

(Under the department of Minority Affairs and Madrasah Education, Govt.of West Bengal) IIA/27, New Town, Kolkata - 700160, Phones: (033) 2341 6444, West Bengal, India

5.1.4 The Institution adopts the following for 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. Mechanisms for submission of online/offline students' grievances

4. Timely redressal of the grievances through appropriate committees

15705724

Registrar (Officiating) Aliah University New Town, Kolkata

To The Hostel Chairman Aliah University Boy's Hostel, Aliah University, New Town, Kolkata

Dated: 04-07-2019

Subject: Unethical behavior with Research Scholar in front of boy's hostel

Respected Sir,

On 3rd July 2019, at around 10 pm, some unfortunate incident occurred in front of the boy's hostel. Two students, namely, Abu Raihan (Mathematics dept.) & Usman Gani (B.Ed. department) misbehaved badly with 4 of our scholars in presence of several boarders and hostel chairman. The sequences are mentioned below:

1. Physically assaulted and abused with slang languages in the presence of hostel chairman & security guards.

2. Questioned about the authenticity of PhD admission of one of the scholar.

3. Verbally attacked a scholar with personal comments.

4. Misguided several boarders with wrong information about power cut and said several bad words against the authorities.

We, from AURSA (Aliah University Research Scholars Association), strongly condemn the misbehavior and demand strong action against them. Abu Raihan, along with many others who were supporting them have completed their course yet they are staying in the hostel, is it not illegal? We stand together in the worse moment of our research life and have faith on you for a proper and fruitful solution. We don't want to escalate this further till we get proper solution else we have to go to the higher authorities regarding this.

Thanks & Regards, Shafique Ahmed Secretary, AURSA

to Rojaw Karsin. 2. Mijanwi Rahim_ 3. Enamul Khan 4. Muhti Mohannoz. 5. Syled Zahidu Hasan.

10/85 MI 0/19

Copy to:

Hostel Warden, Boy's Hostel

Scanned by CamScanner

To The Hostel Warden Aliah University Boy's Hostel, Aliah University, New Town, Kolkata

Dated: 01-08-2019

Subject: Unethical behavior with Research Scholar in front of boy's hostel

Respected Sir,

On 3rd July 2019, at around 10 pm, some unfortunate incident occurred in front of the boy's hostel. Two students, namely, Abu Raihan (Mathematics dept.) & Usman Gani (B.Ed. department) misbehaved badly with 4 of our scholars in presence of several boarders and hostel chairman. We have informed the incident to hostel authorities on 04.06.2019 in written statement. But it is very unfortunate to us that we didn't any fruitful outcome.

So, We are further requesting you to take necessary action as soon as possible. Thanks & Regards,

Yours faithfully.

1. Enamul Khan 1/2/19

- 2. Makti Muhammod
- 3. Rejaul Karlin 01/08/19 4. Rohim_0/108/2019

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REGD. NO. D. L.-33004/99



EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

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मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

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

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

- लघु शीर्ष, अनुप्रयोग एवं समारम्भ:-- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्च्तर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएगे।
 - (2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
 - (3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएँगे।

2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तू के अन्तर्गत कुछ अन्यथा जरुरी है:--

- (अ) ''पीड़ित महिला'' से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला–चाहे वह रोज़गार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
- (a) ''अधिनियम'' से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);
- (स) ''परिसर'' का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वाख्थ्य केन्द्र, कैन्टीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो–जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेत्

2136 GI/2016

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

- (डी) ''आयोग'' का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित हैं;
- (ई) ''आवृत्त व्यक्तियों'' से अर्थ उन व्यक्तियों से है जो एक सुराक्षित गतिविधि में कार्यरत है जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना–अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रुप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत है तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;
- (एफ) ''कर्मचारी'' का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगे छात्र, स्वयंसेवक, अध्यापन–सहायक शोध–सहायक चाहे वे रोजगार में है अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघ–स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;
- (जी) ''कार्यकारी प्राधिकारी'' से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों– तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केन्द्रीय नागरिक सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतूल्य नियमों में दर्शाया गया है;
- (एच) ''उच्च्तर शैक्षिक संस्थान'' (एचई.आई.) से अर्थ है–एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप–अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;
- (आई) ''आन्तरिक शिकायत समिति'' (आई.सी.सी.) (इन्टरनल कम्प्लेन्ट्स कमिटि) से अर्थ है इन विनियमों के विनियम 4 के उप–विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.ए.एस.एच.) ऐसे निकाय को आन्तरिक शिकयत समिति (आइसीसी) के रूप में पुनर्गठित किया जाना चाहिए;

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

- (जे) "संरंक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है– जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न कामों में सहयोग करना अथवा किसी बाहरी एजेन्सी द्वारा की जा रही जाँच पड़ताल में अथवा किसी मुकदमें में बतौर गवाह मौजूद रहना;
- (के) "लैंगिक उत्पीड़न" का अर्थ है-
 - (i) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अत्यन्त मजबूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और धमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा धमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अवांछित काम या व्यवहारों में कोई भी एक या उससे अधिक या ये समस्त व्यवहार शामिल हैं (चाहे सीधे तौर से या छिपे तौर से) नामतः-
 - (अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण
 - (ब) लैंगिक अनुग्रह या अनुरोध करना
 - (स) लैंगिकतायुक्त टिप्पणी करना

(ड़) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना

(ई) अश्लील साहित्य दिखाना

- (ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा वह ऐसे किसी बर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं–
 - (अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में हैं;
 - (ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी:
 - (स) संबद्ध व्यक्ति के वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर;
 - (द) एक दहशत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके;
 - (ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है;
- (एल) ''छात्र'' शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल हः

बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है– यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगाः

बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा;

- (एम) ''किसी तीसरे व्यक्ति द्वारा उत्पीड़न'' उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है–बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है;
- (एन) ''उत्पीड़न'' का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधै तौर से लैंगिक दुर्भावना की नीयत छिपी होती है,
- (ओ) "कार्यस्थल" का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:
 - (अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित है;
 - (ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आवासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;
 - (स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।
- 3. उच्चतर शैक्षिक संस्थानों के दायित्व–(1) प्रत्येक उच्चतर शैक्षिक संस्थान)
- (अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;
- (a) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार-प्रसार को सुनिश्चित करना;

[PART III—SEC. 4]

- (स) जैसा कि आयोग की ''सक्षम'' (परिसरों में महिलाओं की सुरक्षा एवं लैंगिक संवेदीकरण कार्यक्रम) रिपोर्ट में दर्शाया गया है, प्रशिक्षण कार्यक्रम अथवा कार्यशाला, अधिकारियों, कार्यपालकों, संकाय सदस्यों एवं छात्रों के लिए उन्हें सभी को सुग्राही बनाना तथा इस अधिनियम एवं इन विनियमों में स्थापित अधिकारों, पात्रताओं एवं दायित्वों की जानकारी उन्हें सुनिश्चित कराना तथा उनके प्रति उन्हें जागरूक बनाना;
- (द) इस बात को पहचानते हुए कि प्राथमिक रूप से महिला कर्मचारी तथा छात्राओं एवं कुछ छात्र तथा तीसरे लिंग वाले छात्र कई प्रकार के लैंगिक उत्पीड़न, अपमान एवं शोषण के अन्तर्गत संवेदनशील हैं, तदनुसार सभी लिंगों के कर्मचारियों एवं छात्रों के प्रति सुनियोजित समस्त लिंग आधारित हिंसा के विरुद्ध निर्णयात्मक रूप से सक्रिय बनना ;
- (ई) लैंगिक उत्पीड़न के प्रति शून्य स्तर सहन संबंधी नीति की सार्वजनिक प्रतिबद्धता रखना;
- (एफ) सभी स्तरों पर अपने परिसर को, भेदभाव, उत्पीड़न, प्रतिशोध अथवा लैंगिक आक्रमणों से मुक्त बनाने की प्रतिबद्धता की पनः पुष्टि करना;
- (जी) इस विषय में जागरूकता पैदा करना कि लैंगिक उत्पीड़न में क्या शामिल है– तथा इसके साथ ही हिंसापूर्ण वातावरण उत्पीड़न एवं प्रतिकर उत्पीड़न इन विषयों में जागरूकता पैदा करना;
- (एच) अपनी विवरणिका में सम्मिलित करना और महत्वपूर्ण स्थलों पर, विशिष्ट स्थानों पर या नोटिस बोर्ड पर लैंगिक उत्पीड़न के दण्ड एवं परिणामों को दर्शाया जाना तथा संस्थान के सभी समुदायों के वर्गों को इस तन्त्र की सूचना के प्रति जागरूक करना जो तन्त्र लैंगिक उत्पीड़न संबंधी शिकायतों के समाधान के लिए बनाया गया है तथा इसके बारे में आन्तरिक शिकायत समिति के सदस्यों का विवरण, उनसे संपर्क साधना, शिकायत के बारे में विधि आदि के बारे में बताना यदि कोई मौजूदा निकाय पहले से ही उसी लक्ष्य के साथ सक्रिय है (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सीटाइजेशन कमिटि अगेंस्ट सैक्सुअल हासमेंन्ट—जी.एस.सी. ए.एस.एच निकाय को आन्तरिक शिकायत समिति) (इण्टरनल कम्प्लेन्टस कमिटि–आई.सी.सी) के समान ही पुनर्गठित करना :

बशर्ते, बाद में दर्शाये गए मामले में उच्चतर शैक्षिक संस्थान सुनिश्चित करेंगे कि इस प्रकार के निकाय का गठन आई.सी.सी. के लिए आवश्यक सिद्धान्तों के आधार पर इन विनियमों के अन्तर्गत किया गया है। ऐसा कोई भी निकाय इन विनियमों के प्रावधानों के द्वारा बाध्य होगा;

- (आई) कर्मचारियों एवं छात्रों को उपलब्ध आश्रय के बारे में बताना, यदि वे लैंगिक उत्पीड़न के शिकार हुए हैं;
- (जे) आन्तरिक शिकायत समिति के सदस्यों द्वारा शिकायतों के निपटान, समाधान अथवा समझौते आदि की प्रक्रिया का संचालन संवेदनशील रूप से करने के लिए, नियमित अभिमुखी अथवा प्रशिक्षण कार्यक्रम संचालित करना;
- (के) कर्मचारियों एवं छात्रों के सभी प्रकार के उत्पीड़न के निराकरण हेतु सक्रिय रुप से गतिशील बनाना चाहे वह उत्पीड़न किसी प्रबल अधिकारी अथवा उच्चतर शैक्षिक संस्थान में स्थित पदानुक्रम संबंधों के आधार पर है। अथवा किसी घनिष्ठ भागीदार की हिंसा संबंधी हो अथवा समकक्षों से अथवा उस उच्चतर शैक्षिक संस्थान की भौगोलिक सीमाओं से बाहर किन्हीं तत्वों के कारण हो;
- (एल) उसके कर्मचारियों एवं छात्रों के प्रति किए गए लैंगिक उत्पीड़न के लिए दोषी जो लोग हैं उन्हें दण्डित करना तथा विधि द्वारा मान्य कानून के अनुसार समस्त कार्यवाही करना तथा परिसर में लैंगिक उत्पीड़न के निराकरण एवं अवरोध हेतू तन्त्रों एवं समाधान प्रणाली को यथास्थिति बनाना;
- (एम) यदि उस दुराचार का षड़यंत्रकारी वहाँ का कर्मचारी है तो सेवा नियमों के अन्तर्गत लैंगिक उत्पीड़न को एक दूराचार के रूप में मानना;
- (एन) यदि अपराधकर्ता कोई छात्र है तो लैंगिक उत्पीड़न को अनुशासनात्क नियमों (जो बहिष्कार एवं बहिष्करण तक हो सकता है) के उल्लंघन के रूप में देखना;
- (ओ) इन विनियमों के प्रकाशन की तिथि से लेकर 60 दिनों की अवधि में इन विनियमों के प्रावधानों का अनुपालन सुनिश्चित किया जाना, जिनमें आन्तरिक शिकायत समिति की नियुक्ति शामिल है;
- (पी) आन्तरिक शिकायत समिति द्वारा की गई रिपोर्टों का समयबद्ध रूप से प्रस्तुतीकरण;
- (क्यू) एक वार्षिक स्थिति रिपोर्ट जिसमें दायर मामलों का, उनके निपटान का विवरण हो, वह तैयार करना तथा इसे आयोग को प्रस्तुत करना;
- 3.2 समर्थन करने वाली गतिविधियाँ-
 - (1) जिन नियमों, विनियमों अथवा अन्य इसी प्रकार के माध्यम जिनके द्वारा आन्तरिक शिकायत केन्द्र (आई.सी.सी.) प्रकार्य करेगा, उन्हें अद्यतन किया जाएगा तथा उन्हें समय–समय पर संशोधित किया

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

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

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

4. शिकायत समाधान तन्त्र:--

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

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

''बशर्ते यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियोक्ता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है''

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

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

तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;''

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

बशर्ते जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तूत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;

बशर्ते, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;

8. जाँच पड़ताल की प्रक्रियाः-

[PART III—SEC. 4]

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

10. दण्ड एवं हरजानाः-

- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
- (2) अपराध की गंभीरता को देखते हुए- यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान:-
- (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे–पुस्तकालय, सभागार, आवासीय आगारों, यातायात, छात्रवृति, भत्तों एवं पहचान पत्र आदि तक पहुँच बनाना;

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

11. झूठी षिकायत के विरुद्ध कार्यवाई:--

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

12. गैर अनुपालन के परिणाम:--

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

[PART III—SEC. 4]

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

[विज्ञापन–III/4/असा./53] जसपाल एस. संधु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

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

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

- 1. Short title, application and commencement.—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
- 2. Definitions.-In these regulations, unless the context otherwise requires,-
- (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
- (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
- (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short- term placements, places used for camps , cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
 - (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
 - (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
 - (b) demand or request for sexual favours;
 - (c) making sexually coloured remarks
 - (d) physical contact and advances; or
 - (e) showing pornography"

(ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

 "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 orreason;
- (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 ensuretheir 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;
- (1) 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;
- (0) 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 asHuman 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 form amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
 - (a) contravenes the provisions of section 16 of the Act; or
 - (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

5. **Responsibilities of Internal Complaints Committee (ICC) -** The Internal Complaints Committee shall:

(a) provide assistance if an employee or a student chooses to file a complaint with the police;

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. The process for making complaint and conducting Inquiry – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. Process of making complaint of sexual harassment - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing;

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental in capacity 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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(Under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) IIA/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0341/22

Date: 13-07-2022

OFFICE ORDER

Anti-Ragging Committee (Revised)

In partial modification of earlier Office Order vide Memo No.: AU/REG/0249/22 dated 26-05-2022, the Anti-Ragging Committee is being hereby re-constituted comprising of the following members.

