



Jagran College of Arts, Science & Commerce

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The college adopts the following for redressal of student grievances including sexual harassment and ragging cases.

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Reshma Rajani

Dr. Reshma Rajani

(IQAC Coordinator)

Asmita Dubey

Dr. Asmita Dubey

(Principal and IQAC chairperson)

PRINCIPAL
Jagran College of
Arts, Science & Commerce
Saket Nagar, Kanpur



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(Self Financing Co-Ed English Medium Post Graduate College Affiliated to CSJM University, Kanpur)
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Anti Ragging Cell/ Proctorial Board

The College has constituted the Anti Ragging Committee in the Session 2017-2018. Following instructions are framed to prevent the menace of ragging and foster healthy interpersonal relations among students in the campus of Jagran College of Arts, Science & Commerce. Ragging is strictly forbidden in or outside the college campus. All students shall familiarize themselves with rules/regulations/guidelines on code of conduct, anti-ragging measures and discipline of the College. All '**newcomers**' should attend counselling sessions organized for them from time to time by the college staff.

Objectives

1. To aware the students of dehumanizing effect of ragging inherent in its perversity.
2. To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
3. To promptly and stringently deal with the incidents of ragging brought to our notice.

Functions of the Committee

1. To consider the complaints received from the students and conduct enquiry and submit report to the Anti- Ragging Committee along with punishment recommended for the offenders
2. Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
3. Conduct workshops against ragging menace and orient the students.
4. To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls.
5. To create awareness among the students about Anti ragging.
- 6.To take all necessary measures for prevention of Ragging inside the Campus/ Hostels.

Members :

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Jagran Building 2, Sarvodaya Nagar, Kanpur-208005 Ph :0512-3941399
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- 1.Dr. Asmita Dubey (principal/Chairperson)
- 2.Dr Hema Rohra (Member)
- 3.Dr. Reshma Rajani (Member)
- 4.Dr. Harsha Chawla (Member)
- 5.Dr. Anshul Saxena (Member)
- 6.Dr. Shalini Agarwal (Member)
- 7.Mr. Nikhil Shukla (Member)
- 8.Mr. Prashant Khare (Member)
- 9.Mr. Gaurav Sharma (Member)
- 10.Dr. Vikas Dwivedi (Member)
- 11.Ms. Perna Tripathi (Member)
- 12.Mr. Sanjeev Nigam (Non – Teaching Staff)



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Grievance Redressal Committee *Constitution of Grievance Redressal Committee*

Jagran College Of Arts, Science and Commerce (Academic Year: 2021-22)

Fortification and assurance of human rights is necessary for the holistic development of an individual's personality. Academic progress can only happen in an environment where an individual is assured of justice and fairness. To this end and in compliance with UGC directives Jagran College of Arts, Science & Commerce has constituted a Grievance Redressal Cell (GRC-STC). The GRC aims to understand and resolve the grievances of students and parents. Students are encouraged to directly approach department members or seek consultation with the designated officer in-charge of the Grievance Redressal Cell. Grievances can be communicated to the Grievance Redressal Committee jagrangrievance@gmail.com Students may also seek assistance from their mentors in resolving issues.

Objectives

Primary goal of Grievance Committee is to maintain a responsive and responsible environment among all parties involved in order to create a harmonious learning environment within the institution. Establishing and maintaining a grievance cell is essential in order to effectively address and rectify issues reported by the students.

The objectives of the grievance cell include:

- Provide a free environment within the college by fostering cordial relationships between the students and between the students and teachers, where dignity is a priority.*
- To develop a step-by-step structure to resolve grievances of students.*
- To support students unjustly deprived of the services offered by the College, rightfully theirs.*
- To ensure that the staff of the College are responsive, accountable and courteous in dealing with the students.*
- To provide quick and effective resolution of student's grievances in a non-discriminatory and just manner.*



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- *Encourage staff members to show kindness towards students and refrain from being vengeful in any circumstances. Patience and restraint should be maintained during disagreements or conflicts.*

Members:

