

Estd. 1986

☎ 03674-299989, 9435739006

Dr. Mamun Azam Barbhuiya

Principal & Secretary

M.A.,LL.B.,Ph.D., PGDHRM



OFFICE OF THE PRINCIPAL
HAJI ANFAR ALI COLLEGE

P.O. Doboka : Pin : 782440 :: Hojai :: Assam

NAAC Reaccredited : Grade 'B'

UGC 2 (f) & 12 B Recognised

(Permanently affiliated to Gauhati University, Guwahati)

www.haac.ac.in

haacdaboka@gmail.com

Ref. No.

Date :

06/08/2023

DVV Metrics level Clarification

POINT-5.1.4.

Redressal of Student Grievances including Ragging and Sexual Harassment

In compliance with the DVV clarification of point 5.1.4, I would like to clarify the following points regarding redressal of students' grievances of the college:

- (1) The college strictly follows the UGC regulations and Circulars in curbing the menace of ragging in the college. In view of this, the college has provided web link in the college website such as-UGC Regulations of Ragging in Higher Educational Institutions, 2009, filling anti-ragging undertakings-
https://haac.ac.in/upload/c_file/1675440302.pdf.
- (2) The college has constituted Disciplinary Action Committee (DAC) for hearing and taking actions to redress the grievances of students- https://haac.ac.in/upload/c_file/1671000870.pdf
- (3) The college has an active Grievance Redressal Cell -https://haac.ac.in/upload/c_file/1675620744.pdf
- (4) The college has also constituted Committee Against Sexual Harassment (CASH) with faculty and students as member. The college also organised awareness programme on 'Sexual Harassment at Work Place' https://haac.ac.in/upload/c_file/1680796080.pdf
- (5) Actions taken reports so far undertaken during the period by different Cells and committees have been attached and uploaded for more clarification.
- (6) Attached and uploaded minutes of the meetings of students' grievances.

I, the undersigned, hereby certify that the above-mentioned documents and information relating to students' grievances including ragging and sexual harassment have been thoroughly verified, attached, uploaded and found true.

Principal

Haji Anfar Ali College

Doboka, Nagaon, Assam

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

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Ref. No.

Date :

12/02/2021

NOTICE

The Disciplinary Action Committee, Haji Anfar Ali College has been reconstituted with the following members:

Sl. No.	Name	Designation	Portfolio
1	Dr. Mamun Azam Barbhuiya	Principal	Chairperson
2	Mr. Mojaharul Islam	Vice-Principal	Convenor
3	Mr. Ataur Rahman	Associate Professor	Member
4	Dr. Sahab Uddin	Do	Do
5	Dr. Kabita Devi	Do	Do
6	Mr. Sayed Ahmed	Do	Do
7	Mr. A. H. Talukdar	Do	Do
8	Dr. Hasinus Sultan	Do	do

Functions of the Committee:

1. The Committee is to receive complaints on any specific level of charges or any breach of conduct or any unwanted happenings of/against any stakeholders of the college.
2. The committee is empowered to enquire to find out the cause /reason behind any specific level of charges or any breach of conduct or any unwanted happenings of/against any stakeholders of the college.
3. The Committee is to submit its report of enquiry to the Principal of the college and can suggest steps to be taken or any other remedial measures to be adopted by the college authority.

This is for your kind information and necessary action.

CTC

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

12/02/21

Principal
Haji Anfar Ali College
Doboka: Hojai

Haji Anfar Ali College
Doboka : Nagaon : Assam

The Report of the Disciplinary Action Committee

The DAC has been constituted in 2013 and has been reconstituted a number of times since then in order to revamp the main objective i.e. to make a violence-free and a congenial academic atmosphere in the campus. Time and again we receive complaints and thereafter action taken on the recommendation of DAC

Some of the major complaints and action taken thereof are given below:

1. Complaint received against a student for hurling abusive and unparliamentary words to a teacher in the classroom on 28/08/2018 and 29/08/2018.

Action Taken: He has been suspended from the college for disobeying and disrespecting the teacher in the classroom and debarred him from entering the college campus. Simultaneously, a show-cause notice issued to that particular student why disciplinary action would not be taken for his unfair activities. Later on, his suspension was withdrawn on submission of a written apology by the student and that he would not repeat such things in future.

2. Complained received against two students for manhandling a fellow student in the college canteen on pretty issues on 04/09/2018.

Action Taken: They have been suspended from the college for disobeying and disrespecting the teacher in the classroom and debarred him entering the college campus. Simultaneously, a show-cause notice issued to that particular student why disciplinary action would not be taken for his unfair activities. Later on, their suspension withdrawn on submission of a APUSHNAMA by both the complainant and Plaintiff that they had no misunderstanding on related issues.

3. 'Suo Moto' Action has been taken against two students for involving themselves in immoral activities in the campus which has gone viral on 09/10/2021—suspended from the college and debarred them from entering the college. Later on, their suspension has been withdrawn on submission of a written commitment by the concerned Guardians that they would not repeat such behaviour in future in the college.

4. Complaint received against eight students for involving themselves in a scuffle which had gone viral in various WhatsApp Groups with some fellow students in the college on 04/12/2021.

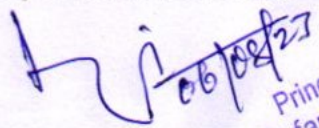
Action Taken: All eight students have been issued show-cause notice why they would not be expelled from the college for violation of rules and regulations of the college. The Disciplinary action Committee examined their replies which were treated as written commitment.

5. The Haji Anfar Ali College Students' Union lodged a written complaint against seven students for creating troubles, making nuisance and unparliamentary words at the Guest (Artist) who has been invited on the occasion of Freshers' Social organized by HAACSU on 23/03/2022.

Action Taken: The college authority forwarded the complaint to Doboka Police Station on the basis of the findings of the "Three Member Enquiry Committee" on 01/04/2022.

6. A teacher lodged a complaint against a student for threatening him with physical assault in front of some eye-witnesses during Final Examination on 10/03/2022.

Action Taken: The college authority, after preliminary investigation and consultation with the members of the Disciplinary Action Committee, forwarded the teacher's complaint to Doboka Police Station requesting the concerned Officer in-charge to lodge FIR against the student. Accordingly, the Police lodged the FIR and had started investigation. Afterwards, both the petitioner and plaintiff submitted an APUSHNAMA which was forwarded to the Police Station and subsequently FIR was withdrawn.


Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

7. **Suo Moto Action** has been taken against three students for unethical, immoral and unjustifiable behaviour in the college Auditorium on 31/05/2022 on the occasion of Farewell Ceremony of Md. Fakhar Uddin, Associate Professor of this college—suspended from the college and simultaneously show-cause notice was issued to three students why they would not be expelled from the college.