1.	Hon'ble Vice-Chancellor	Chairman	8584853801
2.	Registrar	Member	8584853803
3.	Dean of Students' Welfare	Member	7604092637
4.	Prof. Abdur Rahim Gazi, Prof., Dept. of Bengali	Member	9434687956
5.	Prof. A K M Anwaruzzaman, Dept. of Geography	Member	9851543414
6.	Deputy Registrar	Member	8584853807
7.	Mrs. Usha Mallick, Asso. Prof., Dept. of Nursing	Member	9433484410
8.	Dr. Jakir Hussain Laskar, Asso. Prof. Dept. of Education	Member	9547786753
9.	Mr. Abhijit Mondal, Asst. Prof., Dept. of CEN	Member	8697953233
10.	Mr. Sk. Golam Sarowar Hossain, Asst. Prof., Dept. of CSE &	Member	8584853824
	Warden of Boys' Hostel, New Town Campus		
11.	Dr. Nasim Ali Khan, Asst. Prof., Dept. of EEN	Member	7980086537
12.	Dr. Imrul Kaish, Asst. Prof., Dept. of Mathematics and Statistics &	Member	9874516260
	Warden of Boys' Hostel, New Town Campus		
13.	Ms. Zarnigah Parwez, Asst. Prof., Dept. of MBA &	Member	8083517407
	Warden of Girls' Hostel, New Town Campus		
14.	Dr. Nilofer Firdaus, Asst. Prof., Dept. of Urdu &	Member	8299123149
	Warden of Girls' Hostel, Park Circus Campus		
15.	Dr. Safiul Alam, Asst. Prof., Dept. of Chemistry &	Member	9733422237
	Chairman, Hostel Management Committee		
16.	Syed Tajdar Ali Meerza,	Member	9804850221
	Superintendent, Elliot (Govt.) Hostel		
17.	Dr. Sk. Sabir Ali, Physical Training Instructor	Member	9775273686
18.	Mr. Tarun Kumar Pramanik, Guardian	Member	7003162971
19.	Ms. Amina Siddique, 2 nd year student of BCA	Member	6295301581
20.	Mr. Wasim Akram, 3rd year student of Chemistry	Member	8101964913

New Town Campus: Phones:(033) 23416444 Tele Fax: 91 33 29860252 Park Circus Campus : 17, Gora Chand Road, Kolkata - 700014, Phone (033)- 23416406 Taltala Campus: 21, Haji Md. Moshin Square, Kolkata- 700016, Phone: (033) 2249 1986 Website: www.aliah.ac.in e-mail: infodesk@aliah.ac.in



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(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) 11A/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0249/22

Date: 26-05-2022

OFFICE ORDER

Anti-Ragging Committee

In pursuance to Clause No. 6.3 of the "UGC Regulations on curbing the menace of Ragging in Higher Educational Institution, 2009", as well as Clause 6 (a) of the Notification of All India Council for Technical Education dated 01-07-2009, the Anti-Ragging Committee is being hereby re-constituted comprising of the following members. The Committee will start functioning from today until further order.

1.	Hon'ble Vice-Chancellor	Chairman	8584853801
2.	Dean of Students' Welfare	Member	7604092637
3.	Prof. Abdur Rahim Gazi, Prof., Dept. of Bengali	Member	9434687956
4.	Prof. A K M Anwaruzzaman, Dept. of Geography	Member	9851543414
5.	Deputy Registrar	Member	8584853807
6.	Mrs. Usha Mallick, Asso. Prof., Dept. of Nursing	Member	9433484410
7.	Dr. Jakir Hussain Laskar, Asso. Prof., Dept. of Education	Member	9547786753
8.	Mr. Abhijit Mondal, Asst. Prof., Dept. of CEN	Member	8697953233
9.	Mr. Sk. Golam Sarowar Hossain, Asst. Prof., Dept. of CSE &	Member	8584853824
	Warden of Boys' Hostel, New Town Campus		
10.	Dr. Nasim Ali Khan, Asst. Prof., Dept. of EEN	Member	7980086537
11.	Dr. Imrul Kaish, Asst. Prof., Dept. of Mathematics and Statistics &	Member	9874516260
	Warden of Boys' Hostel, New Town Campus		
12.	Ms. Zarnigah Parwez, Asst. Prof., Dept. of MBA &	Member	8083517407
	Warden of Girls' Hostel, New Town Campus		
13.	Dr. Nilofer Firdaus, Asst. Prof., Dept. of Urdu &	Member	8299123149
	Warden of Girls' Hostel, Park Circus Campus		
14.	Dr. Safiul Alam, Asst. Prof., Dept. of Chemistry &	Member	9733422237
	Chairman, Hostel Management Committee		



(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) 11A/27, New Town, Kolkata - 700160, West Bengal

15. Syed Tajdar Ali Meerza,	Member	9804850221
Superintendent, Elliot (Govt.) Hostel		
16. Dr. Sk. Sabir Ali, Physical Training Instructor	Member	9775273686
17. Mr. Tarun Kumar Pramanik, Guardian	Member	7003162971
18. Ms. Amina Siddique, 2 nd year student of BCA	Member	6295301581
19. Mr. Wasim Akram, 3 rd year student of Chemistry	Member	8101964913
20. Mr. Md. Kutubuddin, Journalist, Puber Kalom	Member	9748669131
21. Officer-in-Charge, Techno City Police Station Or his representative	Member	033 2962 3600
22. Officer-in-Charge, Taltala Police Station Or his representative	Member	033 2227 7784
23. Officer-in-Charge, Beniapukur Police Station Or his representative	Member	033 2284 4770
24. Dr. Sk Babar Ali, Associate Prof., Dept. of ECE & Nodal Officer	Convener	9874493922

The previous Order in this regard vide Memo No. AU/REG/0544/18 dated 04-06-2018 is hereby superseded.

Registrar

Memo No.: AU/REG/0249(4)/22

Copy to:

- 1. P.A. to Hon'ble Vice-Chancellor
- 2. All the members
- 3. University website
- 4. Guard File

Registrar

Date: 26-05-2022



(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) 11A/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0544/18

Date: 04-06-2018

OFFICE ORDER

Anti-Ragging Committee

In partial modification of our earlier Office Order bearing Memo No.: AU/REG/0317/17 dated 12-04-2017 the Anti-Ragging Committee of the University is hereby re-constituted comprising of the following members. The Committee will start functioning with immediate effect and continue until further order.

1. Prof. Mahammad Ali, Hon'ble Vice-Chancellor	Chairman	8584853801
2. Dr. Nursadh Ali, Registrar	Member	8584853803
3. Prof. Amzed Hossein, Prof., Dept. of English & Dean of Students' Welfare	Member	8584853817
4. Prof. Mir Rejaul Karim, Prof., Dept. of Bengali	Member	8584853814
5. Dr. A. K. M. Anwaruzzaman, Associate Prof., Dept. of Geography	Member	8584853816
6. Dr. Md. Maseehur Rahman, Associate Prof., Dept. of Arabic	Member	8584853845
7. Dr. Sk. Safayat Ali, Associate Prof., Dept. of Civil Engineering	Member	9123382933
8. Mrs. Rumi Sen, Associate Prof., Dept. of Nursing	Member	9433433303
9. Dr. Abu Tamim, Asst. Prof., Dept. of Islamic Theology	Member	8967431823
10. Dr. Zakir Hossain, Asst. Prof., Dept. of Bio-Sciences	Member	7797837956
11. Mr. Sk. Golam Sarowar Hossain, Asst. Prof., Dept. of CSE &	Member	8584853824
Warden of Boys' Hostel, New Town Campus		
12. Mr. Rafiqul Haque, Asst. Prof., Dept. of Mechanical Engineering &	Member	9476354786
Warden of Boys' Hostel, New Town Campus		
13. Ms. Zarnigah Parwez, Asst. Prof., Dept. of MBA &	Member	8083517407
Warden of Girls' Hostel, New Town Campus		
14. Dr. Nilofer Firdaus, Asst. Prof., Dept. of Urdu &	Member	8299123149
Warden of Girls' Hostel, Park Circus Campus		
15. Dr. Shamim Haidar, Asst. Prof., Dept. of Mechanical Engineering &	Member	9434374873
Vice-Chairman, Hostel Management Committee		
16. Syed Tajdar Ali Meerza,	Member	9804850221
Superintendent, Elliot (Govt.) Hostel		
17. Mr. Sk Hafizur Rahman, Personal Assistant	Member	8584853835
18. Mr. Md. Jalaluddin Sk, Guardian	Member	9609453198
19. Ms. Toufika Tamanna, 1 st year student of English	Member	7063705387
20. Mr. Ramiz Sarfaraz, 1st year student of CSE	Member	9933479731

Page 1 of 2

 New Town Campus: Phones:(033)
 23416444
 Tele Fax: 91
 33
 29860252

 Park Circus Campus : 17, Gora Chand Road, Kolkata - 700014, Phone (033) 23416406

 Taltala Campus: 21, Haji Md. Mohsin Square, Kolkata-700016, Phone: (033)
 2249
 1986

 Website:
 e-mail:
 infodesk@aliah.ac.in

\$ 7.6.18

21. Mr. Zaidul Haque, News Editor, Puber Kalom	Member	9674133580	
22. Officer-in-Charge, New Town Police Station Or his representative	Member	033 2324 6076	
23. Officer-in-Charge, Taltala Police station Or his representative	Member	033 2227 7784	
24. Officer-in-Charge, Beniapukur Police station Or his representative	Member	033 2284 4770	
25. Dr. Arup Kumar Baksi, Associate Prof., Dept. of MBA & Nodal Officer	Convener	9434155575	

Registrar

Date: 04-06-2018

Memo No.: AU/REG/0544(5)/18

Copy to:

- 1. Hon'ble Vice-Chancellor
- 2. Dy. Registrar
- 3. All the members
- 4. University website
- 5. Guard File

Registrar





Arup Baksi <baksi.arup@gmail.com>

Request

Arup Baksi <baksi.arup@gmail.com> To: babulal seal <babulal.seal@gmail.com> Wed, Nov 6, 2019 at 10:26 AM

Cc: vc_au@aliah.ac.in, "Prof. Amzed Hossein" <registrar@aliah.ac.in>, Mehedi Kalam <mehedikalam@yahoo.co.in>, "Prof. M R Karim মীর রেজাউল করিম" <rafakarimnbu@gmail.com>

Dear Sir,

We are in receipt of a complain lodged by one of our students in the UGC Anti-Ragging Portal. In view of this we already had a meeting on 24th October, 2019. To further expedite the process we have a meeting of The Anti-Ragging Committee scheduled on 07/11/2019 from 2:00 pm at the Board Room of New Town Campus. We sincerely request you to be a part of the said meeting alongwith the members of the Anti-Ragging Squad. Please communicate with the members and do the needful.

Thanks & regards Arup Kumar Baksi

Associate Professor, Dept. of Management & Business Administration, Aliah University, Kolkata, West Bengal. & Nodal Officer, UGC AISHE Data Capturing Unit, MHRD, Govt. of India.



(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) 11A/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0250/21

Date: 04-03-2021

OFFICE ORDER

Grievance Redressal Cell

The Grievance Redressal Cell of the University is being hereby re-constituted comprising of the following members to address and solve the grievances of students. The Cell will start functioning with immediate effect until further order.

1. Dean of Students' Welfare	Chairman
2. Dean, Faculty of Humanities and Languages	Member
3. Dean, Faculty of Science & Technology	Member
4. Dr. Sumana Pal, Associate Professor, Dept. of Maths & Stats.	Member
5. Dr. Rukhsana, Assistant Professor, Dept. of Geography	Member
6. Dr. Nasima Yasmin, Assistant Professor, Dept. of Chemistry	Member
7. Mr. Rafiqul Haque, Assistant Professor, Dept. of MEN	Member
8. Dr. Abu Tamim, Assistant Professor, Dept. of Islamic Theology	Member
9. Mrs. Shazia Hasnain, Assistant Professor, Dept. of Education	Convener

The previous Order in this regard vide Memo No.: AU/REG/319/17 dated 12-04-2017 is hereby superseded.

Registrar

Memo No.: AU/REG/0250(4)/21 Copy to: Date: 04-03-2021

- 1. PA to VC for kind information of Hon'ble Vice-Chancellor.
- 2. All the members of this committee.
- 3. All the members of the previous committee.
- 4. Guard File

Registrar



(A UGC approved autonomous Institution under the Department of Minurity Affairs and Madrasah Education, Govt. of West Bengal) IIA/27, New Town, Kolkata - 700156, West Bengal, India

Memo No.: AU/REG/1341/17

Date: 21-12-2017

OFFICE ORDER

Internal Complaints Committee (ICC)

In partial modification of our earlier Memo No.: AU/REG/0320/17 dated 12-04-2017 the "Internal Complaints Committee (ICC)" is being hereby re-constituted comprising of the following members.

1. Dr. Parveen Ahmed Alam, HoD, Dept. of Management Sc.	Presiding Officer	8584853828
2. Prof. Mir Rejaul Karim, Dept. of Bengali	Member	9432880242
3. Dr. Tajuddin Ahmed, Associate Professor, Dept. of English	Member	9933918503
4. Dr. Safoora Razeq, Assistant Professor, Dept. of History	Member	8584853815
5. Mrs. Rimi Pal, Assistant Professor, Dept. of EEN	Member	9732300990
6. Mrs. Ghazala Yasmin, Assistant Professor, Dept. of JMC	Member	8584853827
7. Mrs. Momena Khatoon, Jr. Superintendent	Member	9474116408
8. Mrs. Anindita Bhaduri (Meerza), Jr. Assistant	Member	9748220402
9. Ms. Lipi Nasrin, Research Scholar	Member	9804215284
10. Ms. Mahmuda Easmin, PG student, Dept. of Bengali	Member	9134704803
11. Ms. Rifat Ara Khatun, UG student, Dept. of English	Member	9051883492
12. Mrs. Rahima Khatun, Secretary, Nari-O-Shishu Kalyan Kendra	Member	9830646876

21.12.17 Registrar

Memo No.: AU/REG/1341(4)/17

Copy to:

- 1. Hon'ble Vice-Chancellor
- 2. Dy. Registrar
- 3. All the members
- 4. Guard File

Registrar

Phones : (033) 2367 1434/1435, (033) 2706 2269/2271 Fax: 91 33 4006 2565/2534; 2367 1433 Main Campus : 21, Haji Md. Mohsin Square, Kolkata-700 016, Telefax : (033) 2249 1986 Website: www.aliah.ac.in e-mail: infodesk@aliah.ac.in

Date: 21-12-2017



(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) 11A/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0375/21

Date: 11-05-2021

OFFICE ORDER

Internal Complaints Committee (ICC)

In pursuance to Clause No. 4 of the UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, the "Internal Complaints Committee (ICC)" is being hereby constituted comprising of the following members.

1.	Prof. Sharmistha Chatterjee, Dept. of English	Presiding Officer	99031 87859
2.	Prof. Maria Fernandes, Member, WB Commission for W	omen Member	98300 21944
3.	Prof. Mohammad Maseehur Rahman, Dept. of Arabic	Member	98748 03925
4.	Dr. Seikh Mafiz Alam, Asst. Prof., Dept. of Chemistry	Member	89279 70836
5.	Dr. Zeenat Rehena, Asst. Prof., Dept. of CSE	Member	70034 81581
6.	Dr. Kaifia Ancer Laskar, Asst. Prof., Dept. of JMC	Member	90518 86861
7. 8.	Dr. Ankana Betal, Asst. Prof., Dept. of Bengali	Member	96748 33178
o. 9.	Ms. Shazia Hasnain, Asst. Prof., Dept. of Education	Member	97694 57285
9.	Mr. Sk Hafizur Rahman, Personal Assistant	Member	85848 53835
10.	Ms. Nahida Akhtar Islam, Personal Assistant	Member	85848 53833
12	Ms. Payel Sengupta, Research Scholar	Member	94331 63390
13	Ms. Wahida Tasneem, PG Student, Dept. of English	Member	82502 06034
15.	Ms. Nazmin Hussain, UG Student, Dept. of Bio-Sc.	Member	98874 46758

The Committee will start functioning with immediate effect for a period of three years. The previous order vide Memo No. AU/REG/1341/17 dated 21-12-2017 in this regard is superseded.

