



Proof: w.r.t Organisation wide awareness and undertakings on policies with zero tolerance

The college upholds a strict zero-tolerance policy concerning any form of discrimination, whether it be based on race, religion, caste, or gender. To ensure comprehensive awareness and adherence to this policy, the institution has initiated and executed a range of activities and programs aimed at fostering an inclusive and respectful environment.

Here are the measures taken:

- 1. Grievance Redressal Guidelines:** The college has put into effect specific guidelines designed to address and resolve student grievances promptly and effectively. This initiative ensures that any complaints related to discrimination are handled with the utmost seriousness and care.

The college has established essential rules to combat ragging and promote a safe and welcoming environment for all students. Additionally, to reinforce these rules, the institution has implemented comprehensive awareness programs and poster campaigns.

Anti-Ragging Rules

- 1. Strict Prohibition of Ragging:** Any form of ragging, including physical, verbal, or psychological abuse, is strictly prohibited. Students found engaging in ragging will face severe disciplinary actions, which may include suspension or expulsion from the college.

- 2. Mandatory Reporting:** All students, faculty, and staff are required to report any incidents of ragging immediately. The college has established a confidential reporting system to ensure that victims and witnesses can come forward without fear of retaliation.

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3. Support and Counselling Services: The college provides dedicated support and counselling services for students affected by ragging. These services offer a safe space for students to seek help and receive the necessary support to overcome the trauma associated with ragging incidents.

Awareness Programs and Poster Campaigns

- 1. Awareness Workshops and Seminars:** The college regularly conducts workshops and seminars to educate students about the negative impacts of ragging and the importance of maintaining a respectful and inclusive campus culture.
- 2. Anti-Ragging Posters and Signage:** Anti-ragging posters and signs are prominently displayed throughout the campus, including in common areas, hostels, and classrooms. These posters highlight the anti-ragging rules, the consequences of ragging, and the channels available for reporting incidents.
- 3. Orientation Programs:** During orientation, new students receive detailed information about the anti-ragging policy, the importance of adhering to it, and the resources available for support and reporting. This ensures that every student is aware of their rights and responsibilities from the start of their college journey.

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Mechanism for Submission of Grievance

South Salmara College, South Salmara

According to the UGC guidelines, the College has formed College Student Grievance & Redressal Cell, IQAC. The committee is formed with an objective to provide opportunities for redressal of grievances of students.

Procedure for redressal of grievances is stated in UGC regulations.

Accordingly, the College has formed Student Grievance Redressal mechanism as follows:

1. In case of any grievance an aggrieved student shall first submit his/her complain in writing to his/her concerned department. Department shall resolve the grievance within a week. In case the department is unable to resolve the grievance, the department shall forward it to the Grievance and redressal Cell of the college along with a comment.
2. A student may also raise his/her grievance directly in Grievance and Redressal Cell Of the college.
3. The Student Grievance Redressal Committee shall conduct a meeting
Within stipulated time.
4. The committees shall discuss the issue and try to resolve it. The
Committee shall take suitable measures to address the grievances at the
earliest.
5. If a student is not satisfied with the decision of the Grievance and Redressal Cell he/she can appeal against the decision to the principal of the college.


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