

Montfort College

Anti-Ragging Policy

Montfort College

2019

PURPOSE AND SCOPE

Montfort College asserts that ragging in all its forms is a despicable evil that must be avoided at all costs. Ragging is banned in this institution at all levels, all departments, constituent units, and in all its premises. Montfort College has in place an anti-ragging cell, to ensure a prompt response and clear cut accountability towards any malpractice. The institution shall take stringent action against any member (officer, staff, or student) found guilty of ragging and/ or abetting ragging. Any attempt at black-mail also would be considered as an act of ragging. Direct witnesses to any ragging incident are duty bound to promptly report it to the members of the cell.

Montfort College is committed to living out its vision and values in establishing and maintaining a harmonious, safe and supportive environment conducive to group living, learning and personal development. The purpose of this cell very specifically is to ensure that staff and students are not subjected to any form of ragging nor support/ encourage it on any occasion. This institution recognizes that ragging could become a grave problem in any academic setup and the cell is established to ensure that victims of any form of ragging have a forum that will work promptly, confidentially, and effectively to re-establishing a safe and harmonious environment.

The formation of the Anti-Ragging Cell is a measure to develop an anti-ragging mindset and attitude among the younger generations so that this evil is fully eradicated in our society. Periodic lectures may be organized by this cell to bring out the irreparable harm it can do to the psyche of youngsters. Known/ reported cases of serious ragging elsewhere must be brought to the notice of all. It must be made known to everyone that ragging/teasing has no good side to it and that it is evil all the way through. There must be no laxity in dealing with the cases of ragging.

Ragging is a cognizable offence punishable with imprisonment according to the Government of Karnataka.

WHAT CONSTITUTES RAGGING

In UGC Principal Regulations Paragraph 3(i) on 2106 which is under of the Regulations on Curbing the Menace of ragging in Higher Educational Institutions (2009) defines what constitutes ragging thus:

Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place or residence or economic background

In addition, Montfort College includes all ragging as any conduct, (spoken, written, or in action) that:

- has the effect of teasing, bullying, or treating with rudeness any student
- requires students to indulge in rowdy or undisciplined activities that are likely to cause annoyance or hardship
- causes fear, apprehension, embarrassment, shame, or any psychological harm
- causes physical harm or discomfort
- requires students to do any act or perform something that a student would not carry out in the ordinary course that may result in any of the above mentioned

OBJECTIVES OF ANTI-RAGGING CELL

The Anti-Ragging Cell of Montfort College is established to

- Support those students who have been subject to any form of ragging, bullying, or teasing.
- Accord confidentiality where required, to matters relating to such inquiries

- Make officers, staff, and students of Montfort College responsive, accountable, courteous and empathetic in interpersonal dealings
- Ensure effective solution to any complaints of ragging in a prompt, fair and impartial manner.
- Educate all on the evils of ragging and help create a positive, inclusive, acceptance mindset in people
- Revisit and amend policies in the light of complaints as and when required

The officers of the cell must ensure that there is no laxity in dealing with cases of ragging. The cell must ensure overall awareness and vigilance of all staff and students in recognizing and reporting ragging immediately.

PROCEDURE

Before an issue becomes a formal complaint, we encourage staff and students, wherever possible, to resolve concerns or difficulties directly with the person(s) concerned. Psychological Counsellors are available to assist students at this level.

PRINCIPLES IN HANDLING COMPLAINTS

The Anti-Ragging Cell handling the issues and complaints should do everything in their power to ensure the following principles are upheld:

- Confidentiality: All parties have an obligation to maintain confidentiality of both process and records. Generally fairness requires that the respondent knows who has lodged the complaint.
- Impartiality/Procedural Fairness: Handlers of complaints must implement the policies and procedures of Sampurna Montfort College, and employ principles of openness, honesty and fair dealing throughout their communications, investigations, reporting and record keeping. Both the staff/student complainant and the respondent must receive appropriate information, support and assistance in resolving the complaint.
- Freedom from Unfair Repercussions or Victimization: Fear of victimization prevents many staff/students from lodging complaints. The College will take all necessary steps to ensure that victimization does not occur. Any person who victimizes a staff/student may be subject to disciplinary action.
- Sensitivity: All complaints must be dealt sensitively, and with care for all involved.
- Timeliness: Complaints must be dealt with quickly, since undue delay in responding to a complaint may provide ground for further complaint. The aim must be to achieve resolution of a complaint within **ten days** of the complaint being lodged. It is important that the complainant and the respondent are kept informed about the progress of the complaint at regular intervals, and advised if resolution of the matter is likely to extend beyond ten days.

THE PROCESS

The Complainant may approach any member of staff of the college with a complaint regarding ragging. The staff member will then bring the complaint to the notice of the Anti-Ragging Cell. Alternatively, the Complainant may place a written complaint in the **Grievance Redressal Box**, placed in the Library. The written complaint should be marked "**RAGGING COMPLAINT**" in bold. The box is opened at the end of each week to address issues.

On receiving a complaint, the Anti-Ragging Cell shall:

- Acknowledge its receipt in writing
- Advise any respondent(s) of their right to be accompanied and assisted by a third party, if so desired.
- Determine the psychological and physical effects of the victimization using experts when required
- Bring the issue to the notice of the principal/director

- Conduct the investigation confidentially to ratify facts
- Facilitate resolution in a timely manner, which would normally be no more than ten days

THE CONSEQUENCES

Should any student or group of students be found guilty of ragging or bullying, the cell shall carry out any of the following actions in consultation with the Principal and Director of Montfort College based on the severity of the issue:

- Report the offender(s) to the police
- Expel the offender(s) from the college
- Suspend the offender(s) for a suitable amount of time up to one term
- Debar the offender(s) from appearing in the University Level Examinations
- Expel the offender(s) from the hostel
- Display photographs of the offender(s) on the notice board
- Require the offender(s) to give a public apology with a promise not to repeat such an offence in the future and follow the same up with a written apology
- Require the offender(s) to work on the issue in therapy/ counselling

The Anti-Ragging Cell reserves the right to punish an entire group of people collectively where the offence is committed collectively by a group or by a class making it difficult to identify specific persons.

COMPOSITION OF THE CELL

The Anti-Ragging Cell will comprise of the Principal, the co-ordinator, two members of the teaching staff and one member of the non-teaching staff. The cell shall be accountable to the Principal.

Members of the Anti-Ragging Cell at Montfort College, Indiranagar, Bangalore

Name	Position	Contact Information	
		email	Telephone number
Dr. S V Suryarekha	Nodal Officer	sura51ster@gmail.com	9901336093
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