This has the approval of Hon'ble Vice-Chancellor.

(no g/ m/n/

Memo No.: AU/REG/0375(4)/21 Copy to:

Date: 11-05-2021

- 1. Office of the Hon'ble Vice-Chancellor.
- 2. All the members of the committee.
- 3. All the members of the previous committee with thanks & gratitude for rendering sincere service during their tenure.
- 4. Guard File.

Registrar



(A UGC approved autonomous Institution under the Department of Minurity Affairs and Madrasah Education, Govt. of West Bengal) IIA/27, New Town, Kolkata - 700156, West Bengal, India

Memo No.: AU/REG/1341/17

Date: 21-12-2017

OFFICE ORDER

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3. Dr. Tajuddin Ahmed, Associate Professor, Dept. of English	Member	9933918503
4. Dr. Safoora Razeq, Assistant Professor, Dept. of History	Member	8584853815
5. Mrs. Rimi Pal, Assistant Professor, Dept. of EEN	Member	9732300990
6. Mrs. Ghazala Yasmin, Assistant Professor, Dept. of JMC	Member	8584853827
7. Mrs. Momena Khatoon, Jr. Superintendent	Member	9474116408
8. Mrs. Anindita Bhaduri (Meerza), Jr. Assistant	Member	9748220402
9. Ms. Lipi Nasrin, Research Scholar	Member	9804215284
10. Ms. Mahmuda Easmin, PG student, Dept. of Bengali	Member	9134704803
11. Ms. Rifat Ara Khatun, UG student, Dept. of English	Member	9051883492
12. Mrs. Rahima Khatun, Secretary, Nari-O-Shishu Kalyan Kendra	Member	9830646876

21.12.17 Registrar

Memo No.: AU/REG/1341(4)/17

Copy to:

- 1. Hon'ble Vice-Chancellor
- 2. Dy. Registrar
- 3. All the members
- 4. Guard File

Registrar

Phones : (033) 2367 1434/1435, (033) 2706 2269/2271 Fax: 91 33 4006 2565/2534; 2367 1433 Main Campus : 21, Haji Md. Mohsin Square, Kolkata-700 016, Telefax : (033) 2249 1986 Website: www.aliah.ac.in e-mail: infodesk@aliah.ac.in

Date: 21-12-2017



(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) 11A/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0375/21

Date: 11-05-2021

OFFICE ORDER

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3.	Prof. Mohammad Maseehur Rahman, Dept. of Arabic	Member	98748 03925
4.	Dr. Seikh Mafiz Alam, Asst. Prof., Dept. of Chemistry	Member	89279 70836
5.	Dr. Zeenat Rehena, Asst. Prof., Dept. of CSE	Member	70034 81581
6.	Dr. Kaifia Ancer Laskar, Asst. Prof., Dept. of JMC	Member	90518 86861
7. 8.	Dr. Ankana Betal, Asst. Prof., Dept. of Bengali	Member	96748 33178
o. 9.	Ms. Shazia Hasnain, Asst. Prof., Dept. of Education	Member	97694 57285
9.	Mr. Sk Hafizur Rahman, Personal Assistant	Member	85848 53835
10.	Ms. Nahida Akhtar Islam, Personal Assistant	Member	85848 53833
12	Ms. Payel Sengupta, Research Scholar	Member	94331 63390
13	Ms. Wahida Tasneem, PG Student, Dept. of English	Member	82502 06034
15.	Ms. Nazmin Hussain, UG Student, Dept. of Bio-Sc.	Member	98874 46758

The Committee will start functioning with immediate effect for a period of three years. The previous order vide Memo No. AU/REG/1341/17 dated 21-12-2017 in this regard is superseded.

This has the approval of Hon'ble Vice-Chancellor.

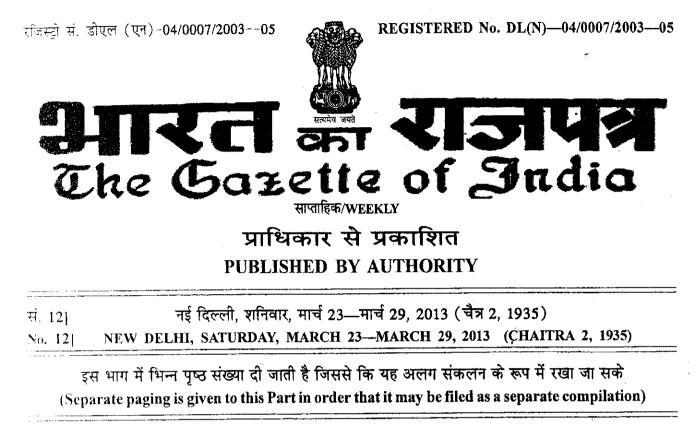
(no g/ m/n/

Memo No.: AU/REG/0375(4)/21 Copy to:

Date: 11-05-2021

- 1. Office of the Hon'ble Vice-Chancellor.
- 2. All the members of the committee.
- 3. All the members of the previous committee with thanks & gratitude for rendering sincere service during their tenure.
- 4. Guard File.

Registrar



भाग III—खण्ड 4 [PART III—SECTION 4]

[सांविधिक निकायों द्वारा जारी की गई विविध अधिसूचनाएं जिसमें कि आदेश, विज्ञापन और सूचनाएं सम्मिलित हैं] [Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued by Statutory Bodies]

PART III---SEC. 4

UNIVERSITY GRANTS COMMISSION

New Delhi-110002, the -- December 2012

F. No. 14-4/2012(CPP-II)---In exercise of the power conferred under sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby makes the following regulations, namely :---

1. Short title, application and commencement :---

- (1) These regulations shall be called the University Grants Commission (Grievance Redressal) Regulations, 2012.
- (2) They shall apply to every University, whether established or incorporated by or under a Central Act or a State Act, and every institution recognised by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a university declared as such under Section 3 of the said Act.

(3) They shall come into force from the date of their publication in the Official Gazette.

2. Definition :—In these regulations, unless the context otherwise requires

(a) "Act" means the University Grants Commission Act, 1956 (3 of 1956) :

(b) "aggrieved student" means a student who has any complaint in the matters concerned with the grievances defined under these regulations, and includes a persons seeking admission to any institution of higher education;

(c) "college" means any institution, whether known as such or by any other name, which provides for a course of study for obtaining any qualification from a university and which, in accordance with the rules and regulations of such university, is recognised as competent to provide for such course of study and present students undergoing such course of study for the examination for the award of such qualification;

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

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

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

(i) making admission contrary to merit determined in accordance. with the declared admission policy of the institute;

(ii) irregularity in the admission process adopted by the institute;

(iii) refusing admission in accordance with the declared admission policy of the institute;

(iv) non publication of prospectus, as specified;

(v) publishing any information in the prospectus, which is false or misleading, and not based on facts;

(vi) withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such institution, with a view to induce or compel such person to pay any fee or fees in respect of any course or program of study which such person does not intend to pursue;

(vii) demand of money in excess of that specified in the declared admission policy or approved by the competent authority to be charged by such institution;

(viii) breach of the policy for reservation in admission as may be applicable;

(ix) complaints, of alleged discrimination of students, from the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Women, Minority or Disabled categories;

(x) non payment or delay in payment of scholarships to any student that such institution is committed, under the conditions imposed by University Grants Commission, or by any other authority;

(xi) delay in conduct of examinations or declaration of results beyond that specified in the academic calendar;

(xii) on provision of student amenities as may have been promised or required to be provided by the institution;

(xiii) denial of quality education as promised at the time of admission or required to be provided;

(xiv) non transparent or unfair evaluation practices;

(xv) harassment and victimisation of students, including sexual harassment;

(g) "Grievance Redressal Committee" means a committee constituted under these regulations;

(h) "Higher Educational Institution" means a University within the meaning of clause (f) of Section 2, a college within the meaning of clause (b) of subsection (1) of Section 12A, and an institution deemed to be a University declared under Section 3, of the University Grants Commission Act, 1956;

(i) "institution" for the purposes of these regulations, means university, college or institution, as the case may be;

(j) "Office of profit" means an office which is capable of yielding a profit or pecuniary gain, and to which some pay, salary, emolument, remuneration or non-compensatory allowance is attached;

(k) "Ombudsman" means the Ombudsman appointed under regulation 4 of these regulations;

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

Mandatory publication of prospectus, its contents and pricing:--(1) Every higher education institution, shall publish, before expiry of sixty days prior the date of the commencement of the admission to any of its courses or programmes of study, a prospectus containing the following for the purposes of informing those persons intending to seek admission to such institution and the general public, namely:--

> (a) each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or programme of study, and the other terms and conditions of such payment;

> (b) the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or programme of study and the time within, and the manner in, which such refund shall be made to that student;

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

> (d) the conditions of eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or programme of study, where so specified by the institution;

З.

(e) the educational qualifications specified by the relevant appropriate statutory authority, or by the institution, where no such qualifying standards have been specified by any statutory authority;

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

(g) details of the teaching faculty, including therein the educational qualifications and teaching experience of every member of its teaching faculty and also indicating therein whether such members are on regular basis or as visiting member;

(h) information in regard to physical and academic infrastructure and other facilities including hostel accommodation, library and hospital or industry wherein the practical training to be imparted to the students and in particular the facilities accessible by students on being admitted to the institution;

(i) broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or programme of study, including the teaching hours, practical sessions and other assignments;

(j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution, and, in particular such discipline relating to the prohibition of ragging of any student or students and the consequences thereof and for violating the provisions of any regulation in this behalf made by the relevant statutory regulatory authority; and

(k) any such other information as may be specified by the Commission:

Provided that an institution shall publish information referred to in items (a) to (j) of this sub regulation, on its website, and the attention of prospective students and the general public shall be drawn to such publication on the website through advertisements displayed prominently in the different newspapers and through other media: Provided further that an institution may publish prospectus in accordance with this sub regulation at any time before the period of sixty days.

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

Appointment, tenure, removal and conditions of services under grievance redressal mechanism –

(1) Each University shall appoint an Ombudsman for redressal of grievances of students under these regulations.

(2) The Ombudsman shall be a person who has been a judge not below the rank of a District Judge or a retired professor who has at least ten years' experience as a professor.

(3) The Ombudsman shall not, at the time of appointment, during one year before such appointment, or in the course of his tenure as Ombudsman, be in a conflict of interest with the university where his personal relationship, professional affiliation or financial interest may compromise or reasonably appear to compromise, the independence of judgement toward the university.

(4) The Ombudsman, or any member of his immediate family shall not -

- (a) hold or have held at any point in the past, any post or, employment in the office of profit in the University;
- (b) have any significant relationship, including personal, family, professional or financial, with the university;
- (c) hold any position in university by whatever name called, in the administration or governance structure of the university.

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

(a) nominee of the Governor of the State - Chairman;

- (b) two Vice-Chancellors, by rotation from public universities of the State to be nominated by the State Government - Members;
- (c) one Vice-Chancellor, by rotation from a private university of the State to be nominated by the State Government - Member;
- (d) Secretary (Higher Education) of the State Member-- Convener.

(6) The Ombudsman in a Central University and institution deemed to be university shall be appointed by the Central University or institution as the case may be on part-time basis

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from a panel of three names recommended by the search committee consisting of the following members, namely:-

- a) Chairman of the University Grants Commission or his nominee Chairman;
- b) one Vice Chancellor from central university, by rotation, to be nominated by the Central Government Member;
- c) one Vice Chancellor from institution deemed to be university, by rotation, to be nominated by the Central Government – Member;
- d) Joint Secretary to the Government of India in the Ministry of Human Resource Development dealing or incharge of the higher education - Member;
- e) Joint Secretary in the office of the University Grants Commission - Member - Convener

(7) The Ombudsman shall be a part time officer appointed for a period of three years or until he attains the age of seventy year, whichever is earlier, from the date he resumes the office and may be reappointed for another one term in the same university.

(8) The Ombudsman shall be paid a fees of Rs. 3000 per day for hearing the cases, in addition to reimbursement of the conveyance.

(9) The Ombudsman may be removed on charges of proven misconduct or misbehavior or as defined under sub regulation
(3) and (4) of this regulation, by the concerned appointing authority.

(10) No order of removal of Ombudsman shall be made except after an inquiry made in this regard by a person not below the rank of Judge of the High Court in which such Ombudsman has been informed of the charges against him and given a reasonable opportunity of being heard in respect of those charges.

5. Grievance Redressal Committee --

- (1) In case of a college, the Vice Chancellor of the affiliating university shall constitute a Grievance Redressal Committee consisting of five members for an individual college or a group of colleges keeping in view the location of the college(s).
- (2) The Grievance Redressal Committee shall be constituted by the Vice-Chancellor of the affiliating university consisting of
 - a) a senior Professor of the University Chairman;
 - b) three senior teachers drawn from the affiliating colleges, on rotation basis, to be nominated by the Vice-Chancellor – Members;

- c) a student representing the college where the grievance has occurred to be nominated, based on academic merit, by the concerned college - special invitee.
- (3) The Grievance Redressal Committee shall have a term of two years.
- (4) The provisions of sub-regulations (8), (9) and (10) of regulation 4 and regulation 6 in respect of the matters of the reimbursement and procedure and functions shall, *mutatis mutandis*, apply to the Grievance Redressal Committee except that the Grievance Redressal Committee shall communicate its decision within ten days of receipt of the complaint.
- (5) Any person aggrieved by the decision of the Grievance Redressal Committee may within a period of six days prefer an appeal to the Ombudsman.
- 6. Powers and functions of ombudsman -
 - (1) The Ombudsman shall exercise his powers to hear any grievance-
 - (a) of any student against the university or institution affiliated to it or an institute, as the case may be, after the student has availed of remedies available in such institution for redressal of grievance; and
 - (b) of any applicant for admission as student to such institution.
 - (2) No application for revaluation or remarking of answer sheets shall be entertained by the Ombudsman unless specific irregularity materially affecting the outcome or specific instance of discrimination is indicated.
 - (3) The Ombudsman shall have power to seek the assistance of any person belonging to the Scheduled Castes, the Scheduled Tribes, Socially and Economically Backward Classes, minority or disabled category, as amicus curiae, for hearing complaints of alleged discrimination.
- 7. Procedure in redressal of grievances by Ombudsman and Grievance Redressal Committee-

(1) Each institution shall establish a registry, headed by an employee of the institute of appropriate rank as the Ombudsman may decide, where any aggrieved student or person may make an application seeking redressal of grievance.

(2) The address of the registry so established shall be published widely including on the notice board and prospectus and placed on the website of the institution.

PART HL -SEC. 41

(3) On receipt of an application by the registry, the employee-incharge shall inform the Ombudsman or the Grievance Redressal Committee, as the case may be, shall immediately provide a copy to the institution for furnishing its reply within seven days.

(4) The Ombudsman or the Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institute and the aggrieved person either in writing or electronically, as may be feasible.

(5) An aggrieved person may appear either in person or represented by such person as may be authorised to present his case.

(6) The Ombudsman or the Grievance Redressal Committee, as the case may be, shall be guided by the principles of natural justice while hearing the grievance.

(7) The Ombudsman or the Grievance Redressal Committee, as the case may be, shall ensure disposal of every application as speedily as possible and not later than a month of receipt of the grievance.

(8) The institution shall co-operate with the Ombudsman or the Grievance Redressal Committee, as the case may be, in redressal of grievances and failure to do so may be reported by the Ombudsman to the Commission.