Dr. Asmita Dubey, Principal/ Chairperson

Dr. Reshma Rajani (Convenor)

Dr. Hema Rohra (Member)

Dr. Kamal Vinod Kumar Singh (Member)

Dr. Anju Sachan (Member)

Ms. Nishi Shah (Student representative)

Mr. Harshit Shukla (Student representative)

Ms. Mansi Tiwari (Student representative)



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INTERNAL COMPLAINTS COMMITTEE (ICC)

POLICY AGAINST SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE

The occurrence of sexual harassment in the workplace, gender stereotyping or gender-based discrimination, is something which make women and students of all genders to suffer and forces them to limit their ambitions and goals. Thus need for healthy, safe environment for all workers including women has been taken note of and each person deserves a workplace which is safe and secure in all ways.

Government of India (GOI) declared “**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** on 9.12.2013. This act deliberated a fine grievance redressal mechanism which makes it mandatory for all educational institutions to constitute Internal Complaints Committee (ICC) to look into such complaints. Accordingly, in pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and in partial modification of Office Order No. 449 dated 05.08.2016, Internal Complaints Committee (ICC) is constituted as under to deal with the complaints relating to Sexual harassment at workplace.

The college follows a Zero Tolerance Policy towards sexual harassment, gender stereotyping or gender-based discrimination. This policy is meant to sensitize one and all in the college about their fundamental rights to have safe and healthy environment in the workplace. It also states that what includes sexual harassment and the ways which are being adopted by the college to prevent occurrence of any such event. However, in the chance of an occurrence an Internal Complaint Committee (ICC) has been constituted to enable a fair mechanism for dealing with such conduct.

Objectives:

The objectives of the Internal Complaints Committee (ICC) at Jagran College of Arts, Science and Commerce are as follows:

1. To develop the norms and guidelines under this policy against sexual harassment in the college.
2. To provide conducive environment and congenial atmosphere for women.



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3. To ensure the implementation of the policy and proper reporting of the complaints and their follow-up procedures.
4. To act in accordance with the procedure prescribed in the UGC Regulations 2015 and the POSH Act for inquiring into the complaint in a time-bound framework.

POSH GUIDELINES

Internal Complaints Committee (ICC) Members:

Role	Name	Designation
Chairperson	Dr. Asmita Dubey	Principal
Members	Dr. Hema Rohra	Asst. Prof. Dept. of Economics
	Dr. Manisha Gupta	Asst. Prof. dept. of Commerce
	Mrs. Padmini Shukla	Asst. Prof. dept. of Commerce
	Dr. Anju Sachan	Asst. Prof. Dept. of English
	Mr. Prashant Khare	Asst. Prof. Deptt. of Physics
External Member	Dr. Anuradha varshney	Secretary, Premanjali Foundation
Non-Teaching Member	Mrs. Pooja Shukla	HR Incharge
Student Nominee	Drishti Srivastava	B.Sc.
	Antra yadav	B.Com Hons
	Pavitra Gupta	B.A.

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Definition of Sexual Harassment:

“Sexual harassment” includes any unsolicited sexually inclined behaviour, in a direct or indirect manner, such as:

- a) Trying to make physical contact.

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- b) Demanding sexual Favors
- c) Making sexual/gender specific remarks
- d) Any kind of pornography
- e) Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature.

Reporting of Sexual Harassment:

The policy will be applicable to any individual, such as:

- 1. All students in any stream
- 2. All faculty members (permanent and temporary)
- 3. All non-teaching staff (permanent and temporary)
- 4. All service providers/visitors

Possible actions:

Disciplinary actions taken are based on severity of the case as recommended by the committee.

A. In case of employee (either one or many):

- 1. Warning
- 2. Written apology
- 3. Debarring from duties
- 4. Suspension

B. In case of students:

- 1. Warning
- 2. Written apology
- 3. Exclusion of the access to the library, scholarships, and Identity card
- 4. Debarring entry into the campus
- 5. Suspension for a specific period
- 6. Permanent suspension

C. In case of third party/outsider:

- 1. Warning



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2. Written apology
3. Taking legal action