देशानुसार अनुशासन बनाये रखने हेतु दिये गये निर्देशों का पालन करना सुनिश्चित करना, विवादित प्रकरणों के सम्बंध में IQAC प्रभारी के माध्यम से प्राचार्य को सुझाव/प्रतिवेदन प्रस्तुत करना.
	कार्यक्रम संचालन एवम अनुशासन प्रकोष्ठ (प्रोग्राम डिसिप्लिन सेल) (PDC) नोडल अधिकारी - डा० अनिल कुमार अहिरवार (सहा०-प्रा०- रसायनशास्त्र) सहा० नोडल अधिकारी - श्रीमती यशोदा उइके (सहा० प्राध्यापक-अर्थशास्त्र)	सदस्य- 1. डा० भोजराज झरबडे (सहा० प्राध्यापक- रसायन) 2. श्रीमती सुनीता सोलंकी (सहा० प्राध्यापक- अर्थशास्त्र) 3. डा० एस० पी० चर्मकार (अतिथिविद्वान्-वनस्पतिशास्त्र), 4. डा० विवेक कुमार तिवारी- (अतिथिविद्वान्-वनस्पतिशास्त्र)	आबंटित कार्य महाविद्यालय में आयोजित होने वाले विभिन्न कार्यक्रमों/संगोष्ठियों/सेमिनार/वेबिनार इत्यादि की रूपरेखा तैयार करना एवम कार्यक्रमों/संगोष्ठियों/सेमिनार/वेबिनार इत्यादि का आयोजन/संचालन करना एवम अनुशासन बनाये रखना.
	विधिक सहायता प्रकोष्ठ (लीगल असिस्टेंस सेल) नोडल अधिकारी - श्री मनीष कुमार ठाकुर (अतिथिविद्वान्-राजनीतिविज्ञान)	सदस्य- 1. डा० अजीत डेहरिया (सहा० प्राध्यापक- अंग्रेजी) 2. श्री आत्माराम सोलंकी (सहा० प्रा०- अर्थशास्त्र), 3. श्रीमती यशोदा उइके (सहा० प्रा० - अर्थशास्त्र) 4. कु० श्रद्धा आर्गो (अतिथि विद्वान्- प्राणिशास्त्र)	आबंटित कार्य महाविद्यालय में पक्सो एक्ट 2012 के सम्बंध में छात्र/छात्राओं हेतु जागरुकता सम्बंधी कार्यक्रमों का आयोजन करना एवम महिलाओं/अनुसूचित जाति/अनुसूचित जनजाति/एवम पिछड़े वर्गों से सम्बंधित शिकायतों पर विधिक प्रावधानों के आधार पर IQAC के माध्यम से प्राचार्य को प्रतिवेदन प्रस्तुत करना.

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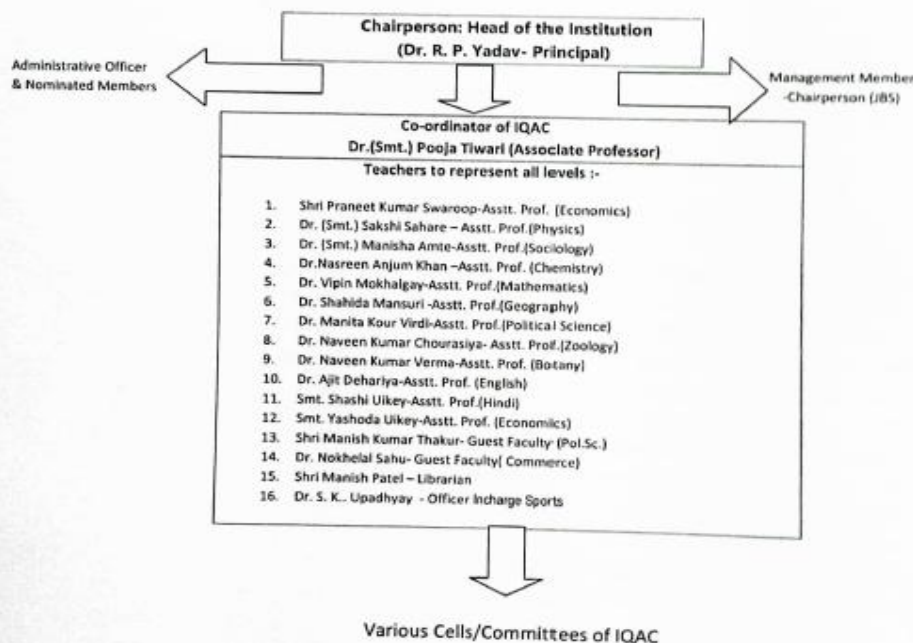
बिछुआ, दिनांक - 23 / 09 / 2020