(9) On the conclusion of proceedings, the Ombudsman or the Grievance Redressal Committee, as the case may be, shall pass such order, with reasons for such order, as may be deemed fit to redress the grievance and provide such relief as may be desirable to the affected party at issue.

(10) Every order under sub-regulation (9), under the signature of the Ombudsman or the Grievance Redressal Committee, as the case may be, shall be provided to the aggrieved person and the institution and shall be placed on the website of the institution.

(11)The institution shall comply with the order of the Ombudsman or the Grievance Redressal Committee, as the case may be,

(12) Any order of the Ombudsman or the Grievance Redressal Committee, as the case may be, not complied with by the institution shall be reported to the Commission.

(13) A complaint shall be filed by the aggrieved student or his parent or with a special permission from the Ombudsman or the Grievance Redressal Committee, as the case may be, by any other person.

(14)In case of any false or frivolous complaint, the ombudsman may order appropriate action against the complainant.

THE GAZETTE OF INDIA, MARCH 23, 2013 (CHAITRA 2, 1935)

Information regarding Ombudsman Grievance Redressal Committee to be published in prospectus -

The University, the institution deemed to be university and the college concerned shall provide detailed information regarding provisions of Grievance Redressal Committee, Ombudsman and the duties and rights of students in their prospectus prominently.

9. Consequences of non-compliance -

The Commission shall in respect of any institution which willfully contravenes or repeatedly fails to comply with orders of the Ombudsman or the Grievance Redressal Committee, as the case may be, may proceed to take one or more of the following actions, namely:-

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the Act;
- (b) withholding any grant allocated to the Institution;
- declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Commission;
- (d) informing the general public, including potential candidates for admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (e) recommend to the affiliating university for withdrawal of affiliation, in case of a college;
 (f) recommend to the Control Commend to the Control Control Commend to the Control
- f) recommend to the Central Government for withdrawal of declaration as Institution deemed to be university, in case of an institution deemed to be university;
- (g) recommend to the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act;
- (h) taking such other action within its powers as the Commission may deem fit and impose such other penalties as may be provided in the Act for such duration of time as the institution complies with the provisions of these Regulations:

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

> AKHILESH GUPTA Secy.

Grievance Redressal Policy





Jain VishvaBharati Institute

(Declared Deemed-to-be University Under Section 3 of The UGC Act, 1956)

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Ladnun - 341306 (Raj.)

Grievance Redressal Policy

Objectives

- To meet the legitimate expectations of students and staff for better, faster and more effective services,
- > To continuously improve JVBI's service rules, standards and capabilities.
- To maintain highest standards of integrity, ethics and transparency in the students, teachers and the non-teaching staff.
- > To develop an organisational framework to resolve Grievances of Students and staff
- To provide the Students and staff access to immediate, hassle free recourse to have their Grievances redressed
- > To enlighten the Students and staff on their duties and responsibilities
- To establish structured interactions with Students and staff to elicit information, academic and administrative process on their expectations
- To institute a monitoring mechanism to oversee the functioning of the Grievance Redressal Policy

Definitions

A grievance may be any kind of discontent or dissatisfaction or negative perception, whether expressed or not, arising out of anything connected with University that a student or staff thinks, or even feels, is unfair, unjust or inequitable.

A Grievance shall be a documented manifestation of dissatisfaction of a student/staff.

Student-staff focus

- Grievance Redressal Mechanism would aim at not only to redress Grievances but also to avoid them.
- The JVBI shall endeavour to improve service through constant interactions with the students and staff to elicit their views on academic and administrative standards, and to seek their suggestions for improvement.
- At least one meeting per year shall be held to offer opinions and suggestions on Student/staff academic and administrative standards and services.
- The JVBI shall also abide by the Code of conduct approved by the competent authority.
- All efforts shall be made to leverage Information Technology for providing an easy platform to the students and staff to lodge grievances, to track the status of grievances, to enlighten them on claims procedures, to provide access to information on whom to contact and to enhance academic and administrative standards and services.

Jain Vishva Bharati Institute Ladnun-341306 Rajasthan (India)

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Scope of the Policy

- 1. Grievances' may include the following complaints of the aggrieved students namely:
- 2. Making admission contrary to merit determined in accordance with the declared admission policy of the institute.
- 3. Irregularity in the admission process adopted by the institute.
- 4. Refusing admission in accordance with the declared admission policy of the institute.
- 5. Withholding or refusing to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such institution, with a view to induce or compel such Person to pay any fee or fees in respect of any course or programme of study which such person does not intend to pursue.
- 6. Demand of money in excess of that specified in the declared admission policy or approved by the competent authority to be charged by such institution.
- 7. Breach of the policy for reservation in admission as may be applicable.
- 8. Unnatural delay in conduct of examinations or declaration of results beyond that specified in the academic calendar; except for the unavoidable reasons.
- 9. On provision of student amenities as may have been promised or required to be provided by the institution.
- 10. Denial of quality education as promised at the time of admission or required to be provided.
- 11. Non transparent or unfair evaluation practices.
- 12. Harassment and victimization of students including sexual harassment; and Refund of fees on withdrawal of admissions as per JVBI instructions from time to time.

Documenting grievances

The Grievance Redressal Mechanism shall start with a proper decimation protocol. The Grievance shall include any communication that expresses dissatisfaction about an action or lack of action or about the standard of service / deficiency of service of academic or administrative nature of the JVBI. Thus any communication, as defined above - written, verbal or digital- shall be recorded in the Grievance system. Immediately on receipt of a Grievance, the concerned Office shall send a written communication to the complainant, stating the following:

- Acknowledging his communication
- The name, address, email id and Phone number of the authority to whom the Grievance has been forwarded (in case the Grievance relates to another office)
- The name, address, email id and Phone number of the authority to whom the Complainant could escalate the matter if his Grievance is not redressed within the specified timeframe or if he is not satisfied with the action taken.

Structure of grievance redressal mechanism:

Attested.

Rajasthan (India)

The Grievance Redressal mechanism for aggrieved students would be constituted and working in accordance with the UGC guidelines vide UGC (Grievance Redressal) Regulations Jain Vishva Bharati Institute 2012. Ladnun-341306

3

Institutional Grievance Redressal Mechanism

There shall be a grievance redressal mechanism at the JVBI, consisting of the Grievances Committee; members of which would be nominated by the Vice Chancellor. However, the following principle shall be generally adhered to:

- All Heads of the Departments Members
- Principal, AKKM-Member
- Director-IQAC-Member
- ✤ A Senior member of the Faculty to act as the Coordinator
- Registrar Special Invitee

Powers and Duties of the Committee:

The aggrieved person (teacher, other employee or student) of the Institute may lodge his/her grievance with the Registrar of the JVBI. The Ex-officio Secretary shall place the grievance before the grievance committee at the earliest.

The committee shall hear and settle the grievance, as far as may be practical, within six months after the grievance is lodged with the JVBI's administrative apparatus. The decision of the Committee shall be final.

The Appeal against such decision shall be referred to the Vice Chancellor, whose decision shall be final.

Procedure for conduct of business at the meetings:

- In the absence of the Chairman, a senior member nominated by Vice Chancellor shall work as the Chairperson of the Committee.
- Registrar, who is ex-officio Secretary, shall not have a right to vote.
- The term of membership for members other than ex-officio members and students shall be two years.
- A member, who does not attend three consecutive meetings of the Committee without leave of absence, shall cease to be a member of the Committee.
- If a vacancy occurs due to resignation, illness or death of any member or for any other reason, the Vice Chancellor shall fill it within one month.
- The decisions in the committee shall be taken by a simple majority of votes. In the case of a tie, the Chairperson shall have a casting vote.
- Registrar shall maintain the minutes of the committee's deliberations.

Attested

Registrar Jain Vishva Eharati Institute Ladnun-341306 Rajasthan (India)

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Aliah University

(Under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) IIA/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0642/23

Date: 12-09-2023

OFFICE ORDER

Internal Complaints Committee (ICC)

In pursuance to Clause No. 4 of the UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, the "Internal Complaints Committee (ICC)" is being hereby constituted comprising of the following members.

1. Dr. Zeenat Rehen	a, Asst. Prof., Dept. of CSE	Presiding Officer	70034 81581
2. Prof. Maria Ferna	ndes, Member, WB Commission for	Women Member	98300 21944
3. Prof. Mohammad	Maseehur Rahman, Dept. of Arabic	Member	98748 03925
	Alam, Asst. Prof., Dept. of Chemistry	y Member	89279 70836
	Laskar, Asst. Prof., Dept. of JMC	Member	90518 86861
	, Asst. Prof., Dept. of Bengali	Member	96748 33178
7. Ms. Shazia Hasna	in, Asst. Prof., Dept. of Education	Member	97694 57285
8. Mr. Sk Hafizur R	ahman, Personal Assistant	Member	85848 53835
	ar Islam, Personal Assistant	Member	85848 53833
10. Ms. Payel Sengup		Member	94331 63390
	Alam, PG Student, Dept. of Geogra	phy Member	99322 35393
12. Ms. Nilufa Yasmi	n, UG Student, Dept. of CEN .	Member	81748 72850

The Committee will start functioning with immediate effect for a period of three years or until further order whichever is earlier. The previous order vide Memo No. AU/REG/0375/21 dated 11-05-2021 in this regard is superseded.

Registrar 2 9

Memo No.: AU/REG/0642/1(6)/23 Copy to:

Date: 12-09-2023

- 1. Office of the Hon'ble Vice-Chancellor.
- 2. Dean,
- 3. Head, Dept. of
- 4. All the members of the committee.
- 5. All the members of the previous committee (Memo No. AU/REG/0375/21 dated 11-05-2021).
- 6. Guard File.

Registra



Aliah University

(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) 11A/27, New Town, Kolkata - 700160, West Bengal

Memo No.: AU/REG/0375/21

Date: 11-05-2021

OFFICE ORDER

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1.	Prof. Sharmistha Chatterjee, Dept. of English	Presiding Officer	99031 87859
2.	Prof. Maria Fernandes, Member, WB Commission for W	omen Member	98300 21944
3.	Prof. Mohammad Maseehur Rahman, Dept. of Arabic	Member	98748 03925
4.	Dr. Seikh Mafiz Alam, Asst. Prof., Dept. of Chemistry	Member	89279 70836
5.	Dr. Zeenat Rehena, Asst. Prof., Dept. of CSE	Member	70034 81581
6.	Dr. Kaifia Ancer Laskar, Asst. Prof., Dept. of JMC	Member	90518 86861
7. 8.	Dr. Ankana Betal, Asst. Prof., Dept. of Bengali	Member	96748 33178
o. 9.	Ms. Shazia Hasnain, Asst. Prof., Dept. of Education	Member	97694 57285
9.	Mr. Sk Hafizur Rahman, Personal Assistant	Member	85848 53835
10.	Ms. Nahida Akhtar Islam, Personal Assistant	Member	85848 53833
12	Ms. Payel Sengupta, Research Scholar	Member	94331 63390
13	Ms. Wahida Tasneem, PG Student, Dept. of English	Member	82502 06034
15.	Ms. Nazmin Hussain, UG Student, Dept. of Bio-Sc.	Member	98874 46758

The Committee will start functioning with immediate effect for a period of three years. The previous order vide Memo No. AU/REG/1341/17 dated 21-12-2017 in this regard is superseded.

This has the approval of Hon'ble Vice-Chancellor.

(no g/ m/n/

Memo No.: AU/REG/0375(4)/21 Copy to:

Date: 11-05-2021

- 1. Office of the Hon'ble Vice-Chancellor.
- 2. All the members of the committee.
- 3. All the members of the previous committee with thanks & gratitude for rendering sincere service during their tenure.
- 4. Guard File.

Registrar



Aliah University Internal Complaints Committee

13 February, 2020

Student

New Town Campus Aliah University

Sub: Complaint of Sexual Harassment

Dear Ms Aktari,

This is to inform you that the hon'ble Vice Chancellor. Aliah University has received a complaint of sexual harassment from you on 06 February, 2020 vide letter dated nil against Automatic and Aut

You are being called for presentation of your case in front of the ICC on Wednesday, 19 February, 2019 at 2:30 PM at 2rd Floor. Seminar room. New Town Campus of the University.

Yours sincerely.

Phoned 13/2/2020 Dr Parveen Ahmed Alam Presiding Officer Internal Complaints Committee

cc: Registrar, Aliah University



Aliah University Internal Complaints Committee

13 February, 2020

Aliah University IIA/27, New Town Kolkata 700160

Svia: Complaint of Bexual Marassment

Dear Mr Ali,

This is to inform you that the hen'ele Vicc Obsticetor, Allan University has received complaints of sexual harassment by you, as enclosed. This complaint has been forwarded to the Internal Complaints Committee (ICC) for necessary enquiry.

Please reply to the charges levied and enclose list of documents and names and addresses of witnesses, if any, latest by 23 February, 2020. You may be called for cross examination in front of the ICC at a day and time to be informed later, if required.

Yours sincerely.

P Arveen Ahmed Alam Presiding Officer Internal Complaints Committee

Encl: 3 Letters of complaint

cc: Registrar, Aliah University

	ternal Complaint Committee Meeting	
or	Dr Parveen Ahmed Alam (ahmedparveen2003@yahoo.co.in)	
ŝ	estation with a grant competitive and the second state of the second sec	
	lipinaccio00@gmail.com; momena aliab@gmail.com; ciminaul au@gmail.com; anine	tita maarza@uahoo.co
	ICC Members	5
G		
at	te: Thursday, 13 February, 2020, 05:03 pm IST	
le	ear members,	
tu n t	the ICC has received complaints of harassment from girl students again udent from the Contracting department. To probe the matter the ICC re the seminar room of 2nd floor, New Town campus on Wednesday , 19 30 PM .	quests your prese
W	would specifically request the student members to be present in the me	eting.
Re	egards,	
	arveen Ahmed Alam residing Officer, ICC	
As De	ssociate Professor ept.of Management & Buoincos Administration liah University	
ł	Re: Internal Complaint Committee Meeting	
	From: Dr Parveen Ahmed Alam (ahmedparveen2003@yahoo.co.in)	
	To: To:	-
	Cr. maintai Califa da	
	Date: Friday, 14 February, 2020, 01:41 pm 157	
	Dear all,	
	PIs note that the date and time for ICC meeting is Wednesday, 19 Febru PM.	uary, 2020 at 2:30
	Thanks Dr Rimi Paul for pointing out the inadvertent error.	
	Regards,	
	Parveen Ahmed Alam	
	Associate Professor DepLuf Management &	
	Business Administration	
	Aliah University	

E-mail of Query to HoD from ICC

On Thu, Feb 27, 2020 at 4:26 PM, Dr Parveen Ahmed Alam <ahmedparveen2003@yahoo.co.in> wrote:

Dear Dr

This has reference to the sexual harassment case lodged against your student Mr As informed to the ICC in person on 19 February 2020 against the complaint. As informed to the ICC in person on 19 February 2020 we understand that he had not received the letter till 19th Feb.2020 as he was not present and not answering calls. However, Mr E called back the undersigned the same day and the letter was whatsapped on 20th February 2020. He was specifically asked to respond to the letter by 23 February 2020.

We would like to know If Mr states of has submitted any letter to you in reply to the afore-mentioned letter from ICC and whether he has resumed class.

We look forward toy your kind response.

Regards,

Parveen Ahmed Alam Chairperson, Internal Complaints Committee

Associate Professor Dept of Management & Business Administration Aliah University

 RE: Mr *
 Email response from HoD

 Time
 ahmedoarween2003@vahoo.co.in

 Dime
 Wednesday. 4 March. 2020, 06:19 pm IST

 Ma'am,
 Ma'am,

 The is to inform you, that Mail and the is not attending classes, and neither he has inform anything toome or my office. We tried to communicate with him, but failed.