8. Complaint received from two girl students against the General Secretary of the Students' Union for threatening them with unwanted eventualities and thus misbehaved with those girls. They also complained that a personal video went on viral which caused insecurity for themselves outside the college. One of the girls wanted to approach the police station to lodge a complaint against GS.

Action Taken: The college authority on suggestion of DAC forwarded the application to Doboka Police Station for immediate action. Two students have been suspended from the college and show-cause notice was issued to them why they would not be expelled from the college along with other disciplinary actions.

9. Complaint received from girl students against the same 2/3 boys for threatening them as these boys were involved in complaints under serial no 7 and 8.

Action Taken: On the basis of the actions taken as mentioned in serial no 7 and 8, and statements of both the groups and recommendation of DAC, the college authority expelled two students keeping in mind the seriousness of the case and issued Compulsory Transfer Certificate in their names.

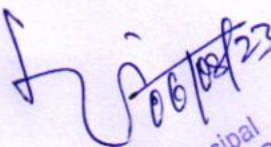
Conclusion: The Disciplinary Action Committee is committed to maintaining high standards of social and academic behaviour at the college. It has always been prompt in dealing with complaints and grievances in order to ensure the best academic environment on the college campus. It firmly believes that an academic institution can excel only if it upholds the highest cultural and ethical values of justice, love and harmony. In the case of a more serious offence, however, the Disciplinary Action Committee refers it to the entire college staff and/or the Governing Body of the college for a broader consensus on its decisions. Some of the aforementioned decisions were in fact taken in the joint sittings of the Disciplinary Action Committee and the larger college staff.

Sd/-

Principal

Haji Anfar Ali College

Doboka


Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

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Dr. Mamun Azam Barbhuiya

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Date :

Grievance Redressal Policy for Students and Staff

Policy Statement: The Grievance Redressal Cell (GRC), Haji Anfar Ali College, Doboka is established to address and resolve individual grievances of students and staff members promptly and effectively. The GRC aims to maintain a positive and conducive environment within the institution by providing an accessible platform for addressing grievances related to both academic and non-academic matters.

Scope: This policy applies to all students and staff members of the institution who wish to file a grievance pertaining to their individual concerns.

Composition of Committee:

Grievance Redressal Cell (GRC) is formed by the Principal and also is re-constituted in due of time.

The Cell:

- | | | | |
|----|---|---|---------------|
| 1. | Dr. Sahab Uddin, Associate Professor | - | Nodal Officer |
| 2. | Mr. Pijush Chakroborti, Associate Professor | - | Member |
| 3. | Mrs. Tulika Goswami, Associate Professor | - | Member |
| 4. | Mr. Gobinda Sarma, Associate Librarian | - | Member |
| 5. | Mr. Manir Uddin Laskar, Jr. Asstt. | - | Member |

Policy Guidelines:

1. Grievance Redressal Committee (GRC):
 - a. The GRC shall be responsible for considering individual grievances of specific nature lodged by students and staff members.
 - b. The GRC shall not entertain grievances of general applicability or those raised collectively by more than one employee or student.
 - c. The committee shall consist of designated members who are impartial and knowledgeable in handling grievances.

Principal
Haji Anfar Ali College
Doboka : Hojai : Assam

d. The committee will maintain strict confidentiality throughout the grievance redressal process.

1. Grievance Lodging Procedure:

a. Students may lodge their grievances through the online mechanism provided on the institution's website. A dedicated link for lodging grievances will be made available.

b. Students can also choose to submit a written complaint in the grievance/suggestion box, which allows for anonymous submissions if required.

c. Grievances must include necessary details and supporting documents, if applicable, to facilitate proper investigation and resolution.

2. Grievance Handling Process:

a. Upon receipt of a grievance, the Grievance Cell will acknowledge the complaint and initiate the necessary actions.

b. The GRC will assess each grievance on its merits and conduct a thorough investigation, considering all relevant information and evidence.

c. The GRC will aim to resolve grievances within a reasonable time period, ensuring a fair and unbiased approach.

d. During the investigation, the GRC may request additional information or conduct interviews with the concerned individuals, if required.

e. The GRC will provide regular updates to the complainant regarding the progress and status of their grievance.

3. Grievance Redressal:

a. The GRC will provide a fair and impartial resolution to the grievance based on the investigation and the available facts.

b. The GRC may recommend appropriate actions, remedies, or disciplinary measures to address the grievance.

c. The resolution provided by the GRC will be communicated to the complainant in a timely manner.

d. The institution will ensure the implementation of the GRC's decision and take necessary steps to prevent recurrence of similar grievances.

4. Reporting and Documentation:

a. The Grievance Cell will maintain accurate records of all grievances received, actions taken, and resolutions provided.

 00/08/23
Principal
Haji Anfar Ali College
Doboka : Hojai : Assam

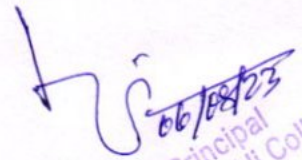
b. Regular reports summarizing the grievances, their resolution, and any recommendations for improvement will be submitted to the relevant authorities.

5. Awareness and Communication:

a. The institution will conduct awareness programs and workshops to educate students and staff members about the grievance redressal mechanism.

b. Information regarding the GRC's functioning, contact details, and the grievance lodging procedure will be prominently displayed in common areas and on the institution's website.

Review and Amendments: This policy shall be reviewed periodically to ensure its effectiveness and relevance. Amendments or modifications may be made as necessary with the approval of the appropriate authorities.


Principal
Haji Anfar Ali College
Doboka, Assam

(Faint purple stamp: Principal, Haji Anfar Ali College, Doboka, Hojai : Assam)

HAJI ANFAR ALI COLLEGE DOBOKA, HOJAI, ASSAM

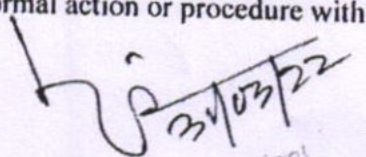
Committee Against Sexual Harassment (CASH)

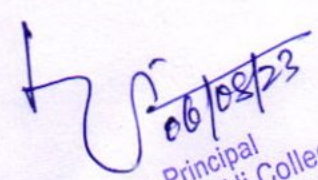
As per the directives of the Supreme Court, and UGC, Haji Anfar Ali College, Doboka has re-constituted a committee. The Committee has to conduct awareness programmes among the staff and students. The Committee aims to evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution. The committee shall also ensure to :

- provide an environment free of gender-based discrimination.
- ensure equal access of all facilities and participation in activities of the college
- create a secure physical and social environment which will deter acts of sexual harassment
- promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

Sl. No.	Name	Designation	Position	Phone No.
1	Dr. Kabita Devi	Associate Professor, & Secretary, Women's Cell, HAAC	Chairperson	9435317847
2	Dr. Sahab Uddin	Associate Professor, History	Member, Representative from Teaching	8811853122
3	Gulzar Hussan Ansari	Advocate, District Session Court, Hojai	Member, Representative from Alumni	8011951818
4	Mrs. Suara Begum	Teacher, GIG LP School	Member, Guardian Representative	9954622938
5	Sibbir Ahmed Osmani	Warden, Women's Hostel	Member	7002617959
6	Rajaul Mahammad Talukdar	Student	Member	8486612930
7	Afsana Begum	Student	Member	8822791816
8	Moon Mazumder	Student	Member	6900978198

We understand that awareness and sensitization are crucial to preventing sexual harassment. The Committee conducts sensitization aimed at facilitating respectful interaction between people and empowering people to speak out about any experience of harassment or any barriers that they face in college. The present Committee consists of 8 members and is headed by Dr. Kabita Devi. It is assisted by a support group of faculty and student volunteers all of whom have undergone training for responding to people in distress and supporting them through any formal action or procedure with CASH or any external authority.