आदेश

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11.	मानव अधिकार प्रकोष्ठ सन्वोजक- डा0 मनीषा कौर (स0-प्रा0-राजनीति विज्ञान)	सदस्य- 1. डा0 करहुत संसूरी 2. श्री राधप्रकाश डेहरिया 3. कु0 सीमा ठाकरे	आयोजित कार्य मानव अधिकार दिवस 10 दिसम्बर पर कार्यक्रम आयोजित करना एवम मानव अधिकारी के प्रति छात्र/छात्राओं में जागरूकता उत्पन्न करने हेतु कार्य करना कार्यक्रम सम्बंधी प्रतिवेदन तैयार करना प्रेस विज्ञापि हेतु मीडिया प्रकोष्ठ को प्रेषित करना एवम न्यूज रिपोर्ट/पेपर कटिंग संचारित करना.
12.	महिला प्रकोष्ठ एवम महिला यौन उत्पीडन शिकावत(निवारण) समिति, महिला सशक्तिकरण एवम छात्रा शिकावत निवारण समिति- सन्वोजक- डा0 (श्रीमती) पूजा तिवारी (सह-प्राध्यापक- सयानशाला)	सदस्य- 1. डा0 (श्रीमती) साधी मल्लारे 2. डा0 मनीषा कामटे 3. डा0 करहुत संसूरी 4. डा0 कविता महान 5. डा0 निमल डेलिया 6. डा0 वैजाली गुला 7. डा0 मनीषा कौर 8. डा0 मोनिकर सोनी 9. डा0 सोनल खटे 10. डा0 मनोहरा उदके 11. श्रीमती कुनीता सोलंकी 12. कु0 दिबंकर सोलंकी 13. डा0 नरसीन अंजुम खान 14. कु0 सीमा ठाकरे 15. डा0 शाहिदा बेनय संसूरी 16. श्रीमती रुशि उदके 17. कु0 चन्द्रा भार्गो 18. कु0 तीपनिखा व्याम	आयोजित कार्य महिला यौन उत्पीडन शिकावत निवारण, महिला सशक्तिकरण एवम छात्रा शिकावत निवारण सम्बंधी समस्त कार्य
13.	NAAC समिति- सन्वोजक-डा0 (श्रीमती) पूजा तिवारी (सह-प्राध्यापक- सयानशाला)	सदस्य- 1. डा0 (श्रीमती) साधी मल्लारे 2. डा0 मनीषा कामटे	आयोजित कार्य महाविद्यालय में शैक्षणिक एवम गैर-शैक्षणिक गतिविधियों की गुणवत्ता उत्थान हेतु प्रयास करना

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Anti-Ragging Policy



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OFFICE OF THE PRINCIPAL, GOVT. COLLEGE BICHHUA DISTRICT-CHHINDWARA(M.P.)-480111

ACCREDITED BY NAAC "B" Dt. 09/06/2017

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Email- hegcbicchh@mp.gov.in

No. 452/2019

Bichhua, Dated-23/07/2019

ORDER

After consideration of the proposed draft of Anti-Ragging Policy formulated & forwarded by IQAC to the Principal vide its Note Sheet No. 11/1/IQAC, dated 20/07/2019 & after consideration of the suggestions given by the Staff Council of College, the Anti-Ragging Policy of the college is hereby approved as under:-

Anti- Ragging Policy

An Anti-Ragging Committee shall be constituted in the college to take steps to prevent Ragging in the college campus and to suggest appropriate measures to the principal in case of any such incident of Ragging.

Composition of the Anti-Ragging Committee: -

The Anti-Ragging Committee of the college shall have Principal as Chairperson with three segments of Student Discipline Cell (SDC), Programme Discipline Cell (PDC) & Legal Assistance Cell (LAC) to take into account the cases of Ragging arising out of indiscipline in the college campus in any form & during the conduction of any Programme in the college. The Legal Assistance Cell of Anti-Ragging Committee shall consider the cases of Ragging



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in the light of legal provisions & shall suggest to the Principal the appropriate steps to be taken/punishments to be awarded to the wrongdoer.