 Theriks and regards

 Encoder from ICC member after meeting HoD

 On Wednesday, 4 March, 2020, 02:35:27 pm IST, 1

Dear Madam,

I have just communicated with the will communicate you through mail (verbally said to me). Mr. The will communicate you through mail (verbally said to me). Mr. The was absent yesterday. I told someone (i don't know who he is. But he was trying to reach through ph call when i requested him to call) to inform me or to the HOD of the whenever through will be available . With Regards, Dr. The was absent will be available and the was trying to reach the way will be available and the way are the way the way

: പ: ~....

Presiding Officer to HoD
RE: Mr and a second sec
From Dr Parveen Ahmed Alam (ahmedparveen2003@yahoo.co.in)
fo: designed and the second
Daries Thursday, 12 March, 2020, 05.02 pm (5)
Dear Dr dealer Can you please send me the email ID of Mr dealer I would like to give him a fair chance of hearing for the last time. Otherwise we will be torced to submit our report based on version of complainants only. Regards Parveen A Alam
Sexual Harassment Case
From: Dr Parveen Ahmed Alam (ahmedparveen2003@yahoo.co.in)
To a second seco
Co: X registrar@aliah.ac.in
Date Thursday, 18 February, 2021, 11:54 pm IST
Rear Mr Hannes
Enclosed, please find 2 attachments for your necessary action regarding the complaints of sexual harassment brought against you by 3 girl students of the second departments of Aliah University.
We look forward to your response,
Parveen Ahmed Alam Presiding Officer Internal Complaints Committee Associate Professor Dept of Management & Business Administration

Aligh University



From: Dr Parveen Ahmed Alam <ahmedparveen2003gtvahoo.co.in> To:

Sent: Monday, 22 February, 2021, 08:58:28 pm IST Subject:

Dear Mr

We are in receipt of your reply.

Please send us the contact details (mobile number and email ID) of your five witnesses as mentioned earlier in our letter as the Internal Complaints Committee would like to talk to them directly.

wrote

Keğards,

Parveen Ahmed Alam Associate Professor Dept of Management & Business Administration Aliah University

Gn Mondoy, 22 February, 2021, 07:42:18 pm 187, 1

Sexual Harassment Case

From Dr Parveen Ahmed Alam (ahmedparveen2003@yahoo.co.in)

To:

Date: Saturday, 27 February, 2021, 05:10 pm IST

Dear Mr

Please check the trail email.

We are still awaiting your response to our previous email and whatsapp message asking you to send the contact details (email ID and mobile nos.) of all those witnesses you have named in your reply who will testify for you.

Regards,

Parveen Ahmed Alam Presiding Officer Internal Complaints Committee Professor Dept.of Management & Business Administration Aliah University

Sexual Harassment Case

From: Dr Parveen Ahmed Alam (ahmedparveen2003@yahoo.co.in)

To:	achil1070@cmail.com
	anindiameerza@yan
Date:	Sunday, 14 March, 2021, 11:49 pm IST

Dear members,

This is in continuation with our last meeting regarding the complaints against Mr I student of the student of t

I would like to inform you that Mr **Schlight** has responded to the allegation but has failed to give contact details of the witnesses he had claimed will testify on his behalf despite two reminders.

I have enquired and found out that his semester examination will be completed on 19th March 2021. Can we have Mr is testimony online on 23rd March, 2021 at 3 PM?

Considering the attendance of members in the last meeting, request you to inform in case there is any previous commitment. It is important that we conclude this cross-examination and the complaint.

Regards,

Parveen Ahmed Alam
Professor
Dept.of Management &
Business Administration
Aliah University

Sexual harassment case hearing

From: Dr Parveen Ahmed Alam (ahmedparveen2003@yahoo.co.in)

To:

Date: Thursday, 18 March, 2021, 03:27 pm IST

Dear Mr

You are requested to be present before the

Internal Complaints Committee on 23 March, 2021 at 3 pm online for giving your testimony. 0p0The link will be shared with you in due course of time.

This has reference to the harassment case pending against you.

For the record, despite repeated reminders you have failed to give the contact details of the witnesses mentioned by you in your reply. Kindly acknowledge receipt and confirm your presence.

Regards,

Parveen Ahmed Alam Presiding officer, ICC Professor Dept.of Management & **Business Administration** Aliah University



Parveen Ahmed Alam AU <ahmedparveen@aliah.ac.in>

ICC Case Report 1 message

Parveen Ahmed Alam AU <ahmedparveen@aliah.ac.in> To: registrar@aliah.ac.in

Fri, Jun 11, 2021 at 6:34 PM

Dear Sir,

Attached, please find, the report on the Harassment Case lodged by students against their batchmate. Due to the pandemic and closure of the university specially for the students, the entire cross-examination was conducted online and all signatures were also obtained online. We regret the delay in submission of the same for this reason. I thank you for bestowing the responsibility of the Presiding Officer of the first ICC of Aliah University and wish the new Committee all the best.

All the relevant documents including recordings are attached for your necessary action.

Thanking you,

Regards,

Parveen Ahmed Alam

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ICC Meet for testimony (2021-03-23 at 02_28 GMT...

B ICC Report Case 3 2021.pdf



Aliah University

(A UGC & AICTE approved autonomous Institution under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal) IIA/27, New Town, Kolkata – 700 156, West Bengal, India

Memo No.: AU/REG/0320/17

Date: 12-04-2017

OFFICE ORDER

Internal Complaints Committee (ICC)

In pursuance to Clause No. 4 of the UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, an "Internal Complaints Committee (ICC)" is being hereby constituted comprising of the following members. The Committee will start functioning from today for the period of three years.

Presiding Officer	8584853828
Member	8584853815
Member	9732300990
Member	8584853827
Member	9474116408
Member	9748220402
Member	9804215284
Member	9134704803
Member	9051883492
Member	9830646876
	Member Member Member Member Member Member Member

Registrar

Memo No.: AU/REG/0320(4)/17

Copy to:

- 1. Hon'ble Vice-Chancellor
- 2. Dy. Registrar
- 3. All the members
- 4. Guard File

Registrar

Phones (033) 2367 1434/1435, (033) 2706 2269/2271 Fax: 91 33 4006 2565/2534, 2367 1433 Main Campus: 21, Haji Md. Mohsin Square, Kelkara: 700 016, Tetefax: (033) 2249 1986 Website: www.allah.ac.in = e-mail: Infodesk@aliah.ac.in

Date: 12-04-2017



Aliah University

(A UGC approved autonomous Institution under the Department of Minurity Affairs and Madrasah Education, Govt. of West Bengal) IIA/27, New Town, Kolkata - 700156, West Bengal, India

Memo No.: AU/REG/1341/17

Date: 21-12-2017

OFFICE ORDER

Internal Complaints Committee (ICC)

In partial modification of our earlier Memo No.: AU/REG/0320/17 dated 12-04-2017 the "Internal Complaints Committee (ICC)" is being hereby re-constituted comprising of the following members.

1. Dr. Parveen Ahmed Alam, HoD, Dept. of Management Sc.	Presiding Officer	8584853828
2. Prof. Mir Rejaul Karim, Dept. of Bengali	Member	9432880242
3. Dr. Tajuddin Ahmed, Associate Professor, Dept. of English	Member	9933918503
4. Dr. Safoora Razeq, Assistant Professor, Dept. of History	Member	8584853815
5. Mrs. Rimi Pal, Assistant Professor, Dept. of EEN	Member	9732300990
6. Mrs. Ghazala Yasmin, Assistant Professor, Dept. of JMC	Member	8584853827
7. Mrs. Momena Khatoon, Jr. Superintendent	Member	9474116408
8. Mrs. Anindita Bhaduri (Meerza), Jr. Assistant	Member	9748220402
9. Ms. Lipi Nasrin, Research Scholar	Member	9804215284
10. Ms. Mahmuda Easmin, PG student, Dept. of Bengali	Member	9134704803
11. Ms. Rifat Ara Khatun, UG student, Dept. of English	Member	9051883492
12. Mrs. Rahima Khatun, Secretary, Nari-O-Shishu Kalyan Kendra	Member	9830646876

21.12.17 Registrar

Memo No.: AU/REG/1341(4)/17

Copy to:

- 1. Hon'ble Vice-Chancellor
- 2. Dy. Registrar
- 3. All the members
- 4. Guard File

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Date: 21-12-2017

List of meetings held by Anti-Ragging Squad to discuss matters related to Ref. No. ARCC/WB-5999, Case Name: IXY458, Complaint, Date: 18-10-2019; Time-16:32:39

SL. No.	Date of Meeting	Summary/ Remark	Attachments (Minutes/Resolutions)
1.	19.11.2019	 Proceedings and Minutes of Meetings from various committees to be asked from The victim and accused to be asked to be present Other important officials and concerned teachers to be requested to attend 	Resolutions of the meeting
2.	28.11.2019	• Statement obtained from the victim Mr. Enamul Khan	Statement
3.	3.12.2019	• Rescheduled on 16.12.2019	Attendance of members
4	16.12.2019	• Statement obtained from the accused Md. Abu Raihan	Statement
5.	09.01.2020	Conclusive meetingSummary of observations	Summary of facts

SI. No.	Name	Position in Committee	Signature
1.	Prof. Babulal Seal	Chairman	BSel.
2.	Prof. Mir Rejaul Karim	Jt. Convenor	MR Roce ogle LOD
3.	Mr. Shahanwaz Khan	Jt. Convenor	
4.	Dr. Joydeep Sengupta	Member	Indus Sugastar 09.01.2020.
5.	Dr. Kaushik Kundu	Member	an bh 09.07.2020
6.	Dr. Sk. Safayat Ali	Member	Dee! 03.01.20
7.	Dr. Sharmistha Chatterjee Sriwastav	Member	20 Anicestar of 01.2020
8.	Dr. Sumana Pal	Member	Samana Pal 09.01.2020
9.	Dr. Md. Mustaquim	Member	
10.	Dr. Md. Jahangir Alam	Member	01000 69/01/2020
11.	Dr. Mohd. Shamim Akhter	Member	
12.	Dr. Rumpa Saha	Member	10 Dana glo1 2020
13.	Ms. Samima Khatoon	Member	Cours Morth og 10/1200

Meeting of the Anti – Ragging Squad held on 19/11/2019

Agenda: To discuss the matters related to Ref. No. ARCC/WB-5999, Case Name:IXY458, Complaint Date:18/10/2019; 16:32:39

Resolutions:

- 1. All the proceedings and minutes of the meetings and showing the development of the case held by the different committees of this university in this regards will be sought from
 - i) The Registrar, AU
 - ii) Chairman, Hostel Monitoring committee, AU
 - iii) Convenor, Anti - Ragging Committee, AU
- 2. The victim Mr. Enamul Khan and the accused Mr. Abu Raihan will be asked to be present in a meeting of Anti-Ragging squad, AU on 28th November 2019.
- 3. The Registrar, AU, Dean Student Welfare, AU., Chairman, Hostel monitoring committee will be requested to attend the meeting.

HR Zain 19/11/2013 (9.11.19 Baha. 19.11.19 RODringastar Induk Lyntha Sumana Pal 19/11/2019. Induk Lyntha Sumana Pal 19.11.19.

of the 19/11/19



2

Statement provided by the victim Enamul Khan in the Meeting of the Anti – Ragging Squad, Aliah University, Kolkata held on 28.11.2019 at 12 noon regarding Ref. No. ARCC/WB-5999, Case Name:IXY458, Complaint Date:18/10/2019; 16:32:39

The victim Enamul Khan had been called in front of the Anti Ragging Squad and the following facts have been revealed from his statements:

- (i) On 3rd July 2019, Abu Raihan had verbally abused the victim but there was no incident of any physical abuse.
- (ii) On 18th October 2019, Abu Raihan had verbally abused the victim in hostel canteen and had done physical abuse of minor nature outside his hostel room (Room No. 11/6) in the corridor, viz., holding the victim's collar and giving a push.
- (iii) The victim had claimed that (a) Hostel Chairman was present during the incident of 3rd July and tried to settle the matter in an amicable way; (b) the Hostel Chairman had given verbal permission to the research scholars that they may not maintain queue while the food was served in the canteen.

Enamul Khan ENAMUL KHAN 28/11/2019 Members present in the meeting of Anti-Ragging Squad held on 03.12.2019 at 12 Noon in the Seminar Room of 2^{nd} floor, Aliah University, Newtown, Kolkata-700160. As the accused could not present himself due to unavailable reason (relevant mails attached) on this date and time, the meeting is rescheduled on 16.12.2019 from 12:00 noon onward.

SI. No.	Name	Position in Committee	Signature
1.	Prof. Babulal Seal	Chairman	BR.J.
2.	Prof. Mir Rejaul Karim	Jt. Convenor	HR Ray
3.	Mr. Shahanwaz Khan	Jt. Convenor	- By
4.	Dr. Joydeep Sengupta	Member	Indus Superfra
5.	Dr. Kaushik Kundu	Member	a-k.
6.	Dr. Sk. Safayat Ali	Member	Clour
7.	Dr. Sharmistha Chatterjee Sriwastav	Member	20 Sousastan
8.	Ms. Sumana Pal Dr.	Member	Somana Pal
9.	Dr. Md. Mustaquim	Member	
10.	Dr. Md. Jahangir Alam	Member	
11.	Dr. Mohd. Shamim Akhter	Member	0
12.	Dr. Rumpa Saha	Member	Baha-
13.	Ms. Samima Khatoon	Member	Camis Hatter

The genesis of the problem is on July 3, 2019. There was a massive power cut at the hostel. During this power cut, at evening Mr. Raihan got engaged in verbal altercation with a number of students. During this altercation, as per his statement he had been verbally abused by the accuser namely Mr. Enamul and another student namely Mr. Mijanur. However, the Chairman of HMC of the university came to the spot and for his mediation both the parties mutually agreed to sort their differences.

The next problem aroused on 18th October, 2019. As per the rule of the hostel of the university, students from all the years and from every department were standing in a queue at the hostel canteen to collect their lunch. The accuser Mr. Enamul tried to collect his food from outside the queue. This resulted in protest from the section of students waiting at the queue of which accused was one of the members. According to the accused Mr. Raihan, he and Mr. Enamul got engaged in a verbal dual and Mr Enamul used certain offensive language to him. However, it stopped after sometime and they collected their respective lunches.

According to Mr. Raihan, after lunch he went to his own room at the 11th floor which was adjacent to the room of the accuser Mr. Enamul only for a short period of time and then went at the 8th floor to the room of one friend. He categorically denied that he met Mr. Enamul after the incidence at the canteen. He also denied the allegation of pushing or getting physically aggressive with Mr. Enamul.

This statement has been made in front of the members of the Anti-ragging Squad on 16.12.2019, at the seminar Room no. 03 of the Aliah University, New Town campus, 2^{nd} floor.

MA ALOU Reviban 16/12/2013 NAME: MD. ABU RAZHAN. Dept. of Education List of meetings held by Anti-Ragging Squad to discuss matters related to Ref. No. ARCC/WB-5999, Case Name: IXY458, Complaint, Date: 18-10-2019; Time-16:32:39

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Enamul Khan ENAMUL KHAN 28/11/2019 Members present in the meeting of Anti-Ragging Squad held on 03.12.2019 at 12 Noon in the Seminar Room of 2^{nd} floor, Aliah University, Newtown, Kolkata-700160. As the accused could not present himself due to unavailable reason (relevant mails attached) on this date and time, the meeting is rescheduled on 16.12.2019 from 12:00 noon onward.

