



Shirdi Sai Rural Institutes
ARTS, SCIENCE AND COMMERCE COLLEGE, RAHATA

POLICY DOCUMENT

ZERO TOLERANCE POLICY



Prepared by
Internal Quality Assurance Cell (IQAC)

ASCC,
Rahata

POLICY DOCUMENT



Introduction:

Arts, Science, and Commerce College, Rahata, has established a comprehensive Zero Tolerance Policy to address and eliminate incidents of ragging, sexual harassment, and other major grievances within the campus. This policy reflects the institute's commitment to fostering a safe, inclusive, and supportive learning environment for all students, rooted in our core values of respect, integrity, and equality. The policy serves to protect the fundamental rights of every member of our college community, ensuring they can study, work, and thrive without fear of harassment or discrimination.

Objectives of the Policy:

Ensure Safety and Security: To provide a safe and secure environment for all stakeholders of the college community.

Preventive Measures: To prevent incidents of ragging, sexual harassment, and other major grievances through proactive strategies and awareness programs.

Accountability: To hold offenders accountable through prompt, fair, and impartial investigations and disciplinary actions.

Victim Support: To offer comprehensive support, including counseling and protection, to victims of ragging, sexual harassment, and other grievances.

Awareness Building: To educate the college community about the harmful effects of ragging and harassment and the importance of maintaining a respectful environment.

Accessible Reporting: To provide clear, accessible, and confidential channels for reporting incidents without fear of retaliation.

Culture of Respect: To cultivate a culture of respect, integrity, and equality within the college community.

Compliance with Guidelines: To ensure the policy adheres to UGC and SPPU Pune rules and regulations.

Continuous Improvement: To review and update the policy regularly to maintain its effectiveness.

Ethical Responsibility: To instill a sense of ethical responsibility and personal integrity among students and staff.

Definition of Offenses:

Ragging: Any act—verbal, physical, or psychological—that results in physical or mental injury, discomfort, or humiliation for a student. This includes harassment, abuse, and any initiation rites that insult or frighten.

Sexual Harassment: Any verbal, nonverbal, or physical behavior of a sexual nature that creates a hostile or offensive environment. This includes unwelcome sexual advances, requests for sexual favors, and other similar conduct.

Other Major Grievances: Acts including physical violence, discrimination based on race, gender, religion, disability, or any other characteristic, and any activity that seriously disrupts the college environment or endangers individual safety.

Scope of the Policy:

This policy applies to all students and staff within the college and during off-campus college activities. It encompasses all students, staff, and visitors, underscoring our commitment to maintaining a respectful and safe environment across all interactions and settings.

Preventive Measures:

Zero Tolerance Declaration: The institute publicly declares and reinforces its commitment to zero tolerance towards ragging, sexual harassment, and other major grievances. This is communicated through official statements, flyers, notices, lectures, workshops, orientation sessions, posters, handbooks, and digital platforms to ensure that every member of institute understands their rights and responsibilities.

Education and Awareness: Regular awareness programs, workshops, and orientation sessions are conducted to educate the college community about the zero-tolerance policy and the importance of respectful behavior.

Committee Establishment: The institute has formed dedicated committees and cells, such as the Anti-Ragging Cell, the Anti-Sexual Harassment Cell, and the Grievance Redressal Cell. These committees include diverse representation from staff, student bodies, local representatives, legal experts, and local police officials.

Reporting Mechanisms: Multiple confidential channels for reporting incidents are provided, including forms, email addresses, mobile numbers, and in-person reporting to trusted authorities.

Prompt and Fair Investigations: All reported incidents are promptly and impartially investigated by the responsible committee, respecting the rights of both complainants and respondents.

Support Services: Comprehensive support services are offered to victims, including counseling, legal advice, and measures to ensure their safety during and after the investigation.

Disciplinary Actions: Fair, clear, and consistent disciplinary actions are enforced for offenders found guilty of ragging, sexual harassment, or other major grievances. Actions may range from warnings and restrictions to suspensions, expulsions, or terminations, depending on the severity of the offense.

Monitoring and Review: College authorities regularly monitor and review the campus environment to identify potential risks and patterns of behavior that may lead to incidents.

Collaboration with Legal Authorities: The college administration collaborates with local Police officers and legal authorities to ensure compliance with legal requirements and to handle cases involving criminal offenses.

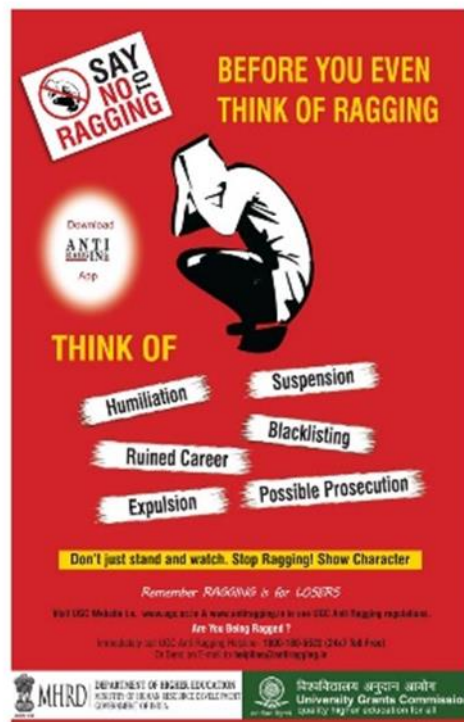
Implementation of Guidelines by Statutory/Regulatory Bodies:

The institute adheres to the following guidelines for the timely redressal of student grievances, including sexual harassment and ragging cases:

Sexual Harassment: Possible cases of sexual harassment within the campus are redressed according to the rules outlined in the "Handbook on Sexual Harassment of Women at Workplace Act 2015." [Handbook on Sexual Harassment of Women at Workplace Act 2015](#).

Ragging: Possible cases of ragging within the college are addressed according to the "UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009." [UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009](#).

By implementing these measures consistently and effectively, the college has created and maintained a campus culture that prioritizes safety, respect, and the well-being of all students and staff.




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