



Rayat Shikshan Sanstha's
Karmaveer Bhaurao Patil College,
Vashi, Navi Mumbai
[Autonomous]

Zero Tolerance Policy

I/C PRINCIPAL
KARMAVEER BHURAO PATIL COLLEGE
VASHI, NAVI MUMBAI - 400 703.





Zero Tolerance Policy

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Prepared By	Reviewed By	Approved By
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Date: 09-04-2023	Date: 17-04-2023	Date: 19-04-2023 I/c Principal Karmaveer Bhaurao Patil College Vashi, Navi Mumbai - 400 703.
Governing Body Approval	24/04/23	24/04/23
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I/c. Principal
Karmaveer Bhaurao Patil College
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Zero Tolerance Policy for Anti-Ragging Committee and Internal Complaint Committee

Purpose:

The purpose of this policy is to establish a zero-tolerance approach to ragging and harassment within our institution. This policy applies to all students, faculty, staff, and visitors to our campus.

Definitions: For the purposes of this policy, ragging is defined as any conduct by a student or group of students that has the effect of teasing, treating, or handling with rudeness any other student, which causes or is likely to cause annoyance, hardship, or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student.

Anti-Ragging Committee: The Anti-Ragging Committee is responsible for ensuring the implementation of the policy and for investigating any complaints related to ragging or harassment. The committee will consist of members from the faculty, staff, and student body. The committee will work as per the guideline given by University Grant Commission and state Government

Internal Complaint Committee: The Internal Complaint Committee is responsible for addressing complaints related to harassment or discrimination based on gender, sexual orientation, religion, race, or any other protected characteristic. The committee will consist of members from the faculty, staff, and student body. The committee will work as per the guideline given by University Grant Commission and state Government

Reporting:

Any student who witnesses or experiences ragging or harassment should immediately report it to the Anti-Ragging Committee or the Internal Complaint Committee. The report can be made in writing or orally. Anonymous complaints will also be accepted.

Investigation and Resolution:



(Signature)
I/c. Principal
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The Anti-Ragging Committee and Internal Complaint Committee will promptly investigate all complaints and take appropriate action. The investigation will be conducted in a fair and impartial manner, and all parties involved will be given the opportunity to present their side of the story.

Disciplinary Action:

Any student found guilty of ragging or harassment will be subject to disciplinary action, which may include suspension, expulsion, or any other appropriate action as determined by the committee. Faculty or staff found guilty of ragging or harassment will also be subject to disciplinary action, which may include termination of employment.

Awareness and Prevention:

The institution will conduct regular awareness programs and workshops to educate students, faculty, and staff about the consequences of ragging and harassment and the importance of maintaining a safe and respectful environment on campus.

Non-Retaliation:

The institution prohibits retaliation against anyone who makes a good faith report of ragging or harassment or who participates in an investigation of such a report.

Confidentiality:

The institution will take all reasonable steps to maintain the confidentiality of the complainant and the accused during the investigation and resolution process.

Review and Revision: The institution will review and revise this policy as necessary to ensure its effectiveness in preventing and addressing ragging and harassment on campus.

Compliance:

Compliance with this policy is mandatory for all students, faculty, staff, and visitors to our campus. Failure to comply with this policy may result in disciplinary action.



[Signature]
V/c. Principal
Karmaveer Bhaurao Patil College⁵
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