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MA ALOU Reviban 16/12/2013 NAME: MD. ABU RAZHAN. Dept. of Education



Arup Baksi <baksi.arup@gmail.com>

Anti-ragging meeting

Arup Baksi <baksi.arup@gmail.com> To: nursadh@yahoo.co.in Mon, May 21, 2018 at 9:07 PM

Dear Madam/ Sir

I am directed by the Hon'ble Vice Chancellor to convene a meeting of the Anti-Ragging Committee following a complaint lodged by one of the boarders of the Boys' Hostel, Aliah University. The meeting has been scheduled on 22/05/2018 (Tuesday) from 2:00 pm onward at the Board Room of New Town Campus. Please make it convenient to attend the meeting.

Thanking You Sincerely yours Dr. Arup Kumar Baksi



Arup Baksi <baksi.arup@gmail.com>

Meeting of Anti-Ragging Committee

Arup Baksi <baksi.arup@gmail.com>

Wed, May 30, 2018 at 12:31 PM

To: nursadh@yahoo.co.in, Amzed Hossein <aamsen@gmail.com>, "Prof. M R Karim মীর রেজাউল করিম" <rafakarimnbu@gmail.com>, A K M Anwaruzzaman <zamanakma@gmail.com>, Maseehur Rahman <maseehur@gmail.com>, Tamim Abu <tamimalig2009@gmail.com>, Sk Golam Sarowar Hossain <sarowar25@gmail.com>, Ghazala Yasmin <ghazalayasmin22@gmail.com>, safayatali@hotmail.com, shamimhaidar@yahoo.com, Asraful Islam <asraful02937@gmail.com>, Hafizur Rahman <hafizur7@gmail.com>, TAJDAR MEERJA <tajdar_meerza@yahoo.com>, OC NEWTOWN PS <ocnewtownps@gmail.com> Cc: vc_au@aliah.ac.in, shahzad farrukh <far_shahzad@yahoo.com>

Dear Madam/ Sir

I am directed by the Hon'ble Vice Chancellor, Aliah University, to convene a meeting of the Anti-Ragging Committee following a complaint of ragging lodged by an unknown person (No. ARCC/WB-4393, dated: 21/05/2018) allegedly claiming involvement of students of Aliah University both as victims and culprits. This is the 2nd meeting of the Anti-ragging Committee based on the said complaint.

The meeting has been scheduled on 31/05/2018 (Thursday) from 11:30 pm onward at the Board Room of New Town Campus.

Please make it convenient to attend the meeting.

Thanking You Sincerely yours

Dr. Arup Kumar Baksi Associate Professor, Dept. of Management & Business Administration, & University Nodal Officer, AISHE-MHRD Data Capturing Unit, Aliah University, Govt. of West Bengal, India



Arup Baksi <baksi.arup@gmail.com>

Meeting of Anti-Ragging Committee

Arup Baksi <baksi.arup@gmail.com>

Wed, Jan 15, 2020 at 12:07 PM To: Mehedi Kalam <mehedikalam@yahoo.co.in>, "Prof. M R Karim মীর রেজাউল করিম" <rafakarimnbu@gmail.com>, Hafizur Rahman <hafizur7@gmail.com>, Rafiqul Haque <rh78.mech@gmail.com>, Sk Golam Sarowar Hossain <sarowar25@gmail.com>, Maseehur Rahman <maseehur@gmail.com>, OC NEWTOWN PS <ocnewtownps@gmail.com>, nilofer firdaus <niloferfirdaus8@gmail.com>, rumisen@yahoo.com, safayatali@hotmail.com, TAJDAR MEERJA <tajdar meerza@yahoo.com>, shamim haidar <shamimhaidar@yahoo.com>, Tamim Abu <tamimalig2009@gmail.com>, Zakir Hossain <Zakircdri@gmail.com>, Zarnigah Parwez <zarnigahparwez@gmail.com>, A K M Anwaruzzaman <zamanakma@gmail.com> Cc: "Prof. Amzed Hossein" < registrar@aliah.ac.in>, vc au@aliah.ac.in

Dear Madam/ Sir

A meeting of the Anti-Ragging Committee has been convened on 17/01/2020 (Friday) from 3:00 pm onwards at the Board Room / Seminar Room, 2nd Floor New Town Campus to take the final decision and frame the final report for UGC Anti-Ragging Cell against the complaint: ARCC/WB-5999. Its worthwhile mentioning here that we have received the investigative report from the Anti Ragging Squad (Please find attached) Please make it convenient to attend the meeting

Thanks & regards Arup Kumar Baksi

Associate Professor, Dept. of Management & Business Administration, Aliah University, Kolkata, West Bengal.

2 attachments

Facts Found by Anti-Ragging Squad.pdf 773K

List of meeting helds by Anti-Ragging Squad.pdf 3404K

Minutes of Meeting Anti-Ragging Committee

Date: 24/10/2019

Time: 11:30 am

Venue: Board Room, New Town Campus

Ref. No. ARCC/ WB-5999 Case Name: IXY458 Complaint date: 18/10/2019; 16:32:39

Members present:

Prof. Mehedi Kalam, Member
 Prof. Amzed Hossein, Member
 Sk. Golam Sarowar Hossain, Member
 Skamim Haidar, Member
 Shamim Haidar,

Prelims:

The complaint lodged by a student of Aliah University with the UGC Anti-Ragging Cell was read out. The Anti-Ragging Committee received the complaint on 22nd October, 2019 at around 2:30 pm. 23rd October being an enlisted holiday, the Anti-Ragging Committee notified 24th October, 2019 as the date of the first meeting regarding the case referred above.

1. The complaint explicitly indicated incidents centering the Boys' Hostel, New Town Campus, Aliah University. Further, it mentioned the name of Mr. Asraful Islam, the present Chairman of Hostel Management Committee, as a witness to an incident that took place on 3rd July, 2019 and referred to. The complaint, though not explicitly, contained a suppressed grievance of the complainant about the Chairman.

In view of the above the committee decided to invite Mr. Asraful Islam (as an Invited Member) to render support to the committee as required and throw light on the undesirable incidents that was referred to in the complaint.

The Committee identified the alleged victim as Mr. Enamul Khan, Research Scholar, Dept. of Electronics and Communication Engineering. He is presently a boarder of the Boys' Hostel of New Town Campus of the University and resides in the 11th floor of the same. The Anti-ragging committee advised Mr. Enamul Khan to appear before the committee on 24/14/2019.

The Anti-ragging committee also advised Mr. Abu Raihan, the alleged culprit, to appear before the committee on 24/10/2019.

Both the alleged victim and the alleged culprit were given patient hearing by the Anti-Ragging Committee and their statements were recorded (for audio) with prior intimation to them.

Dr. Shamim Haidar, member of the Anti-Ragging Committee, was bestowed with the responsibility of preparing a draft by listening to the recorded statement of the alleged victim and the alleged culprit which are to be signed by them, if agreed upon.

Discussions:

1. The Anti-Ragging Committee noted that an FIR has been lodged by the University authority against the alleged culprit, namely, Mr. Abu Raihan, thereby, complied with the clause 7.1 of the Anti-Ragging Norms of the UGC.

2. The Anti-Ragging Committee was apprised by the Hostel Chairman about the incident of 3rd July, 2019 which could be traced as the point-of-initiation of a commotion between the alleged victim and the alleged culprit. The Anti-Ragging Committee went through the supporting documents (complaint letters etc.). The Hostel Chairman stated that since the incident of 3rd July, 2019 (referred in the letter of complaint as a support document) took place outside the hostel premise, he forwarded the complaint to the appropriate authority for necessary action, though, the Anti-Ragging Committee could not identify any document pertaining to any action being taken. However, the Hostel Chairman informed the Anti-Ragging Committee that he made an effort to pacify the tense situation and apparently things improved as the confronting students shook hands as a gesture of peace.

3. Mr. Enamul Khan, the alleged victim stated that Mr. Abu Raihan, the alleged culprit is verbally abusing him on a regular basis and in the afternoon of 18th October, immediately after the lunch, he was physically abused by the alleged culprit. During the period of his statement, Mr. Enamul Khan stated that the Hostel Chairman gave permission to the Ph.D. scholars, residing in the hostel, can avail food as and when required without maintaining any schedule (namely standing in a queue etc.). However, the Anti-Ragging Committee could not identify any official notification with regard to the same. Mr. Enamul Khan, in his letter of complaint alleged Mr. Abu Raihan as an illegal boarder of the Boys' Hostel, New Town Campus. When sought explanation, the Hostel Chairman explained that Mr. Abu Raihan was given an extension as per the norms of the HMC. The Anti-Ragging Committee advised the Hostel Chairman to submit necessary documents with regard to the same. Mr. Enamul Khan was extremely aggressive and vociferous against the Hostel Chairman and at times had to be pacified by the members of the committee to behave sanely. Mr. Enamul Khan, even went out stating that the Honourable Vice Chancellor lied to the UGC while providing initial remarks against the complaint being lodged.

4. Mr. Abu Raihan, the alleged culprit denied all charges brought against him. While asked about the incident that took place on 18th October, 2019, he said that Mr. Enamul Khan, the alleged victim used abusive language when interrupted for taking food by not following the hostel norms. Mr. Abu Raihan

also denied charges of any kind of physical assault. He further informed that although he has been allocated a room in the 11th floor of the Boys' Hostel, he spent most of the time in the 8th floor.

5. Mr. Enamul Khan, in a very threatening voice, read out from a note that was stored in his shirt's pocket, that if he was found implicated (namely, for sexual assault) and harassed (namely for official documentation, Ph.D. work etc.), as an aftermath or consequence of raising voice against the authority, then the authority themselves shall be responsible for the same and demanded an assurance that he will be never implicated or harassed as a result of a complain being lodged by him from the University authority in a 'stamp paper'. The Anti-Ragging Committee strongly condemned Mr. Enamul Khan's language, body gesture, tone of voice and the demands. However, he was assured peace-of-mind by the Anti-Ragging Committee with an assumption that he had no previous foul-play to camouflage with such aggressive attitude.

Actions/ Resolutions:

1. Mr. Enamul Khan was assured by the Anti-Ragging Committee about physical safety and was advised not to be drawn into any further commotion.

2. Mr. Abu Raihan was warned by the Anti-Ragging Committee and was advised to keep abstain from any kind of provocative activity and misconduct.

3. The Anti-Ragging Committee observed that the room of the alleged culprit should be shifted from the 11th floor to some other floor as per availability and as norms. However, before taking such step the boardership of the alleged culprit has to be checked.

4. The Anti-Ragging Committee also observed that further interaction with the hostel boarders and other stakeholders (still unidentified) is necessary before any conclusive step to be finalized.

Minutes of Meeting Anti-Ragging Committee

Date: 24/10/2019

Time: 11:30 am

Venue: Board Room, New Town Campus

Ref. No. ARCC/ WB-5999 Case Name: IXY458 Complaint date: 18/10/2019; 16:32:39

Members present:

Prof. Mehedi Kalam, Member
 Prof. Amzed Hossein, Member
 Sk. Golam Sarowar Hossain, Member
 Skamim Haidar, Member
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Prelims:

The complaint lodged by a student of Aliah University with the UGC Anti-Ragging Cell was read out. The Anti-Ragging Committee received the complaint on 22nd October, 2019 at around 2:30 pm. 23rd October being an enlisted holiday, the Anti-Ragging Committee notified 24th October, 2019 as the date of the first meeting regarding the case referred above.

1. The complaint explicitly indicated incidents centering the Boys' Hostel, New Town Campus, Aliah University. Further, it mentioned the name of Mr. Asraful Islam, the present Chairman of Hostel Management Committee, as a witness to an incident that took place on 3rd July, 2019 and referred to. The complaint, though not explicitly, contained a suppressed grievance of the complainant about the Chairman.

In view of the above the committee decided to invite Mr. Asraful Islam (as an Invited Member) to render support to the committee as required and throw light on the undesirable incidents that was referred to in the complaint.

The Committee identified the alleged victim as Mr. Enamul Khan, Research Scholar, Dept. of Electronics and Communication Engineering. He is presently a boarder of the Boys' Hostel of New Town Campus of the University and resides in the 11th floor of the same. The Anti-ragging committee advised Mr. Enamul Khan to appear before the committee on 24/14/2019.

The Anti-ragging committee also advised Mr. Abu Raihan, the alleged culprit, to appear before the committee on 24/10/2019.

Both the alleged victim and the alleged culprit were given patient hearing by the Anti-Ragging Committee and their statements were recorded (for audio) with prior intimation to them.

Dr. Shamim Haidar, member of the Anti-Ragging Committee, was bestowed with the responsibility of preparing a draft by listening to the recorded statement of the alleged victim and the alleged culprit which are to be signed by them, if agreed upon.

Discussions:

1. The Anti-Ragging Committee noted that an FIR has been lodged by the University authority against the alleged culprit, namely, Mr. Abu Raihan, thereby, complied with the clause 7.1 of the Anti-Ragging Norms of the UGC.

2. The Anti-Ragging Committee was apprised by the Hostel Chairman about the incident of 3rd July, 2019 which could be traced as the point-of-initiation of a commotion between the alleged victim and the alleged culprit. The Anti-Ragging Committee went through the supporting documents (complaint letters etc.). The Hostel Chairman stated that since the incident of 3rd July, 2019 (referred in the letter of complaint as a support document) took place outside the hostel premise, he forwarded the complaint to the appropriate authority for necessary action, though, the Anti-Ragging Committee could not identify any document pertaining to any action being taken. However, the Hostel Chairman informed the Anti-Ragging Committee that he made an effort to pacify the tense situation and apparently things improved as the confronting students shook hands as a gesture of peace.

3. Mr. Enamul Khan, the alleged victim stated that Mr. Abu Raihan, the alleged culprit is verbally abusing him on a regular basis and in the afternoon of 18th October, immediately after the lunch, he was physically abused by the alleged culprit. During the period of his statement, Mr. Enamul Khan stated that the Hostel Chairman gave permission to the Ph.D. scholars, residing in the hostel, can avail food as and when required without maintaining any schedule (namely standing in a queue etc.). However, the Anti-Ragging Committee could not identify any official notification with regard to the same. Mr. Enamul Khan, in his letter of complaint alleged Mr. Abu Raihan as an illegal boarder of the Boys' Hostel, New Town Campus. When sought explanation, the Hostel Chairman explained that Mr. Abu Raihan was given an extension as per the norms of the HMC. The Anti-Ragging Committee advised the Hostel Chairman to submit necessary documents with regard to the same. Mr. Enamul Khan was extremely aggressive and vociferous against the Hostel Chairman and at times had to be pacified by the members of the committee to behave sanely. Mr. Enamul Khan, even went out stating that the Honourable Vice Chancellor lied to the UGC while providing initial remarks against the complaint being lodged.

4. Mr. Abu Raihan, the alleged culprit denied all charges brought against him. While asked about the incident that took place on 18th October, 2019, he said that Mr. Enamul Khan, the alleged victim used abusive language when interrupted for taking food by not following the hostel norms. Mr. Abu Raihan

also denied charges of any kind of physical assault. He further informed that although he has been allocated a room in the 11th floor of the Boys' Hostel, he spent most of the time in the 8th floor.

