

MODERN INSTITUTE OF TECHNOLOGY

Affiliated H.N.B. Garhwal University (A Central University) Srinagar Garhwal, Sri Dev Suman Uttarakhand University, Tehri-Garhwal and Uttarakhand Board of Technical Education, Roorkee, Approved by AICTE, NCTE, PCI, and Govt. of Uttarakhand, UGC Recognized Under Section -2(F)
DHALWALA, RISHIKESH – 249 201, UTTARAKHAND

Ravi Juyal
Director

5.1 Student Support

S. No.	Description
5.1.4	The Institution adopts the following for the redressal of student grievances including sexual harassment and ragging cases: <ol style="list-style-type: none">1. Implementation of guidelines of statutory/regulatory bodies2. Organization-wide awareness and undertakings on policies with zero tolerance3. Mechanisms for submission of online/offline students' grievances4. Timely redressal of the grievances through appropriate committees

5.1.4 b.	Proof related to mechanisms for submission of online/offline student's grievance	Mechanism for Anti-ragging and Anti-sexual harassment Offline submission of grievances
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Dated 25/10/2019

Anti-ragging Mechanisms

Say No to the Ragging

Ragging, a form of bullying or hazing typically occurring in colleges and universities, can have serious psychological and physical impacts on students. Modern Institute has a zero-tolerance policy towards ragging. Following the Supreme Court of India's guidelines, any form of ragging is strictly prohibited both on and off campus. The anti-ragging mechanisms on the campus are:

1. Anti-Ragging Committee:

- A dedicated committee comprising faculty members, administrative staff, and student representatives is established to oversee the implementation of anti-ragging measures and to handle complaints.

2. Orientation Programs:

- New students are briefed about the anti-ragging policies and mechanisms during orientation programs, ensuring they know their rights and the procedures for reporting ragging.

3. Surveillance:

- CCTV cameras are strategically placed to monitor activities and prevent potential ragging incidents.

4. Strict Enforcement:

- Institutions enforce strict penalties for ragging, including suspension, expulsion, and legal action against perpetrators. The punishments are communicated to all students.

5. Legal Awareness:

- Information about the legal consequences of ragging is provided, including relevant laws and acts like the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

These mechanisms collectively aim to create a safe and supportive environment for students, ensuring the prevention of ragging.

UGC regulations on Curbing the Menace of Ragging

As per the order of the Supreme Court of India and subsequent notification from the University Grant Commission (UGC), Ragging constitutes one or more of any intentions by a student or group of students on:

- 1) Any act of Indiscipline, Teasing and Handling with Rudeness.
- 2) Any act that prevents or disrupts the regular academic activities.
- 3) Any activity that is likely to cause annoyance, hardship, psychological harm, or create fear or apprehension.
- 4) Any act of financial extortion or forceful expenditure.
- 5) Any act of physical abuse causing assault, harm, or danger to the health.

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- 7) Any act of wrong confinement, kidnapping molesting, and committing unnatural offense, use of criminal force, trespass, and intimidation.
- 8) Any unlawful assembly or conspiracy to ragging.

Students shall not:

- 1) Violate the status, honor, and dignity of any student.
- 2) Expose students to scorn and contempt affecting their self-esteem.
- 3) Involve in verbal abuse and aggression, indecent gestures, and obscene behavior.

Procedure for handling the Ragging issues

- 1) Submission of verbal or written complaints submission to the member of the anti-ragging committee.
- 2) Receipt of complaint is communicated to the head of the committee of the Institute.
- 3) The anti-ragging committee conducts spot inquiries about the ragging incidence and resolves it as early as possible.
- 4) After completion of the inquiry, the anti-ragging committee must submit the report along with the recommendation to the Director of the Institute within seven days of the incident and decide on the type of punishment as per UGC regulations.

Punishment to Guilty

Any student or group of students found guilty of ragging on inside or outside of the campus shall be liable for one or more of the following punishments depending on the nature and gravity of the guilt:

- 1) Suspension from attending the classes.
- 2) Cancellation of admission.
- 3) Debarring from attending any test/examination.
- 4) Suspension and expulsion from the Institution.
- 5) Fine of rupees 25000/-
- 6) Shall be liable for punishment with imprisonment for a term extendable up to one year.

