

MIMT	QUALITY SYSTEM PROCEDURES	Page 1 of 9
Policy On Anti-Ragging		

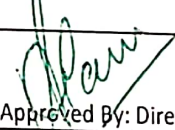


Policy on Anti-Ragging

MANGALMAY INSTITUTE OF MANAGEMENT & TECHNOLOGY

(Approved by AICTE, New Delhi & Affiliated to AKTU, Lucknow)

Knowledge Park-II, Greater Noida (U.P.)

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MIMT	QUALITY SYSTEM PROCEDURES	Page 2 of 9
Policy On Anti-Ragging		

Policy on Anti Ragging

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the University Grants Commission has framed "UGC Regulations on curbing the menace of ragging in higher educational institutions, 2009" which have been notified on 4th July, 2009 in the Gazette of India. In compliance to the UGC regulation, 2009 and AICTE notification F.No.37-3/Legal/AICTE/2009 dated 01.07.2009 and subsequent notifications from time to time, Mangalmay Institute of Management and Technology shall constitute Anti Ragging Committee.

Ragging is totally banned and anyone found guilty of ragging and/or abetting ragging is liable to be punished.

1. Objectives


To root out ragging in all its forms from the institute 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.

2. Definitions:

- a. "Technical Institute" means Mangalmay Institute of Management and Technology (MIMT) , 8 & 9 Knowledge Park-II, Greater Noida (MIMT, Greater Noida);
- b. "Academic year" means the period from the commencement of admission of students in Mangalmay Institute of Management & Technology, Greater Noida of the study, up to the completion of academic requirements for that particular year.
- c. "Head of the Mangalmay Institute of Management & Technology, Greater Noida" means the Director, Mangalmay Institute of Management & Technology, Greater Noida.
- d. "Fresher" means a student who has been admitted to MIMT and who is undergoing his/her first year of study in Department of Management, MIMT, Greater Noida.

3. For the purpose of these Regulations the expression "Ragging" would means and include the following:

- a. Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
- b. Indulging in rowdy or undisciplined activities by any student or students

Issued By: HoD	Date of Issue:24.07.2009	 Approved By: Director
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Director
Mangalmay Institute of
Management & Technology
Greater Noida

MIMIT	QUALITY SYSTEM PROCEDURES	Page 3 of 9
Policy On Anti-Ragging		

which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;

- c. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
- d. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
- e. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- g. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- h. Any act or abuse by spoken words, emails, posts, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student;
- i. Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

4. Punishable ingredients of Ragging:-

- a. Abetment to ragging;
- b. Criminal conspiracy to rag;
- c. Unlawful assembly and rioting while ragging;
- d. Public nuisance created during ragging;
- e. Violation of decency and morals through ragging;
- f. Injury to body, causing hurt or grievous hurt;
- g. Wrongful restraint;
- h. Wrongful confinement;
- i. Use of criminal force;
- j. Assault as well as sexual offences or unnatural offences;
- k. Extortion;
- l. Criminal trespass;
- m. Offences against property;
- n. Criminal intimidation;
- o. Attempts to commit any or all of the above mentioned offences against the victim(s);
- p. Physical or psychological humiliation;
- q. All other offences following from the definition of "Ragging".

Issued By: HoD	Date of Issue: 24.07.2009	Approved By: Director
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Greater Noida

5. Measures for prohibition of ragging

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. The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

6. Measures for prevention of ragging

(i) Before admissions:-

- a. The advertisement for admissions shall clearly mention that ragging is totally banned in the institute, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately.
- b. The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full.
- c. The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and State Governments, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging.
- d. 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 institute and the applicant, 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.
- e. The application form shall also contain an undertaking, mandatorily, preferably both in English and Hindi and/or in one of the regional languages and the affidavit should 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.
- f. The application for admission shall be accompanied by a document along with the School Leaving Certificate /Transfer Certificate/Migration Certificate/Character Certificate reporting on the inter-personal/social behavioral patter of the applicant, so that the Institute can thereafter keep intense watch upon the student who has a negative entry in this regard.
- g. At the commencement of the academic session, Director shall address various functionaries, such as representatives of students, parents/guardians, faculty to discuss the measure to be taken to prevent ragging in the MIMT and steps to be taken to identify those indulging in or abetting ragging and punish them.
- h. The Institute shall maintain a proper record of the affidavits obtained to ensure its safe up keep thereof, including digital copies of the affidavits

Issued By: HoD	Date of Issue:24.07.2009	Approved By: Director
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Director
Mangalmay Institute of
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Greater Noida

and such digital copy should be made available to the AICTE or to an Agency identified/nominated by AICTE.

- i. Each batch of freshers should be divided into small groups and each such group shall be assigned to a member of staff. Such staff member should interact individually with each member of the group on daily basis to ascertain the problems/difficulties, if any faced by the freshers in the Institution and extend necessary help.
- j. A student seeking admission to the MIMT hostel shall have to submit another affidavit along with his/her application for hostel accommodation that he/she is also aware of the law in this regard and agrees to abide by the punishments meted out if he/she is found guilty of ragging and/or abetting ragging.
- k. The Institute shall identify, properly illuminate and keep a close watch on all locations known to be vulnerable to occurrences of ragging incidents. .
- l. The Institute will tighten security in its premises, especially at the vulnerable places and, intense policing by Anti-ragging squad, referred to in these regulations and volunteers shall be resorted to at such points at odd hours during the first few months of the academic session.
- m. The Institute shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, and such other means, as may be desirable or required, to promote the objectives of these Regulations.
- n. The Institute 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 an aim to promote the objectives of this Regulation.