5. Mr. Enamul Khan, in a very threatening voice, read out from a note that was stored in his shirt's pocket, that if he was found implicated (namely, for sexual assault) and harassed (namely for official documentation, Ph.D. work etc.), as an aftermath or consequence of raising voice against the authority, then the authority themselves shall be responsible for the same and demanded an assurance that he will be never implicated or harassed as a result of a complain being lodged by him from the University authority in a 'stamp paper'. The Anti-Ragging Committee strongly condemned Mr. Enamul Khan's language, body gesture, tone of voice and the demands. However, he was assured peace-of-mind by the Anti-Ragging Committee with an assumption that he had no previous foul-play to camouflage with such aggressive attitude.

Actions/ Resolutions:

1. Mr. Enamul Khan was assured by the Anti-Ragging Committee about physical safety and was advised not to be drawn into any further commotion.

2. Mr. Abu Raihan was warned by the Anti-Ragging Committee and was advised to keep abstain from any kind of provocative activity and misconduct.

3. The Anti-Ragging Committee observed that the room of the alleged culprit should be shifted from the 11th floor to some other floor as per availability and as norms. However, before taking such step the boardership of the alleged culprit has to be checked.

4. The Anti-Ragging Committee also observed that further interaction with the hostel boarders and other stakeholders (still unidentified) is necessary before any conclusive step to be finalized.



Arup Baksi <baksi.arup@gmail.com>

Fwd: Ref No. ARCC/ WB-5999

Prof. Mahammad Ali <vc_au@aliah.ac.in> To: Arup Kumar Baksi <baksi.arup@aliah.ac.in> Tue, Oct 22, 2019 at 11:39 AM

From: "Anti-Ragging Helpline" <helpline@antiragging.in> To: "vc au" <vc_au@aliah.ac.in> Cc: "Dr. Nursadh Ali" <registrar@aliah.ac.in>, kachrooraj@gmail.com, "deepak syrex" <deepak.syrex@gmail.com>, "rohit chouhan" <rohit.chouhan@syrex.in> Sent: Monday, 21 October, 2019 15:13:09 Subject: Ref No. ARCC/ WB-5999

Ref No. ARCC/ WB-5999

(NOTE:Please mention the above given Ref No in your reply)

Dear Sir,

We have received a complaint of ragging from a student of ALIAH UNIVERSITY KOLKATA. The details are given below. You are requested to identify & counsel the victim so that he feels safe and knows that authorities are with him & action will be taken on his complaint. You are also requested not to disclose the identity of the victim.

"7.1 Action to be taken by the Head of the institution by the order of Hon. Supreme Court:

on receipt of any information concerningany reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;

v. Violation of decency and morals through ragging;

- vi. Injury to body, causing hurt or grievous hurt;
- x. Assault as well as sexual offences or unnatural offences;

xi. Extortion;

xvii. Physical or psychological humiliation;

NOTE: Enguiry /Investigation /Disciplinary Committee reports etc. are not acceptable. As per UGC regulations only report of the Anti Ragging Committee is acceptable.

You can read – what constitutes Ragging on the following link:

https://www.amanmovement.org/registration/public/amanmovement/what constitues ragging.pdf

Kindly mention the Regulatory Authority of your reputed Institution/University (i.e., UGC, MCI, NAAC, MHRD, AICTE etc.) and if we are failed to contact you, call us on our helpline number, so that we can brief the case to you. Thanks & Regards

Supervisor ID: 12354 Anti-Ragging & Anti-Racial Abuse Helpline :1800-180-5522 helpline@antiragging.in

BASIC COMPLAINT DETAILS

Complaint Registered Through Email

Complaint Of Ragging

Complaint Type:
Complaint Date:
Case Name:
Name Of College:
State:
Affiliating University:
Complaint Details:

Normal 18 Oct 2019 16:32:39 IXY458 ALIAH UNIVERSITY KOLKATA West Bengal ALIAH UNIVERSITY, KOLKATA

Respected Sir, I am from (ECE) a full time Research Scholar of the Dept. of ECE, Aliah University Kolkata. Sir, today I have a Lab class of VHDL Coding of B.tech 4th Year as Teaching assistant. Today (18/10/2019) at 1:40 pm, an unfortunate incident occurred in the canteen of Aliah University New Town Boy's Hostel in front of Hostel care taker and security. A student of the Dept. of B.Ed namely Abu Raihan has misbehaved very badly with abusing slang language and physically assault me. Earlier on 3rd July 2019 night another very bad incident happened in front of Mr.Asraful Islam(Chairman HMC) which I have already complained to Chairman of HMC Aliah University, Hostel Warden and other university authorities, but no action has not been taken by Chairman of HMC against illegal boarder Abu Raihan; I am attaching the receiving copy of that complain. Sir, at that time and even now Abu Raihan is not the Hostel Boarder of Aliah University New Town Boys' Hostel according to Hostel rules. Sir how can an illegal hostel boarder misbehave with a Research Scholar in front of Hostel care taker. So, I am further requesting to you to take necessary action against Abu Raihan as soon as possible. Thanking by

Gmail - Fwd: Ref No. ARCC/ WB-5999

https://mail.google.com/mail/u/0?ik=326c18c3a2&view=pt&search=all&permmsgid=msg-f:164807...

Report of the Anti-Ragging Committee

Date: 17/01/2019

Reference: Case No.: ARCC/WB - 5999

On the basis of the investigations done by the Anti Ragging Committee and Anti Ragging Squad, Aliah University and after interacting with the alleged victim and the alleged accused it was found that:

- 1. The reported incident was a case of altercation between two students who might have developed ill-feelings about each other post the incidence of 3rd July, 2019 which was not reported to the Grievance Redressal Cell or the Anti Ragging Committee.
- 2. Both the alleged victim and the alleged accused were counselled to remove illfeelings about each other and they have verbally agreed to resolve enmities, if any.
- 3. The alleged accused has got an opportunity to purse his Ph.D. from one of the premiere institutes of India and shall be leaving Aliah University.
- 4. The Hostel Management Committee has been advised to be more vigil in the hostel premise to nullify untoward incidents involving boarders.

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Facts found by the Anti-Ragging Squad, dated-09/01/2020

A meeting was held by Anti-Ragging Squad on 09/01/2020 from 11:00 A.M. onwards at the seminar room, second floor, Aliah University, Newtown Campus. The following members were present-

Sl. No.	Name	Position in Committee	Signature
1.	Prof. Babulal Seal	Chairman	Blead
2.	Prof. Mir Rejaul Karim	Jt. Convenor	HER Rover 03/0/101
3.	Mr. Shahanwaz Khan	Jt. Convenor	1
4.	Dr. Joydeep Sengupta	Member	Andrep Sugnistar 09.01.2020
5.	Dr. Kaushik Kundu	Member	Que de. 09.01.2020
6.	Dr. Sk. Safayat Ali	Member	Lecei 09.01.20
7.	Dr. Sharmistha Chatterjee Sriwastav	Member	SCS nineas Par 01:2020
8.	Dr. Sumana Pal	Member	Somara Pal 09.01.2020
9.	Dr. Md. Mustaquim	Member	
10.	Dr. Md. Jahangir Alam	Member	alway ogtor 12020
11.	Dr. Mohd. Shamim Akhter	Member	0.
12.	Dr. Rumpa Saha	Member	Baha 39/01/2020
13.	Ms. Samima Khatoon	Member	Janing Hot for 101/ 2020

Both the accused and the victim were called at the meeting and through a further discussion, the Anti-Ragging Squad summarizes the facts as stated below.

From the statements of the victim Mr. Enamul Khan and the accused Md. Abu Raihan, obtained in the course of several previous meetings held, the Anti-Ragging Squad of Aliah University makes the following observations:

- 1. On 3rd July 2019, Mr. Abu Raihan got engaged in a verbal altercation with Mr. Enamul Khan. However, the incident did not involve any physical abuse from either party.
- 2. The second incident occurred on 19th October, 2019, when Mr. Enamul Khan tried to collect his lunch from the hostel canteen without maintaining the queue formed by the other students. This behavior of Mr. Enamul Khan resulted in another altercation between him and Mr. Abu Raihan where both the parties used abusive language for each other.
- 3. As per the complaint of the victim, later, on the same date, there was a minor physical abuse by Mr. Abu Raihan in front of the victim's room. However, there is no witness to this incident, which the Anti-Ragging Squad found astonishing since it's a hostel of more than 600 students. Mr. Abu Raihan also categorically denied the above and last incident.

रजिस्ट्री सं॰ डी॰ एल॰--(एन)04/0007/2003-13

REGISTERED NO. DL--(N)04/0007/2003-13



असाधारण EXTRAORDINARY भाग 11 — खण्ड 1 PART II — Section 1 प्राधिकार से प्रकाशित PUBLISHED BY AUTHORITY

सं॰ 18] नई दिल्ली, मंगलवार, अप्रैल 23, 2013/ वैशाख 3, 1935 (शक) No. 18] NEW DELHI, TUESDAY, APRIL 23, 2013/ VAISAKHA 3, 1935 (SAKA)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके। Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:----

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 OF 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHERLAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.

BE it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:----

CHAPTER I

PRELIMINARY

Short title, 1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, extent and Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions.

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

(a) "aggrieved woman" means---

(*i*) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(*ii*) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) "appropriate Government" means---

(*i*) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

(*ii*) in relation to any workplace not covered under sub-clause (*i*) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, ad hoc or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means---

(*i*) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(*ii*) in any workplace not covered under sub-clause (*i*), any person responsible for the management, supervision and control of the workplace.

Explanation.-- For the purposes of this sub-clause "management" includes the person or board or committee responsible for formulation and administration of polices for such organisation;

(*iii*) in relation to workplace covered under sub-clauses (*i*) and (*ii*), the person discharging contractual obligations with respect to his or her employees;

(*iv*) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) "Internal Committee" means an Internal Complaints Committee constituted under section 4;

(i) "Local Committee" means the Local Complaints Committee constituted under section 6;

(*j*) "Member" means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) "prescribed" means prescribed by rules made under this Act;

(1) "Presiding Officer" means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) "respondent" means a person against whom the aggrieved woman has made a complaint under section 9;

(n) "sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) "workplace" includes ---

(*i*) 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 Government or the local authority or a Government company or a corporation or a co-operative society;

(*ii*) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainmental, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(*iv*) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;

SEC. 1]

[PART II-

(vi) a dwelling place or a house;

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of 3. (1) No woman shall b

4

sexual harassment 3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is persent in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:---

(i) implied or explicit promise of preferential treatment in her employment; or

(ii) implied or explicit threat of detrimental treatment in her employment; or

(iii) implied or explicit threat about her present or future employment status; or

 $(i\nu)$ interference with her work or creating an intimidating or offensive or hostile work environment for her; or

(v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution of Internal Complaints Committee. 4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely: ---

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

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 (1):

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 organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.

(5) Where the Presiding Officer or any Member of the Internal Committee,----

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely: --

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.

Composition, tenure and other terms and conditions of Local Complaints Committee

Notification of District Officer.

Constitution and jurisdiction of Local Complaints Committee

SEC. 1]

THE GAZETTE OF INDIA EXTRAORDINARY

(3) Where the Chairperson or any Member of the Local Complaints Committee -----

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Chairperson 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.

(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

9. (1) Any aggricved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing:

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Conciliation

10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:

Grants and audit

Complaint of sexual harassment

Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employce, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if prima facie case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:

Provided that where the aggricved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

45 of 1860.

5 of 1908

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:----

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents; and

(c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

CHAPTER V

INQUIRY INTO COMPLAINT

12. (1) During the pendency of an inquiry, on a written request made by the aggrieved Action during pendency of woman, the Internal Committee or the Local Committee, as the case may be, may recommend inquiry to the employer to-

(a) transfer the aggrieved woman or the respondent to any other workplace; or

SEC. 11

45 of 1860

Inquiry into complaint

(b) grant leave to the aggrieved woman up to a period of three months; or

(c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report.

8

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be---

(*i*) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(*ii*) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (*ii*), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

Punishment for false or malicious complaint and false evidence 14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (*ii*) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to ---

(a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;

(b) the loss in the career opportunity due to the incident of sexual harassment;

(c) medical expenses incurred by the victim for physical or psychiatric treatment;

(d) the income and financial status of the respondent;

(ϵ) feasibility of such payment in lump sum or in instalments.

16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Prohibition of publication or making known contents of complaint and inquiry proceedings.

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or subsection (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations.

CHAPTER VI

DUTIES OF EMPLOYER

19. Every employer shall ---

(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;

(*b*) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under subsection (1) of section 4;

22 of 2005

SEC. 1]

Penalty for publication or making known contents of complaint and inquiry proceedings

Appeal

Duties of employer.

(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being 45 of 1860 in force;

45 of 1860.

[PART II-

(h) cause to initiate action, under the Indian Penal Code or any other law for the 4 time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place;

(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(i) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

20. The District Officer shall, --

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

24. The appropriate Government may, subject to the availability of financial and other resources,---

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace,

Duties and powers of District Officer.

Committee to submit annual report

Employer to include information in annual report

Appropriate Government to monitor implementation and maintain data

Appropriate Government to take measures to publicise the Act

(b) formulate orientation and training programmes for the members of the Local Complaints Committee.

25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,---

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. (1) Where the employer fails to ---

SEC. 1]

(a) constitute an Internal Committee under sub-section (1) of section 4;

(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

he shall be punishable with fine which may extend to fifty thousand rupces.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to----

(*i*) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(*ii*) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:-

(a) the fees or allowances to be paid to the Members under sub-section (4) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (4) of section 7;

8 2

Cognizance of

by

offence

courts

Act not in derogation of any other law.

Power of appropriate Government to make rules.

Penalty for noncompliance with provisions of Act.

Power to call

for information

and inspection of records

PART II -

(d) the person who may make complaint under sub-section (2) of section 9;

(e) the manner of inquiry under sub-section (1) of section 11;

(f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;

(g) the relief to be recommended under clause (c) of sub-section (1) of section 12;

(h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;

(i) the manner of action to be taken under sub-sections (1) and (2) of section 14;

(i) the manner of action to be taken under section 17;

(k) the manner of appeal under sub-section (1) of section 18;

(*I*) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and

(m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

30. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.

P.K. MALHOTRA, Secy. to the Govt. of India.

CORRIGENDA

THE PREVENTION OF MONEY-LAUNDERING (AMENDMENT) ACT, 2012 (2 of 2013)

At page 18, in line 2, for "Arts", read "Art".

At page 21, in line 14, for "Protection", read "(Protection)".

Power to remove difficulties. SEC. 1]

THE GAZETTE OF INDIA EXTRAORDINARY

CORRIGENDUM

THE UNLAWFUL ACTIVITIES (PREVENTION) AMENDMENT ACT, 2012 (3 of 2013)

At page 6, in line 22, for "clause", read "clause".

CORRIGENDUM

THE BANKING LAWS (AMENDMENT) ACT, 2012

(4 of 2013)

At page 8, in line 29, for 'sections 30",' read 'section 30,",'.

CORRIGENDUM

THE APPROPRIATION ACT, 2013 (9 of 2013)

At page 1, in the marginal heading to section 2, for "4715,54,00,000", read "49715,54,00,000".

GMGIPMRND-354GI(S4)-23-04-2013.



Arup Baksi <baksi.arup@gmail.com>

Fw: ANTIRAGGING COMMITTEE REPORT

shahzad farrukh <far_shahzad@yahoo.com>
To: Arup Baksi <baksi.arup@gmail.com>, Amzed Hossein <aamsen@gmail.com>

Tue, May 29, 2018 at 1:14 PM

----- Forwarded message -----From: Anti Ragging Help Line <helpline@antiragging.in> To: "far_shahzad@yahoo.com" <far_shahzad@yahoo.com> Sent: Tuesday, 29 May, 2018, 8:22:22 AM IST Subject: ANTIRAGGING COMMITTEE REPORT

Ref No. ARCC/ WB-4393

(NOTE:Please mention the above given Ref No in your reply)

Dear Sir/Madam, The Antiragging Committee Report received from your college on date via Email on 2018-05-28 16:31:27 has been dissapproved.