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Anti-Sexual Harassment Mechanisms

Sexual harassment of women results in the infringement of women's right to equality, life, and liberty under the Constitution of India. In place of work as protection against sexual harassment and right to work with dignity is a human right recognized in the **International Convention on the Elimination of all Forms of Discrimination against Women**. India ratified this Convention on 25th June 1993. Under this convention, state parties are required to take appropriate measures to eliminate discrimination against women in the workplace and to promote equality with men in the field of employment. Hence, in pursuance of UGC (**Prevention, Prohibition and Redressal of Sexual Harassment of Women Employee and Students in Higher Educational Institutions**) Regulation, 2015, read with **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, the **Modern Institute of Technology** has constituted the **Women Redressal Cell against Sexual Harassment** (Anti-Sexual harassment Committee) and as prescribed under Sec. 4 of the Act. The Women Redressal Committee at the Departmental Level is also constituted. Both, the **Women Redressal Cell against Sexual Harassment**, and **departmental women's redressal committees** are headed by a female with more than 50% female members including students.

The Aim and Objectives of the Women's Redressal Cell against Sexual Harassment are as follows.

Aim

- To prevent gender bias in general and sexual harassment in the Institution.
- To bring women within the sphere of economic empowerment and achieve the goal of inclusive growth.
- To create a conducive working environment for women as prescribed under the Act.
- To promote women's right to practice any profession or to carry on any occupation, trade, or business under Art.19 of the Constitution of India.

Objectives

- Prevention and Prohibition of Sexual harassment against female employees and students.
- Wide dissemination of information and publicity of the **zero-tolerance policy** of the Institution towards sexual harassment, Penalty and consequences for it, and the mechanisms established for redressal of complaints along with contact details of the members of the **Women Redressal Cell against Sexual Harassment** and complaints procedure.
- Organize sensitization programs to ensure awareness and knowledge of the rights, entitlement, and responsibilities as per the UGC regulations.
- To assertively solve all the gender-based violence among students and employees of any gender (male, female, or transgender) who are vulnerable to any form of sexual harassment, humiliation, and exploitation.


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Definition of Sexual Harassment

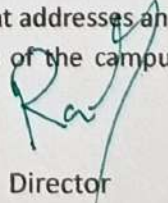
Sexual harassment in the context of Indian law is defined under the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**. According to the Act, sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication):

- **Physical Contact and Advances:** Unwelcome physical touch or advances.
- **Demand or Request for Sexual Favors:** Asking for sexual favors in exchange for benefits or rewards.
- **Sexually Colored Remarks:** Making comments or remarks of a sexual nature.
- **Showing Pornography:** Displaying pornographic material.
- **Other Unwelcome Physical, Verbal, or Non-Verbal Conduct of a Sexual Nature:** Any other unwelcome acts or behavior that are sexual.

Procedure for Handling Sexual Harassment Issues

- Submission of verbal or written complaints in person, and or through phone, or email to any member of the **Departmental Women Redressal Committee** against sexual harassment.
- The written complaint should be addressed to the **In-charge of the Women Redressal Cell for Sexual Harassment**.
- The committee member provides initial support and counseling to the victim.
- The confidentiality of the complainant and the accused is maintained throughout the process.
- Upon receiving a complaint, the Departmental Women Redressal Committee conducts a preliminary inquiry to determine if the complaint warrants a formal investigation. If the complaint does not warrant a formal investigation, the Departmental committee tries to resolve the dispute through counseling sessions and mediation.
- If warranted, the committee forwards the complaint to the **institutional Women Redressal Cell against Sexual Harassment** for detailed investigation.
- The Cell set up an **Inquiry Panel** consisting of members from the Women Redressal Committee of all the departments and the Director of the Institute.
- The **Inquiry Panel** gathers evidence, interviews witnesses, and maintains records of proceedings.
- If the complaint is substantiated, the panel makes recommendations for action against the accused.
- The institution takes disciplinary actions as recommended, which could range from a warning to suspension or expulsion of the accused.

By implementing these mechanisms, MIT creates a safe and supportive environment that addresses and prevents sexual harassment, ensuring the well-being and dignity of all the members of the campus community.


Director

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& DESIGN

Offline submission of grievances