Punishable Acts of Ragging in the College Campus:

- Abetment to ragging.
- Criminal conspiracy to rag.
- Unlawful assembly and rioting while ragging.
- Public nuisance created during ragging.
- Violation of decency and morals through ragging.
- Injury to body, causing hurt or grievous hurt.
- Wrongful restraint.
- Wrongful confinement.
- Use of criminal force.
- Assault as well as sexual offences or even unnatural offences.
- Extortion.
- Criminal trespass.
- Offences against property.
- Criminal intimidation.
- Attempts to commit any or all the above-mentioned offences against the victim(s).
- Physical or psychological humiliation.
- All other offences following from the definition of “Ragging”.



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Actions to be taken for abetting in Ragging: -

Depending upon the nature and gravity of the offence, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following: -

- Cancellation of admission.
- Suspension from attending classes.
- Debarring from appearing in any test/examination.
- Any other punishment permitted by any Law or Act in force at the time of commitment of offence.


Principal
Government College Bichhua
Chhindwara (M.P.) 480111

Endorsement No. **453**/2019
Copy to: -

Bichhua, Dated-23/07/2019

1. Coordinator, IQAC Govt. College Bichhua for information.
2. Principal's Order Book.
3. Nodal Officer, Anti-Ragging Committee, Govt. College Bichhua for information & compliance.


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Sexual Harassment Redressal Policy



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OFFICE OF THE PRINCIPAL, GOVT. COLLEGE BICHHUA, DISTRICT-CHHINDWARA(M.P.)-480111



ACCREDITED BY NAAC "B" Dt. 09/06/2017

Ph.& Fax- 07162-259715, Mob. 9425425968

Email- hegcbicchh@mp.gov.in

No. 365 /2019

Bichhua, Dated-03/07/2019

ORDER

After consideration of the proposed draft of Sexual Harassment Redressal Policy formulated & forwarded by IQAC to the Principal vide its Note Sheet No. 04/IQAC, dated 02/07/2019 & in compliance of the Letter No. 579/373/Commissioner Higher Education/SHA-1/2021, Bhopal Dated-19/03/2021 regarding implementation of **Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013** and after consideration of the directions given by the Govt., the Sexual Harassment Redressal Policy of the college is hereby approved as under:-

SEXUAL HARASSMENT REDRESAL POLICY

The Government College Bichhua is committed to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.



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BACKGROUND:

DEFINITION OF SEXUAL HARASSMENT:

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or enrolment in the institution whether she is drawing salary, or honorarium or otherwise, such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work or studentship including recruiting or promotion or academics when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.



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SUPREME COURT'S JUDGMENT

The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that sexually harassing behavior "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the fundamental right to gender equality and the right to life and liberty".

OBJECTIVES OF THE POLICY:

1. To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in the institution.
2. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
3. To provide an environment free of gender-based discrimination.
4. To ensure equal access of all facilities and participation in activities of the college.
5. To create a secure physical and social environment which will deter acts of sexual harassment.



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6. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

SEXUAL HARASSMENT GRIEVANCE REDRESSAL MECHANISM

In respect of Complaints of Sexual Harassment, the Committee shall follow the procedure as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013.

COMPOSITION OF INTERNAL COMMITTEE

1. The Committee shall be headed by a senior woman faculty of the college and shall be designated as the "Chairperson"/"Presiding Officer"
2. The committee shall have two women teaching faculty members and one male teaching faculty member.
3. The committee shall have one Non-Governmental Woman Member.

POWERS & FUNCTIONS OF THE COMMITTEE

The Committee shall have the powers and perform such functions as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013.



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PROCEDURE TO BE FOLLOWED BY THE COMMITTEE

The Committee shall follow the procedure as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013.

Principal
PRINCIPAL

Govt. College, Bichhua

Bichhua, Dist. Chhindwara, Dated: 03/07/2019

Endorsement No. 366 /2019

Copy to:-

1. Coordinator, IQAC Govt. College Bichhua for information.
2. Order Book.
3. Chairperson/Presiding Officer Internal Committee- **Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013** for , Govt. College Bichhua for information & compliance.

Principal

PRINCIPAL

Govt. College, Bichhua

Dist.-Chhindwara (M.P.) 480111