ARC status: Disapproved Enquiry is in process and will take time. Preliminary ARC report has been received and Final ARC report along with conclusion of the committee is yet to come.

Supervisor ID: 12336 Anti-Ragging & Anti-Racial Abuse Helpline :1800-180-5522 helpline@antiragging.in



Programme Schedule

Time	Events				
10:45 AM	Organisers join the webinar platform				
10:50 AM - 11:00 AM	Allow speakers and participants to join the webinar platform				
11:02 AM	Convener welcomes the speakers, organising committee members and participants.				
11:05 AM	Inaugural Speech By Head of the Department				
11:10 AM	Introduction & Webinar Overview by Chairperson				
11:14 AM	Introduction of the First Speaker by the Convener				
11:15 AM – 12:00 Noon	Session-1 Speaker: Soma Sen Gupta Director, SANHITA: Gender Resource Centre Sexual Harassment at Workplace (SHW) – Issues, Types, Myths and Realities				
12:00 Noon – 12:15 PM	Question and Answer Session (Moderator: Dr. Samiran Sur)				
12:15 PM	Introduction of the Second Speaker by the Convener				
12:16 PM – 1:00 PM	Session-2 Speaker: Sirsha Gupta Director, SANHITA: Gender Resource Centre Understanding the Law				
1:00 PM – 1:15 PM	Question and Answer Session (Moderator: Dr. Ayan Majumdar)				
1:15 PM – 1:30 PM	Vote of Thanks by the Convener				
Anchor will keep giving information on the upcoming event.					



Department of Management and Business Administration & Internal Complaints Committee (ICC) Aliah University (AU), Kolkata, India

Webinar on "Awareness of Sexual Harassment of Women at Workplace" on 5th August, 2020, 11:00 AM

In line with UGC recommended Webinars on Gender Biasness & Stereotyping, Gender Equality and Women's Right

Speaker 1



Soma Sen Gupta Director, SANHITA: Gender Resource Center https://sanhita.org

Ali Beg

Registration Details

- Click the following link for registration: <u>https://forms.gle/PzfvTv1CgGcoQNWd8</u>
- Only registered participants will receive an e-certificate. Registration is **FREE**.
 - Join our webinar via Google Meet: Link to be sent to the registered participants only (First 100 registered participants shall be allowed).
 - The participants must be a Faculty Member / Staff / Research Scholar/ Student of Aliah University.

Topics

Session-1- Sexual Harassment at Workplace (SHW) – Issues, Types, Myths and Realities Session-2- Understanding the Law:

- ✓ The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- ✓ UGC (Prevention, Prohibition and Redressal of women employees and students in higher educational institutions) Regulations, 2015

Speaker 2



Sirsha Gupta Programme Officer, SANHITA: Gender Resource Center https://sanhita.org

Hasan

Chief Patron Prof. Mahammad Ali Hon'ble Vice Chancellor, AU		Patron Prof. A. Hossein Dean of Students Affairs, AU	Patr Prof. M. Dean of I of Sc. & AU	Kalam Pi Faculty Do Tech.,	Patron of. M. R. Karin ean of Faculty o Hu.& Lg., AU	1	Chairperson & Presiding Officer, ICC Dr. Parveen Ahmed Alam	Convener Mrs. Nasreen Nasar aliahmbaworksh op@gmail.com
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Dr. Kaushik Kundu	Dr. Ayan Majumdar	Mr. Abdu Ostag		Mr. Asraful	Islam Dr.	Samiran Sur	Dr. Somnath Chatterjee	Mr. Gholam Syedain Khan
Mr. Mirza Mabood	Dr. Furquan Ud	din Dr. Asima	Sarkar	Mr. Adnan A	hmed M	s. Zarnigah	Mr. Rasheed K	Mr. Syed Nurul

Siddiqui

Parwez





Aliah University The Internal Complaints Committee organizes

One -Day Workshop

on

Awareness and Sensitization of Sexual Harassment and Ragging in Higher Educational Institutions

Date: 7 July 2022 (Thursday), Time: 10.30 AM to 3.00 PM Venue- Seminar Room (03), 2nd Floor, New Town Campus

Chief Patron: Prof.(Dr.) Sk Abu Taher Kamruddin, Hon'ble Vice Chancellor, Aliah University,

Patrons:

Dr. Syed Nurus Salam Registrar

Prof. (Dr.) Abdur Rahim Gazi, Dean, **Faculty of Humanities and Languages**

Prof. (Dr.) Babulal Seal, Dean, **Faculty of Science and Technology** **Resource Persons**

Dr. Maria Fernandes

Vice- Chairperson, West Bengal Forest Development Corporation Ltd, Government of West Bengal & Member, West Bengal Commission for Women.

> Dr. Tanmay Ray Chowdhury IPS, IG, Presidency Range, Kolkata

Prof. (Dr.) Paromita Chakravarti

Department of English, Jadavpur University



Programme Schedule

Inaugural Session: 10.30 AM

Prof. (Dr.) Amzed Hossein, Dean, Students' Welfare

> Dr. Sk Ashfaque Ali **Deputy Registrar**

Organising Committee:

Prof. (Dr) Md. Maseehur Rahaman Head, Department of Arabic

> Dr. Seikh Mafiz Alam Department of Chemistry

Mrs. Shazia Hasnain, Head (Officiating), Department of Education

> Mrs. Nahida Akhtar Islam P.A. to Hon'ble Vice Chancellor

> > Dr. Kaifia Ancer Laskar Department of JMC

Prof. (Dr.) Sharmistha Chatterjee Department of English

Tea break: 11.00 AM -11.10 AM

Plenary session I: II.10 AM-12.30 PM

Interactions: 12.30 PM to 1.00 AM

Lunch: 1.00 PM -2.00 PM

Plenary session II: 2.00 PM-2.30 PM

Interactions: 2.30 PM-2.45 PM

Vote of Thanks: 2.45 PM- 2.55 PM

Convenors:

Dr. Ankana Betal Department of Bengali

Dr. Zeenat Rehena Department of Computer Science Engineering

> Mr. Sk Hafizur Rahaman P.A. to the Registrar



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Speaker 2



Sirsha Gupta Programme Officer, SANHITA: Gender Resource Center https://sanhita.org

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Department of English, Jadavpur University



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Dr. Zeenat Rehena Department of Computer Science Engineering

> Mr. Sk Hafizur Rahaman P.A. to the Registrar



Organising Webinars

Arup Baksi <baksi.arup@gmail.com>

Sun, Jul 19, 2020 at 11:50 AM

To: Amzed Hossein <aamsen@gmail.com>, vc_au@aliah.ac.in, mahammad ali <m_ali2062@yahoo.com>

Dear Sir,

This has reference to the proposal that Dept. of Management and Business Administration has submitted via Notesheet (dated 01/07/2020) regarding organising Webinars, Online Workshops etc during pandemic times to keep alive the academic networks and to build upon the requirements of NAAC.

In view of the above we request you to permit us to orgaise the followings:

1. Webinar on Workplace Sexual Harassment

Proposed date: 05/08/2020

The programme was already approved by the University authority including the budget (Rs. 50,000/-) and was scheduled to take place on 17/03/2020. But due to pandemic condition followed by lockdown measure it could not be arranged on physical platform. Therefore the department has revised the format of the programme suitable for digital platform. As far as the cost is concerned, we require the followings:

- (i) Remuneration for Resource Person: Rs. 3000/- from 2 hr. session
- (ii) Printing of Digital Certificates and Promotional Brochures: Rs. 3000/- (apprx.)

(iii) Purchasing of time slot on Digital Platform: Rs. 2500/- (apprx.)

Therefore the total cost for the programme will be: Rs. 8500/- (apprx.) which is well within the approved budget

2. Additionally the department desires to organise some Webinars and Online Workshops for which we seek your kind permission. We will put our best effort to organise these Webinars and Online Workshops with minimum cost involvement.

Seeking your kind permission and approval for theaforesaid programmes.

Thanks & regards Arup Kumar Baksi

Associate Professor, Dept. of Management & Business Administration, Aliah University, Kolkata, West Bengal. Nodal Officer, UGC Nodal Officer, AISHE, MHRD





Organising Webinars

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Go ahead. M. Ali

Sent from Yahoo Mail on Android

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Mon, Jul 20, 2020 at 9:19 AM



Programme Schedule

Time	Events				
10:45 AM	Organisers join the webinar platform				
10:50 AM - 11:00 AM	Allow speakers and participants to join the webinar platform				
11:02 AM	Convener welcomes the speakers, organising committee members and participants.				
11:05 AM	Inaugural Speech By Head of the Department				
11:10 AM	Introduction & Webinar Overview by Chairperson				
11:14 AM	Introduction of the First Speaker by the Convener				
11:15 AM – 12:00 Noon	Session-1 Speaker: Soma Sen Gupta Director, SANHITA: Gender Resource Centre Sexual Harassment at Workplace (SHW) – Issues, Types, Myths and Realities				
12:00 Noon – 12:15 PM	Question and Answer Session (Moderator: Dr. Samiran Sur)				
12:15 PM	Introduction of the Second Speaker by the Convener				
12:16 PM – 1:00 PM	Session-2 Speaker: Sirsha Gupta Director, SANHITA: Gender Resource Centre Understanding the Law				
1:00 PM – 1:15 PM	Question and Answer Session (Moderator: Dr. Ayan Majumdar)				
1:15 PM – 1:30 PM	Vote of Thanks by the Convener				
Anchor will keep giving information on the upcoming event.					

Aliah University

II-A/27, New Town, Kolkata-700156, West Bengal

Date: 12/10/2020

Reference-1: Note-sheet dated 03/02/2020 Reference-2: Note-sheet dated 01/07/2020 Reference-3: email dated 19/07/2020 Reference-4: email dated 20/07/2020

Sub.: Accounts submission on Webinar on Awareness of Sexual Harassment of Women at Workplace organised by the Dept. of Management and Business Administration on 05/08/2020.

The Department of Management and Business Administration, Aliah University successfully organised a day-long Webinar on Awareness of Sexual Harassment of Women at Workplace on 05/08/2020.

However, the programme was initially designed for the physical platform as a One-Day Workshop and was scheduled on 17-03-2020. An amount of Rs. 50,000.00 (Rupees Fifty Thousand only) was also sanctioned by the University to organise the programme (vide Notesheet dated 03/02/2020 attached as Annexure-I). Unfortunately, due to pandemic inflicted by COVID-19 and subsequent Government advisory to impose lockdown did not allow the department to conduct the programme as designed and formatted. On 16/03/2020, just before the day on which the Workshop was initially scheduled, there was a meeting with the Hon'ble Vice Chancellor, Registrar (acting), Deans and the HODs whereby a decision was taken that from 17/03/2020 the University shall postpone/ cancel all academic and extraacademic activities on physical platform till further notice.

By that time the department had made all arrangements to host the Workshop, but, had to cancel it instantly. Certain expenditures were already incurred which was understandable.

The department approached the University authority to conduct the said programme in a changed format, a Webinar, considering its implications in NAAC compliance. Accordingly the department submitted a request for the Webinar (via Note-sheet dated 01/07/2020 attached as Annexure-II and followed by email to the Hon'ble Vice Chancellor on 19/07/2020 attached as Annexure-III). The Hon'ble Vice Chancellor was considerate enough to give a 'go-ahead' message via email, dated 20/07/2020 (attached as Annexure-IV). The Webinar was successfully organised on Google Meet platform on 05/08/2020 (Report attached as Annexure-V)

Vice Chancellor

Registrar

FO

The accounts for the programme can be segregated into two parts:

- (i) Expenditures incurred before and upto 16-03-2020
- (ii) Expenditures incurred after 16-03-2020

Sl	Head	Quantity	Amount	Annexure
No.				
1	Memento	7	Rs. 3988.00	VI
2	Flex	4	Rs. 4800.00	VII
3	Standy	2	Rs. 3400.00	VIII
4	Invitation Card and Envelope	12	Rs. 800.00	IX
5	Certificates	60	Rs. 3000.00	X
6	Study materials	85 sets	Rs. 1148.00	XI
7	Pen	20	Rs. 400.00	XII
8	Button File	60	Rs. 600.00	XIII
9	Note Book	35	Rs. 350.00	XIV
10	Honorarium to Resource Person**	2 resource persons x Rs. 1500/- each	Rs. 3000.00	XV
	Total	•	Rs. 21,936.00	

Rupees Twenty One Thousand Nine Hundred and Thirty Six only

**The honorarium of the Resource Persons may be disbursed through NEFT as per details in Annexure-XV

The department requests the University authority to do the needful.

Nasreen Nasar Convener Dept. of Management and Business Administration Aliah University

Arup Kumar Barsi 12-02-2020 Arup Kumar Baksi

Arup Kumar Baksi Head Dept. of Management and Business Administration Aliah University

Head of the Department Dept. of Management & Business Administration Aliah University, Kolkata





Department of Management and Business Administration & Internal Complaints Committee (ICC) Aliah University (AU), Kolkata, India

Webinar on "Awareness of Sexual Harassment of Women at Workplace" on 5th August, 2020, 11:00 AM

In line with UGC recommended Webinars on Gender Biasness & Stereotyping, Gender Equality and Women's Right

Speaker 1



Soma Sen Gupta Director, SANHITA: Gender Resource Center https://sanhita.org

Ali Beg

Registration Details

- Click the following link for registration: <u>https://forms.gle/PzfvTv1CgGcoQNWd8</u>
- Only registered participants will receive an e-certificate. Registration is **FREE**.
 - Join our webinar via Google Meet: Link to be sent to the registered participants only (First 100 registered participants shall be allowed).
 - The participants must be a Faculty Member / Staff / Research Scholar/ Student of Aliah University.

Topics

Session-1- Sexual Harassment at Workplace (SHW) – Issues, Types, Myths and Realities Session-2- Understanding the Law:

- ✓ The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- ✓ UGC (Prevention, Prohibition and Redressal of women employees and students in higher educational institutions) Regulations, 2015

Speaker 2



Sirsha Gupta Programme Officer, SANHITA: Gender Resource Center https://sanhita.org

Hasan

Chief Patron Prof. Mahammad Ali Hon'ble Vice Chancellor, AU		Patron Prof. A. Hossein Dean of Students Affairs, AU	Patron Prof. M. Kalam Dean of Faculty of Sc. & Tech., AU		Patro Prof. M. R. Dean of Fac Hu.& Lg	Karim culty of	Head of Department Dr. Arup Kumar Baksi	Chairperson & Presiding Officer, ICC Dr. Parveen Ahmed Alam	Convener Mrs. Nasreen Nasar aliahmbaworksh op@gmail.com
			<u>0</u>	rganizing (<u>Committee</u>	2			
Dr. Kaushik Kundu	Dr. Ayan Majumdar	Mr. Abdu Ostaş		Mr. Asraf	'ul Islam	Dr. Sam	iran Sur	Dr. Somnath Chatterjee	Mr. Gholam Syedain Khan
Mr. Mirza Mabood	Dr. Furquan Ud	ldin Dr. Asima	Sarkar	Mr. Adna	n Ahmed	Ms. Za	rnigah	Mr. Rasheed K	Mr. Syed Nurul

Siddiqui

Parwez