



OFFICE OF THE PRINCIPAL
BARPETA GIRLS' COLLEGE: BARPETA
বৰপেটা ছোৱালী মহাবিদ্যালয়: বৰপেটা

Krishna Nagar, Barpeta 781301 (Assam), Phone No: 03665- 235800

Email: barpetagirlscollege.barpeta@gmail.com Website: www.barpetagirlscollege.in

Established in 1978 : A NAAC B-Grade Institution

Dr. Birinchi Kumar Das
MA, Ph.D
Principal
Ph:- 7002143325

Memo No: BGC/

Date:

POLICY DOCUMENT AGAINST SEXUAL HARASSMENT OF WOMEN AT WORKPLACE, GRIEVANCE AND RAGGING AT BARPETA GIRLS' COLLEGE

Barpeta Girls' College is committed to strict following of the directions of the University Grants Commission (UGC) as regards sexual harassment of women at workplace, grievance redressal and curing of ragging. In respect of the sexual harassment of women at workplace, the college, following the provisions laid down in the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015', has constituted an 'Internal Complaint Committee' to address any issues of sexual harassment of women employees and students. Again, according to the 'University Grants' Commission (Redress of Grievances of Students) Regulations, 2019' and then, the 'University Grants Commission (Redressal of Grievances of Students) Regulations, 2023', a Student Grievance Redressal Committee has been constituted at the college. So far as the anti-ragging policy of the college is concerned, the college follows the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009", and accordingly, an 'Anti-Ragging Committee' and an 'Anti-Ragging Squad' have been established in the college.

Objectives of the aforementioned committees

Internal Complaint Committee: The main objective of the Internal Complaint Committee is to act promptly whenever any complaint about sexual harassment is received from any female employee or student going by the legal provisions, so that the victim in such cases can get timely justice, and also just heinous act can be prevented in future. The Committee will also encourage the women at the college, particularly the student community, to come out openly whenever such harassment is faced.

Student Grievance Redressal Committee: The motto of this committee is to give all the students opportunity to raise their voices when they feel aggrieved by anything inside the college campus, be it the college authority, the teachers, the non-teaching employees or other students. It is an important objective for the committee to create an atmosphere inside the college campus so that the students don't hesitate to open up and speak about their grievances, seeking remedies to them.

Anti-Ragging Committee: Barpeta Girls' College takes it as a matter of prime concern that there should not be any case of ragging inside the college campus or in the Girls' Hostel. While there is a 'Hostel Management Committee' in the college which looks after all the issues pertaining to the hostel, the Anti-Ragging Committee also keeps itself concerned about making the hostel entirely ragging free. In case of any case of ragging, the Committee will promptly take up the matter and resolve it according to the the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Committee also takes up awareness activities which will dissuade students from indulging in any kind of ragging.

Powers and Functions

1. After receiving any complaint about sexual harassment, ragging etc., or getting any petition about any grievances, the respective committee will call a meeting and verifies the complaint or the grievance. If necessary they will conduct investigation, and then chalk out a strategic plan as regards resolving the issue.
2. The committees will have the power to recommend to the Principal any action to resolve the matter as per the relevant existing rules. If anybody is found guilty for anything after the investigations the committees make, the committees will go by the existing rules and then take the decision accordingly.
3. The committees will receive any kind of complaints or petitions about grievances and will not reject anything without the meeting of the concerned committee.
4. The committees will ensure that the mechanism for registering complaints is safe, accessible and sensitive.
5. The committees will take any complaint without getting biased, even when the complaint is against the college authority, any teacher(s), any non-teaching employee(s), or any student(s) holding position in the Students' Union.
6. The committees won't bring the matters of religion, language, caste etc. into consideration while taking decisions about the complaints.

Scope of Penalties

1. If after proper discussion on any complaint any individual(s) is/are found guilty, the committee will recommend penalty according to the existing rules and regulations.
2. If in certain matters the existing rules and regulations are found to be not specific about any penalty, the committee will have discretionary power to impose penalty, and in this respect the committee will keep the main spirit of the prescribed rules and regulations intact.

Committees and Contact Details:

STUDENT GRIEVANCE REDRESSAL COMMITTEE

Chairperson	:	Dr. Ikbal Hussain Khan (Mobile No. 9954184964)
Members	:	Dr. Jaynal Abdin Dr. Banjit Tahbildar Dr. Anamika Medhi Ritamani Bayan
Special Invitee from student	:	Jamiran Begum

INTERNAL COMPLAINTS COMMITTEE

1. Presiding Officer : Dr. Anamika Medhi (Mobile No. 7002849364)
2. Members from the faculty : (i) Dr. Anjali Nath
(ii) Abu Bakkar Siddique
3. Members from the non-teaching staff : (i) Rajesh Kumar Das
(ii) Ripujit Das
4. Members from the students: (i) Jamiran Begum
(ii) Almina Ahmed
5. Member nominated from outside Associations : Mrs. Binayabala Dakuwa

ANTI-RAGGING COMMITTEE

Chairperson : Dr. Birinchi Kumar Das, Principal

Members :

- (i) From teaching staff : Dr. Banjit Tahbildar (Mobile No. 700292634)
Saptam Hazarika (Mobile No. 7002643515)
Rita Mani Bayan (Mobile No. 8486422734)
- (ii) From parents: Joy Krishna Das
- (iii) From Non-teaching staff : Dilip Kumar Pathak
Harish Mazumdar
- (iv) From students: Papori Das
Shabnam Khanam
- (v) From Civil Administration : Mayurakshi Dutta, Election Officer, Barpeta
- (vi) From Police Administration: Officer-in-charge, Barpeta Police Station
- (vii) From local media : Kamalesh Baishya
Juthika Das
- (viii) From NGO : Mrinall P Jyoti

ANTI-RAGGING SQUAD

- (i) Dr. Anjalee Nath, Convenor (Mobile No. 9957369465)
- (ii) Shri Hiranmayee Pathak
- (iii) Dr. Anamika Medhi
- (iv) Dr. Dhaneswar Pathak
- (v) Shri Rajesh Kumar Das