Principal, HAAC Principal
Haji Anfar Ali College
Doboka : Hojai : Assam


Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Awareness Programme on Gender Discrimination in the Workplace Report



AWARENESS PROGRAMME

on

GENDER DISCRIMINATION IN THE WORKPLACE

Date : 07th June, 2023 Time : 12:00 Noon

Organised by :

COMMITTEE AGAINST SEXUAL HARASSMENT (CASH)

HAJI ANFAR ALI COLLEGE

In Collaboration with

JAMUNAMUKH COLLEGE

Keynote Speaker : **Ruhina Waris Chowdhury** Advocate, Hojai Bar Association & Panel Advocate, District Legal Service Authority
Venue : Auditorium Hall, Haji Anfar Ali College

Date: 07/06/2023

Venue: Auditorium Hall, Haji Anfar Ali College, Doboka

Organized by: Committee Against Sexual Harassment (CASH), Haji Anfar Ali College, Doboka in collaboration with Jamunamukh College, Jamunamukh

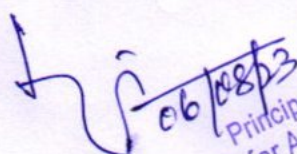
The Awareness Programme on Gender Discrimination in the Workplace was successfully organized on 7th June 2023 at the Auditorium Hall of Haji Anfar Ali College (HAAC), Doboka. The event was jointly conducted by the Committee Against Sexual Harassment (CASH) of HAAC and Jamunamukh College, as part of the Memorandum of Understanding (MoU) signed between the two institutions on mutual interests.

Key Participants:

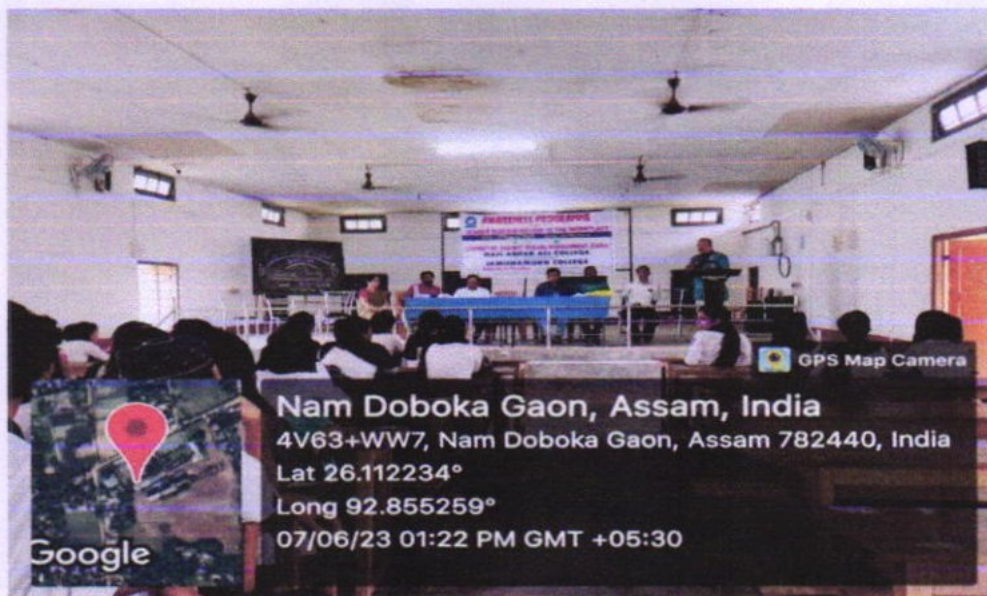
- Dr. Kabita Devi: Anchor and Chairperson of CASH
- Ruhina Waris Chowdhury: Advocate, Hojai Bar Association, and Panel Advocate, District Legal Services Authority (Keynote Speaker)
- Mr. Mujaharul Islam: Presiding Officer
- Dr. Adidur Rahman: IQAC Coordinator, HAAC
- Dr. Ranjit Roy: Jamunamukh College Representative

The Awareness Programme aimed to shed light on gender discrimination prevalent in workplaces and address the primary reasons behind such discrimination. The event featured informative discussions, personal experiences, and valuable insights from various speakers and students.

Ruhina Waris Chowdhury, an advocate from the Hojai Bar Association and Panel Advocate for the District Legal Services Authority, delivered a keynote speech on gender discrimination in the workplace. Her address focused on raising awareness about the issue and discussing legal and ethical aspects related to workplace gender discrimination.


Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Mr. Mujaharul Islam, as the Presiding Officer, played a crucial role in maintaining the flow of the event. Dr. Adidur Rahman, IQAC Coordinator at HAAC, and Dr. Ranjit Roy from Jamunamukh College, also shared their thoughts on the topic, further enriching the discussion.



Students actively participated in the event and had the opportunity to interact with Ruhina Waris Chowdhury, the keynote speaker. This interactive session allowed students to raise questions, seek clarification, and share their concerns related to gender discrimination in the workplace.

Afsana Begum and Ashraf Jahan, both students, courageously shared their personal experiences of encountering gender discrimination in various workplaces. Their stories served as powerful anecdotes, illustrating the pervasive nature and detrimental impact of gender discrimination.

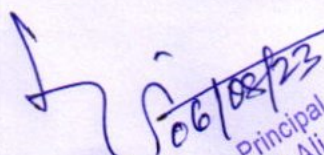
Mr. Sibbir Ahmed Osmani delivered the Vote of Thanks, expressing gratitude to all the participants, attendees, and organizers for making the event successful. His closing remarks highlighted the significance of such awareness programs and encouraged continued efforts to eliminate gender discrimination in workplaces.

The Awareness Programme on Gender Discrimination in the Workplace served as a significant step toward raising awareness and fostering dialogue about this critical issue. The collaboration between Haji Anfar Ali College and Jamunamukh College demonstrated their commitment to promoting a discrimination-free work environment. Through the shared experiences, expert insights, and student participation, the event successfully accomplished its objectives and inspired further action to address gender discrimination in workplaces.