(ii) On Admission

- a. Every fresh student admitted to the institute shall be given an exhaustive detailing through an information booklet 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 fresher's dependence on their seniors.
- b. The institute through that detailing 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. The Institute shall also inform the freshers about their rights as bona fide students of the institute 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

Issued By: HoD	Date of Issue:24.07.2009	Approved By: Director
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Director
Mangalmai Institute of
Management & Technology
Greater Noida

atrocities against them.

- c. They shall also provided a calendar of events and activities laid down by the institute to facilitate and complement familiarization of freshers with the academic environment of the institution.
- d. 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 with different colors 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.
- e. The institute shall also organize joint sensitization programmes of 'freshers' and seniors. Freshens shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.
- f. The institute shall encourage healthy interaction between freshers and seniors Freshers' welcome parties.

(iii) **At the end of the academic year:-**

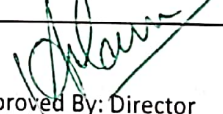
- a. At the end of every academic year the Director shall inform to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- b. At the end of every academic year the institute shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be 02 levels of students volunteering to be Mentors for freshers, in the succeeding academic year at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

7. Setting up of Committees and their functions:-

- (i) **The Anti-Ragging Committee:-** The Anti-Ragging Committee shall be headed by the Director 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.

Anti-Ragging Committee be constituted consisting of following members with their names and telephone numbers notified to the stake holders.

Chairperson	Head of the Institute
Member	Representative of Police Administration
Member	Representative of Local Media
Member	Representative of NGO

Issued By: HoD	Date of Issue: 24.07.2009	Approved By: Director 
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Greater Noida

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| Member | Representatives of Faculty Members |
| Member | Representatives of Parents |
| Member | Representatives of Students (Fresher) |
| Member | Representatives of Students (Senior) |
| Member | Representatives of Non Teaching Staff |

(ii) **The Anti-Ragging Squad:-** The Anti-Ragging Squad shall be nominated by the Director 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.

It shall be the duty of the Anti-Ragging Squad to be called upon to make surprise raids on hostels, and other places vulnerable to incidents and having the potential for ragging and shall be empowered to inspect such places.

It shall also be the duty of the Anti-Ragging Squad to conduct an on-the-spot enquiry into any incidents of ragging referred to it by the Director or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action. Provided that the Anti-Ragging Squad shall conduct such enquiry observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incidents of ragging, and considerations such other relevant information as may be required.

8. Frequency of Meetings

Meetings to be held at Director Level: Before the commencement of academic session, then on weekly basis for 1st month then as per requirement by Anti Ragging Committee.

9. Other measures:-

- a. The institute 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. Parents and teachers shall also be involved in such sessions.
- b. Apart from placing posters at strategic places, the institute shall undertake measures for extensive publicity against ragging by means of audio-visual aids.

Issued By: HoD	Date of Issue: 24.07.2009	Approved By: Director
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Greater Noida

- by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- c. 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 institute shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
 - d. The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
 - e. Director 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.
 - f. Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
 - g. 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.
 - h. The burden of proof shall lie on the perpetrator of ragging and not on the victim.
 - i. The institute 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.
 - j. The Migration / Transfer Certificate issued to the student by the institute 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 other's.
 - k. Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institute, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
 - l. 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.

10. Punishments:-

The punishment to be meted out to the persons indulged in ragging has to be exemplary and justifiably harsh to act as a deterrent against recurrence of such incidents.

Every single incident of ragging; a First Information Report (FIR) must be filed without exception by the Director with the local police authorities.

Issued By: HoD

Date of Issue: 24.07.2009

Approved By: Director

Director
Mangalmay Institute of
Management & Technology
Greater Noida

The Anti-Ragging Committee of the institute shall take an appropriate decision, with regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging.

- (i) Depending upon the nature and gravity of the offence as established, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:-
- a. Cancellation of admission
 - b. Suspension from attending classes
 - c. Withholding/withdrawing scholarship/fellowship and other benefits
 - d. Debarring from appearing in any test/examination or other evaluation process
 - e. Withholding results
 - f. Debarring from representing the institute in any regional, national or international meet, tournament, youth festival, etc.
 - g. Suspension/expulsion from the hostel
 - h. Rustication from the institute for period ranging from 1 to 4 semesters
 - i. Expulsion from the institute and consequent debarring from admission to any other institute.
 - j. Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggars.
- (ii) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,
- a. To the Vice-Chancellor of the University;
 - b. In case of an order of a University, to its Chancellor.


The Director shall intimate the incidents of ragging occurred in the premises along with actions taken to the AICTE from time to time.

11. At the appointing authority level:-

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

12. Undertaking by The Candidate/Student & Undertaking By Parent/Guardian

As per AICTE notification F.No.37-3/Legal/AICTE/2009 dated 01.07.2009 on the subject Prevention and prohibition of Ragging in technical Institutions, Universities including Deemed to be Universities imparting technical education.

Issued By: HoD	Date of Issue: 24.07.2009	 Approved By: Director
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