Sd/-

Principal

Haji Anfar Ali College, doboka


06/06/23
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

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**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI – 110 002**

NO. F 1-16/2007 (CPP-II)

April, 2009

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER
EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

1. Title, commencement and applicability:-

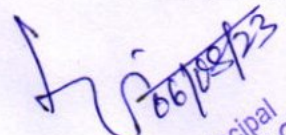
- 1.1. These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

2. Objective:-

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. Definitions:- For the purposes of these Regulations:-

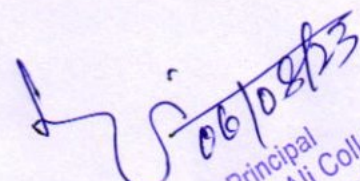
- 3.1. "college" means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.


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- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities 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 or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

4. Punishable ingredients of Ragging:-

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;


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- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of "Ragging".

5. Measures for prohibition of ragging at the institution level:-

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

6 Measures for prevention of ragging at the institution level:-

6.1 Before admissions:-

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify

and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

6.2 On admission:-

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

6.3 At the end of the academic year:-

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

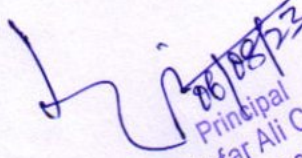
the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

6.4 Setting up of Committees and their functions:-

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

6.5 Other measures:-

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.


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- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1st year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

6.6 Measures for encouraging healthy interaction between freshers and seniors:-

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

7. Measures at the UGC/ Statutory/ Regulatory body level:-

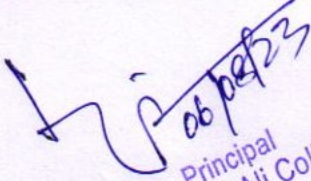
7.1 Regulatory measures:-

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

7.2 Incentives for curbing ragging:-

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

7.3 Monitoring mechanism to ensure compliance:-


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Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

8 Punishments:-

8.1 At the institution level:-

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

8.2 At the university level in respect of institutions under it:-

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations

and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channellised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

8.3 At the appointing authority level:-

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

8.4 At the UGC/Statutory/Regulatory body level:-

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

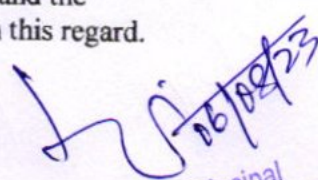
- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/ Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.

-:0:-

ANNEXURE I, Part I

UNDERTAKING BY THE CANDIDATE/STUDENT

1. I, _____
S/o. D/o. of Mr./Mrs./Ms. _____
have carefully read and fully understood the law prohibiting ragging and the
directions of the Supreme Court and the Central/State Government in this regard.


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2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
 - I will not indulge in any behavior or act that may come under the definition of ragging,
 - I will not participate in or abet or propagate ragging in any form,
 - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this _____ day of _____ month of _____ year

Signature

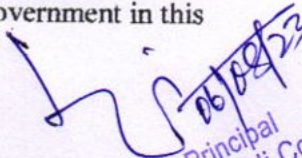
Name:

Address:

ANNEXURE I, Part II

UNDERTAKING BY PARENT/GUARDIAN

1. I, _____
F/o. M/o. G/o _____,
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this


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regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

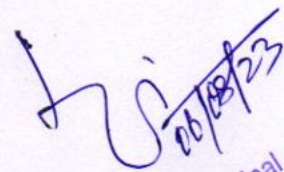
2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this _____ day of _____ month of _____ Year

Signature

Name:

Address:



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University Grant Commission

Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13th April, 2009 in UGC, New Delhi.

The following were present:-

UGC:

Prof. Sukhadeo Thorat, Chairman
Dr. R.K. Chauhan, Secretary.
Dr. C.S. Meena, JS (CPP-II).
Shri V.K. Jaiswal, US (CPP-II).

In Chair.

Members of the UGC Committee for preparation of Regulations:-

Prof. K.P.S Unni
Dr. R.P. Gangurde
Prof. Virbala Aggarwal

Representatives of the Statutory Councils:

Medical Council Of India
National Council of Teacher Education
Indian Council of Agricultural Research
Distant Educational Council
Dental Council of India
Pharmacy Council of India
Bar Council of India

Representative of the State Governments:-

A.P. Council of Higher Education
H.P. Government,
Punjab Government,
U.P. Government

Following decisions were taken:-

- The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20th April, 2009.
- The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them

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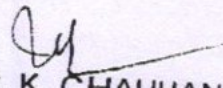
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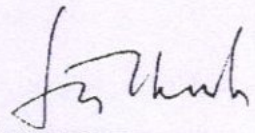
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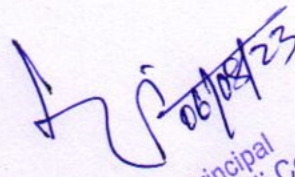
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- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
 - d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
 - e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
 - f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
 - g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
 - h) These Regulations would be in place before the commencement of the next academic year in June 2009.
- The meeting ended with a vote of thanks to the Chair.


(R. K. CHAUHAN)
13.11.2009


(SUKHADEO THORAT)


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**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002**

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny
Former Registrar, JNU, Brindawvan
Near DP office, West Yakkara Road
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Phone 09895865526, kpsunny39@gmail.com
2. Prof. Virbala Aggarwal
H.P. Univ.
Shimla-171005
Phone 09418168234
3. Dr. R.P. Gangurde,
Former Addl. Secretary, UGC
C-13/26, Sector 38, Kendriya Vihar
Nerul, New Mumbai-400706
4. Prof. M.Z. Khan
UGC Consultant
B-59, City Apartments
Vasundhara Enclave
Delhi-110096

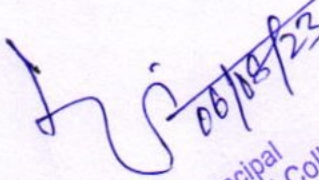
Special invitee

Special invitee

Mr. Raj Kachroo
Aman Movement

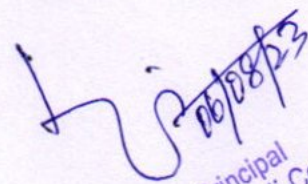
Present (UGC)

1. Prof. S.K. Thorat, Chairman, UGC
2. Dr. R.K. Chauhan, Secretary, UGC
3. Dr. C.S. Meena, Joint Secretary, UGC
4. Sh. A.N. Sharma, Deputy Secretary UGC
5. Sh. V.K. Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC


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Professional Councils

1. Dr. Prem Kumar,
Additional Secretary
Medical Council of India
Pocket- 14, Sector-8
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New Delhi-110077
2. Prof. SVS Choudhary
Vice Chairman
National Council for Teacher Education
Hans Bhavan, Wing II,
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New Delhi-110002
3. Shri C.L. Bhatia
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Kotla Road
Temple Lane
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4. Shri Shiv Kumar
Section Officer
Dental Council of India, Aiwan E Galib Marg
Kotla Road
Temple Lane
New Delhi-110002
5. Ms. Archana Mudgal
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New Delhi-110002
Phone 23239184
6. Sh. J.R. Sharma
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Bar Council of India
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7. Sh. S.K.Mitra
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9. Sh. D .Singh
Director
Edcil , India Ltd., Noida
Phone- 0120-2512008, 9971409065

State Council of Higher Education

1. Prof. K.C.Reddy
Chairman
Andhra Pradesh State Council of Hr. Education
Opposite Mahavir Hospital
Masab Tank, Hyderabad-500028
Phone 9866726222, 040- 23417030

State Education Secretary

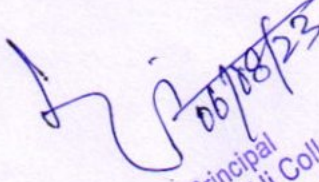
1. Dr. Narinder Dhillon
DPI College, Punjab
Phone- 0172-2703549, 9814085651

2. Shri P.C.Dhiman
Secretary (Education Dept)
Govt. of Himachal Pradesh
H.P. Secretariat, Shimla-171002

3. Sh. Prabhat Sinha
Spl. Secretary
Dept. of Higher Education
Govt. of U.P., Lucknow
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College

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Principal
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Doboka : Nagaon : Assam

ছাত্র-ছাত্রী সকলৰ শ্রীকৃষ্ণোক্তি

সময় - ৬ ঘণ্টা

দিনাংক : ২৬/৬/২০২২

১। জাহান্নাৰা বেগম : আমি যমুট সাম্প্রায়িক ছাত্রী হিচাপে কলেজ চেম্বাৰ
(যমুট সাম্প্রায়িক) ফটো টোটা গৈ থাকোঁতে আমজন নামৰ নাগৰিকৰ
আলোক দিবৰ দিহা মে ছফ্ট বক্সৰ সত্বেৰ মাৰিওন
সম্পাদকে সমুখীয়া দ্বাৰে ছফ্টী সকলক অক্সাৰ
গালি-গালি কৰি মিছিনিং recording কৰা
দিয়া আছে। তাৰ উপৰি নামৰ বেজনে সম্পাদকক
মৰতি আমি আমাৰ উপৰত অভিযোগ উঠেছে
মে আমি চেম্বাৰে কোৱাম বুলি কোৱা কথাসমূহ
জানি মি আমাক তেওঁকি জ্ঞান কৰিছে। মই
চেম্বাৰেৰ কোৱা কথাক কোৱাই নাই।
আমি মোৰ সমূহ দুদিন কলেজৰ ইণ্টাৰেক্স
পিন্দি আকাক্ষীয়াগা আৰু বুকীয়াগা গৈছিলো
আৰু দৰত গৈ মই কৰায়েছো। মই একমী গাউণ
হেৰুৱালো হিচাপে মোৰ দৰত অভিযোগত জানে
মে মই কেজিয়াৰ হাৰিছত মাওঁ।

২। হাদিন আফ্ৰাৰ মীৰ
(যমুট সাম্প্রায়িক)

৩। কলান আহমদ মজুৰ
(যমুট সাম্প্রায়িক)

৪। মিসাহেদি হোম
(যমুট সাম্প্রায়িক)

৫। মাহুদা হোম
(যমুট সাম্প্রায়িক)

আমি সমূহ ৬th semester মাজে আমি
ফিৰক আৰু হাৰে-দৌ মিনি লেনমণে
হাৰিবলৈ দুদিন মোৰ কথাসমূহ শুন।
৬:১৫ তাৰ উপৰি কলেজ নগৰ দি কোৱা
অফু বুলিবলৈ মিচিন কোৱা যদি তাৰ
মিচিনে কিম আমি কহু বা অভিযোগ
দিওঁ। উপৰত কোৱা কথাকিলাক মই
মিআলক কোৱা বুলি কোৱা আৰু মোৰে
ছফ্টীৰ পোৰ মোৰ মাজত কৰি মোৰ
কলেজ তাৰ মাৰিওন সম্পাদক কথ
পৰা হাৰিছ কৰি মোৰ বুলি আমাৰ
দয়ী। ইয়াৰপৰি ৬:১৫ আৰু মাজে
(অফিচিয়াল ৬th sem) মাজে ৬th sem
আমাক মোৰ কথাসমূহ আৰু মিচাদমী
কি ফলম কৰি কেজিয়াৰ হাৰেৰ কেজিয়া
মাজীৰ ছফ্টীৰ পোৰ মে আমাক
ফলম কৰি মোৰ মিচাদমী কৰ
video recording কৰি মোৰ ৬:১৫

৬/৬/২২

৬/৬/২২

৬/৬/২২

৬/৬/২২

৬/৬/২২

Attested

৬/৬/২২

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

৬/৬/২২

જાણીએ છીએ કે ગ્રામીણોને જમણાં પાણી પીવડાવવા માટે જાણીએ છીએ કે ગ્રામીણોને જમણાં પાણી પીવડાવવા માટે જાણીએ છીએ કે ગ્રામીણોને જમણાં પાણી પીવડાવવા માટે

ଡକ୍ଟରଙ୍କ ଉପାଦାନ ଅନୁସାରେ ଖାଦ୍ୟ, ପ୍ରଶ୍ନ, ଉପାଦାନ
ଡକ୍ଟର ଉପାଦାନାବଳୀର ଡକ୍ଟର ଆମି ଅନୁସାରେ ଉପାଦାନ
ଆମି ଅନୁସାରେ ଉପାଦାନ ଅନୁସାରେ ଉପାଦାନ ।

5

- [illegible]

ଉପରୋକ୍ତ, ଏହି ଜାହାଜର ଚୋରାଣି କରୁଥିବା, ଡକ୍ଟ-ଡିମିନ ନାମକ ଏକାଠିଆରେ ଏହି କେଡିଆର ସିକ୍ସ ଫ୍ରେମ୍ ବିଡିଓ ଟିକେଟେ ଏକା ନବୀନକର ନାଟକିଆ ଏକାକର video viral କରିଥିଲା ଏବଂ ଆମରା କଲେକ୍ଟରଙ୍କୁ HAACSV Election Groupରେ upload କରିଥିଲା ଏବଂ ନବୀନକର ସମାଜ ଏହି ଟିକେଟେ ବିଜିଲି କରି ଥାନ୍ତା।

15th 2020

Altered

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Handwritten text on lined paper, including "Hall" and "Robinson".

ইকরামুল ইছলাম - সচিবান জন্মদিন HAAESU -

কবির ডেদিন - সভাপতি HAAESU -

Ekrumul Islam: মোব ডাউনলোড কলেক্ট হাউচ

মম্বুদত Roof চাও ও নগর জন্ম দিন মম্বুদত

জন্মদিন, মিডিয়ামি আর জন্মদিনে - হেড

চাও চাও এ মম্বু জন্মদিন video চাও মম্বুদত

দিলে জন্মদিন জন্ম (চাও) জন্মদিন। মম্বু

জন্ম মিডিয়ামি চাও চাও, জন্ম হেড - চাও

মম্বু চাও মম্বুদত complain জন্মদিন। মম্বু

হেড, হেড, জন্ম ডেদিন জন্মদিন।

জন্মদিন, জন্ম মিডিয়ামি Reels জন্মদিন

video জন্মদিন জন্ম জন্ম। মিডিয়ামি video

হেড (মম্বু) হেড জন্ম জন্ম জন্ম

হেড। জন্ম জন্ম জন্ম video (চাও) (চাও)

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[illegible]

1774

13/6/22

131
Dr 12/6/22

Wagner

ii) α -Abid + urea

Alfred

Principal
Ali College

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

মুক্তাৰ মুহূৰ্ত্তন চৌধুৰী

ৱাছডেইন

আইনুদ্দিন

৩১ মে' ২০২২ তাৰিখে অহাওঁদামুৰ অহাওঁদামুৰ
আমি উদ্ভাৱন কৰাওঁদামুৰ আমাৰ ভাৱ হৈছিল। তেওঁ
আমি আঁহৰে আমাৰ আঁহৰে আঁহৰে।

স্বা:

① Mokken Hussain Chowdhury

② ৱাছডেইন

③ Aijamuddin

Principal
Hajji Anfar Ali College
Doboka : Nagaon : Assam

মুক্তাৰ মুহূৰ্ত্তন চৌধুৰী: মোৰ ওচৰত দুইটা ফিল্মিং
আইনুদ্দিন আনিছে। মোৰ ফিল্মিং ৭৫ ৭৫, মোৰ ফিল্মিং ৭৫
মোৰ ওচৰত উদ্ভাৱন কৰাওঁদামুৰ video ৰ ওচৰত মোৰ Comment
মোৰ ফিল্মিং ৭৫, মোৰ ফিল্মিং ৭৫ মোৰ ফিল্মিং ৭৫
মোৰ ফিল্মিং ৭৫ মোৰ ফিল্মিং ৭৫ মোৰ ফিল্মিং ৭৫
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মুক্তাৰ মুহূৰ্ত্তন চৌধুৰী: মোৰ ফিল্মিং ৭৫
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Mokken Hussain Chowdhury

১৭.৬.২২
আইনুদ্দিন: মোৰ ফিল্মিং ৭৫
মোৰ ফিল্মিং ৭৫ মোৰ ফিল্মিং ৭৫ মোৰ ফিল্মিং ৭৫
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Aijamuddin

১৭.৬.২২

ৱাছডেইন: মোৰ video viral মোৰ আইনুদ্দিন
মোৰ ফিল্মিং ৭৫ মোৰ ফিল্মিং ৭৫ মোৰ ফিল্মিং ৭৫
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ইংলিশ মাধ্যমিক স্কুল হাজি অলি হাজি
video postcard 1530 status 3 friend post comment 3
টিও মার্ক।

Taj Uddin
date = 17/6/22

1. Samim Uddin Barbhuiya 2nd Sem
S/o Abdul Jabbar Barbhuiya + Rumana Begum
S/o - (2nd Sem)
2. Md. Rahul Alam 2nd Sem
S/o Abdul Malik.
3. Sumaira Yasmin 2nd Sem
S/o - Fajal Ali
4. Sammin Sultana
S/o Abdul Rahim.

1. Samim Uddin Barbhuiya - 2nd Sem, এই ফর্ম (৩০)
2nd Semester এ পরবর্তীকালে এই স্কুলের Central
Library এ আপডেট video এর সমস্ত ফর্ম, এই
স্কুলের স্কুলের স্কুলের video (৩০) এর
স্কুলের video (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের

Samim Uddin Barbhuiya 17/6/22

2. Sammin Sultana - 2nd Sem, এই ফর্ম (৩০)
এই ফর্ম (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের
এই ফর্ম (৩০) এর এই স্কুলের

17/6/22

Sammin Sultana (Date - 17-6-22)

Attested

17/6/22

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

ଅର୍ପଣ ହୁଏ କର୍ମକ୍ଷ-

✓ झण्डा - GALT

Marcusfa Begum

17/06/22

Attended

Principal
Ali C

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

26/22

(Transcribed Copy)

Confession of the students on the basis of allegations and counter allegations

Time- 3 pm

Date- 13/6/2022

Jahanara Begum:

(6th semester) As we are the students of 6th semester when we were capturing our photos a student namely Afjal informs that the Secretary of students union rebukes us with illicit words. Recording of which is with him. A student namely Tazuddin alleged before the secretary that we will slap him with ' sandals ', for which the secretary threatening us. I did not say the word 'beating by sandal'. One group our college visited Akashiganga and Burahuganga wearing college uniform for two days. As a mature girl that I seldom go outside the college campus is known to my guardian . We are the students of 6th semester. That some of our friends and brothers and sisters unitedly go outside. The college campus for wandering is true. G.S said to Tazuddin that he will beat us with stick and kick like foot ball, we allege him for that before you. All the above quotes are true. He blame us saying as 'prostitute' and misbehave many of our students. So we demand his resignation from General Secretary. Besides G.S, Munna (Azimuddin, 6th sem) and Mofidul (4th sem) follow us (Jahanara and Firdousi) till ' Vepujori ' sometimes riding bike and sometimes by bus and make video recording

Attested

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

from our back side. G.S follow me by his bike. Mokhtar ask me why I go home accompany with Shahid (My paternal sister's son). I sometimes use to go home with Shahid when my brother is absent.

The above confessions are done by us with sound mind, willingly and without any pressure by others before our principal and teachers.

Sd/-

Jahanara Begum

Firdousi Begum

Shahid Akhtar Meer

Rumal Ahmed

Besides, I miss Jahanara Begum confess that Tazuddin made a video recording of our walking when I walk with the boy with whom my marriage is fixed and uploaded that video recording in the whatsapp group namely ' HAA,CSU election group' for which my colleagues laugh at me.

Sd/-

Jahanara Begum

Ekramul Islam – General Secretary, HACCSU

Karim Uddin – President, HACCSU

Attested
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam
06/08/23

Ekramul Islam – on 6/6/2022, when we are talking with Rouf Sir in front of college gate, Jahanara, Firdousi and Marufa said (pointing me) that if show their video recording to our principal then they will beat me by 'sandals'. Then I asked who informed them that I complained before principal against them. At that time Enaz, Rejaul and Tazuddin were with me. The video reels made by Jahanara and Firdousi is with us. This video was made by outside the college campus. Bably has sent this video to me. I saw them when I went to Burhiganga for bathing at 6pm. I never go to Burhigamga or anywhere to follow them. I never blame them as 'prostitute'. Except them I have no any mental difference with any student of our college. The video made by them at every nook and corner of our college campus is with me and tomorrow I will give them.

Sd/-

Ikramul Islam

arimuddin : (President, Student Union)

On 6th June 2022 I was not present in front of the gate when those things was happening. I did not know about the application they submitted. Only on 10th June 2022 an application was given to me for signing on it and signed on it for the sake of union.

All allegation mentioned in the application are not mined.

Sd/- Karim Uddin

Attested
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Abid Hussain: Cultural secretary, Union.

I Jahanara, Ferdusi, sahid Mir, Rimal Laskar all are used to sit under mango tree of the college campus , sometimes in room no. 03 and also used to make reels and then upload in the whatsapp status and in the instagram. I have no any video relating to unsocial activities; sometime I notice capturing photo and making vedio by them. The video inside the vehicle, may be of Sahid Meer, I am not confirmed. The video may be made before 5/6 month. I did not know about the materials inside the videos. I did not know about video recording and it distribution. But Ikramul is not such type of boy. Some other may do it, I don't know. I am agreeing that Ikramul submitted an application on union pad. No evidence is present with me. I see G.S said that he has some evidence of unsocial activities. I have no any recording in my hand

Sd/- Abid Hussain

Attested

06/08/23
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Translated type copy of relevant portion

Muktar Hussain Choudhury

Taz Uddin

Azim uddin

It was our mistakes to perform crazy dance In the auditorium of the College on 31 May 2022. For those mistakes we apologized before the authority.

Signature:

1. Muktar hussain choudhury
2. Taz Uddin.
3. Ajim Uddin-

Muktar Hussain choudhary :- I say, about the allegation raised by girls student, that the wife of my brother, showed me the comments, about the crazy dance performed by me at night. Then I called over telephone to the person who commented. Upon The said incident and came to Know that she was Jahanara of our College. Next day when I went to college I met her and asked about that comment by her, and then she said that she knew me as a bad boy. She also said that she had not mentioned my name in the comment and refused to talk with me.

Then she used slang words in conversation outside the college.

I know Firdousi. But I have no Conversation about this fact with her.

Sign. / Muktar Hussain choudhury

17. 6. 22.

Attested
[Signature]
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Azim Uddin: I don't know about the residence of Jahanara and Firdousi. I have never followed them. I never gone towards Teluguri. I have not done any recording". If there is any evidence then they show me.

Sign/ Azim Uddin 7.6.22.

Taz uddin: Yes, the allegation against m me to make the video viral' is true. But afterwards I have deleted it. After 40/50 minutes when the boy engaged with her threatened me and displayed the crazy video done by me With bad comments in his whatsapp status.

Siga / Jaz Uddin 17-6-22

1. Samim Uddin Barbhaiyan.

S/O. Abdul Jabler Barbhuiyan)

+ Ruman

D/o. unknown (6th Sem)

2. Md Rahul Alom. S/o Abdul Malik

3. Sumaiya Jasmin D/o.- Faijal Ali.

4. Sarmin Sultana , D/o - Abdur Rahim.

Samim Uddin Barbhuyan: Yes Sir, it is true that I made a video in front of the Central library of our college with Reemana who is a student of 2nd Semester. I made a mistake in making The Video without the permission of college authority. As a friend, I made this video before five months. There is no other intention. This is my fault. I shall not do such mistake in future. I have not made any video outside the college.

Sd/ Samim Uddin Basbhuy

17/6/22

Attested
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Sarmin Sultana: Yes sir, It is true that I also made a video inside The College Campus, without the permission of College authority Marufa and Jahanara were with me.

Sd/ Chermin Sultan. 17-6.22

Rakul Alom and Sumaya Jesmin: It is true that we both made a video within College campus. At The time of uploading we wrote there with my best friend". But somebody edited it and wrote as - with my wife!

Dilnaz (8135015774) massaged me Through whatsapp and informed it when I questioned her, she advised me not to spread The matter anymore: People dislike Sumayia. If you come then everybody will discuss the matter. So we have not given any allegation.

Sd/ Sumayia yeasmin

Rahul kennen.

Marufa Begum: On that day, G.S quarrels with Marofa Jahanera. At that time I was present. I heard that G.S. rebuked to the seniors and said that he will kick like football and he will bit with stick. I have not heard The word "prostitute" that uttered by him. Jahanara said that a recording" is with her. Quarrel made with her but not with me. I don't know the main quarrel. We have not gone to Burhigange. I went to Akashiganga with my friends. But did not inform to our home. After exhibiting the video in "Instagram my elder brother rebuke 4 me and bit me. The I informed to my mother. Jahanara, charmin, Firdousi, Sahid, Rumana Were with me.

Sd/ Marufa Besun 17-622

Atul
Foot 23
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Meeting of the
Grievance and Redressal Cell.

Haji Anfar Ali College, Doboka.

Venue: office of the Principal,
Haji Anfar Ali College.

Date: 10/09/2018

Time: 10 AM

Agenda for discussion:

1. Applications submitted by the students
2. Grievances of students about library cards.
3. Any other related matter.

Signature of the members present:

1. Mr. M. A. Barbling
2. Sahabuddin
3. Sujish Chakraborty
4. Julika Goswami
5. Marie Aileen Xabre.

Attested
by
Principal

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Today on 10.09.2018 a meeting of the Grievance and Redressal Cell is convened at 10 AM in the office of the Principal who presided over the meeting. At the outset of the meeting, the convenor informs the house about the grievances of the students in subject alterations in both major and general course. The students have expressed grievances in writing by submitting applications.

The convenor also informs the house about

problems faced by the students in borrowing books from the central library.

After prolonged discussion, the house adopts the following resolutions unanimously.

Resolution No. 1 :

Be it resolved to inform all the students who wish to alter their subject-combinations, to submit applications to the respective Heads of the departments so that the HODs with due consultation with the Principal of the College may redress the issues of subject alterations before the specified date and time of the affiliating University.

Resolution No. 2 :

It is also resolved that a common notice be hanged on the notice board of the college and the students are to be informed to submit applications for subject alterations within seven days time. No application for the same shall be entertained after the stipulated time.

Resolution No. 3 :

The house today resolves to redress the problems faced by the students while borrowing books from the Central library of the college in the way of issuing new library cards to those who have altered their major subjects or switched from major subjects to the general course of study or vice-versa. The librarian of the college is requested to do the

Attended

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

needful in this regard so that the students be offered minimum assured facility (MAF) while borrowing and using library books.

Resolution No. 4.

It is also resolved today that the students who wish alter their ASM (Advanced) to other subjects be allowed to do so as per the choice of the students. (subject to the approval and intake capacity of the department concerned)

Resolution No. 5:

Be it resolved that the Heads of all the departments should verify the names of the students offered major in the subjects and such names are ^{to be} included in the subject registers properly.

The meeting thus ended with a vote of thanks from The chair.

Attested

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Chairperson

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Meeting of the Grievance and Redressal Cell,

Haji Anfar Ali College
Doboka: Hojai: Assam

Date: 26/09/2021

Time: 11 AM

Venue:

Office of the IQAC,
Haji Anfar Ali College

Agenda:

1. Grievances of class III & class IV employees of the College
2. Grievance of a student about withheld result
3. Others.

Attested

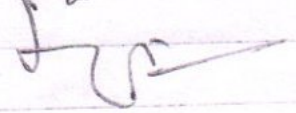
Principal
Haji Anfar Ali College
Doboka: Nagaon: Assam

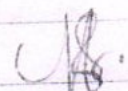
Today on 26/09/2021, a meeting of the Grievance and Redressal Cell is held in the office of the IQAC, Haji Anfar Ali College to discuss the agenda noted above. The following members are present in the meeting to redress the issues

Name of the member

Signature.

1. Dr. M. A. Karim
2. Pijush Chakraborty
3. Julika Goswami
4. Sahabuddin
5. Manir Uddin Akbar





At the very outset of the meeting, the convenor of the Cell apprises the house about the application received from the Grade III and Grade IV employees of the College regarding Modified Assured Career Progression Schemes (MACPS). He also raised the issue of withheld results of the students in general and a particular student's application viz Tabeed Ahmed Talukdar of BA 5th Semester.

The Members present in the house pay serious attention to the grievances of both the students and the employees of the college. After threadbare discussions on the agenda no. 1., the house adopts the following resolution unanimously.

Resolution No. 1:

Be it resolved today to submit an application to the Director, Higher Education, Govt. of Assam by the Principal of the College with a request for financial upgradation of Grade III and Grade IV employees of the college under Modified Assured Career Progression Schemes (MACPS) as early as possible so that the employees who have completed 20 years of service without break must not further suffer from financial loss.

The house then discusses the grievance of the student as per agenda 2 and adopts the following resolution.

attended

Principal
Haji Anfar Ali College
Doboka - Nagaon (Assam)

Resolution NO. 2.

It is resolved to write to the Deputy Controller of Examinations, Gauhati University, mentioning specifically the Roll Nos of students to declare their withheld result immediately so that the students remain stress-free in pursuing higher education in the college. The house requests the Principal of the college to take immediate step to redress the issue.

Resolution NO. 3.

The house today observes that due to pandemic (corona virus) the students were not able to fill up their exam forms properly and result-antly the 5th Sem Exam. 2020 which was held in June 2021 became a serious problem to the students since most of the students results were kept withheld. The house today requests the Principal to give priority on the issue so that it can be redressed as early as possible.

The meeting thus ended with a vote of thanks from the chairperson.

Presented

Signature

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Signature

Chairperson
Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Meeting of the
GRIEVANCE & REDRESSAL CELL
HAA College, Doboka

Venue: Room NO. 1

Date: 19/01/2022

Time: 10:30 AM

Agenda:

1. Grievance of the Teaching staff.
2. Grievance of the Girls students.
3. Misc.

Signature of the members present:

1. Dr. M. M. Barbhuiya (Principal)
2. Julika Goswami
3. Sahabuddin
4. Pujish Chakraborty
5. Manek Uddin & Saran.

Principal
Haji Anwar Ali College
Doboka : Nagaon : Assam

Today on 19/01/2022 a meeting of the Grievance and Redressal cell is held as per details mentioned above under the chairmanship of Dr. Mamon Aram Barbhuiya to discuss some major grievances of the teachers and the students. At the very beginning, the convenor of the Cell read out the applications of the teachers of the College wherein they have expressed their grievances that since every work of the dept. as well as the college is to be maintained electronically / digitally, the lack of computer facilities in the dept. create hindrances to their regular (day-to-day) works in the dept. Their

demand is to supply a set of computer to each dept along with a printer so that the departmental documents such as marks for the sessional exam, list of students semester-wise etc. be preserved and stored safely.

Further, the teachers in their application, mentioned their long standing demand of proper sanitation facility to the dept. Common Sanitation facility may invite skin/Urinary Tract infections (UTI). Hence, attached washroom facility is to be provided to each dept.

The comener further read out the application submitted by the girls students of the college that though they have a well-furnished Girls Common Room, but they suffer from not having proper drinking water facility to the college. Their demand is to install an R.O. filter in the common room so that they can drink pure and safe water.

The members present in the meeting express their own views on both the applications of the teachers and the girls students. Everyone opine that these are the pertinent issues to be redressed immediately. The Principal of the college opines that redressing these issues involve fund and that can only be used after due consultation with the G.B of the college. He assures that these issues will take priority in the next meeting of the G.B and he will try to redress the grievances of both the teachers and the students as early as practicable subject to the approval of the G.B of the college.

Attended

06/08/23

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

Thus after a threadbare discussion, following resolutions have been adopted unanimously.

Resolution No. 1.

The house today resolves to supply a set of computer to each dept. along with printer facility keeping in mind the importance recording departmental activities and documents and the house requests the Principal of the College to take immediate steps in implementing the resolution.

Resolution no. 2.

The house further resolves to provide hygienic restroom facility to each dept. so that the faculty members feel safe and comfort in working in the dept. The house requests the Principal of the college to bring the matter into the floor of GB and take necessary steps to resolve the grievance of the teachers.

Resolution no. 3

It has been decided by the house today that a pair of Tables and a pair chairs are to be provided to each dept of the college depending on the no. of teachers in the dept in order to provide logistic support to them so that departmental activities are accomplished smoothly.

Resolution no. 4.

The house today attaches due importance to the grievance of the girls students of the college and requests the Principal

Attended

Signature

Principal
Haji Anfar Ali College
Doboka, Nagaon, Assam

of the college to install an R.O. water filter of a specific and reliable brand to the Girls' Common Room as early as possible so that the girls get pure drinking water while staying in the college.

At the fag end of the meeting, the Principal cum chairperson of the meeting assures the house that he will try his level best to implement the resolutions adopted today if ~~it~~ it needs even G.B.'s approval.

The chairperson then thanks every member present in the meeting for their valuable contribution for the overall development of the college and declares the meeting ended.

Attested

06/08/23

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam

19/01/22

Chairperson

Principal
Haji Anfar Ali College
Doboka : Nagaon : Assam