

Policy and Mechanism Document: Anti-Ragging Committee

1. Introduction: The Anti-Ragging Committee at SAS Institute of Management Studies is established to ensure the prevention, prohibition, and addressal of ragging incidents on campus. This policy document outlines the objectives, roles, and responsibilities of the committee, as well as the mechanism for handling ragging complaints and ensuring a safe and inclusive learning environment for all students.
2. Objectives: The primary objectives of the Anti-Ragging Committee are as follows:
 - a. To create awareness among students, faculty, and staff about the consequences and legal provisions against ragging.
 - b. To prevent ragging incidents and foster a safe and respectful campus environment.
 - c. To provide a grievance redressal mechanism for students to report ragging incidents confidentially and anonymously.
 - d. To take appropriate disciplinary action against offenders and ensure the well-being of victims.
 - e. To collaborate with stakeholders, including law enforcement agencies, NGOs, and student organizations, to strengthen anti-ragging efforts.
3. Committee Composition: The Anti-Ragging Committee comprises the following members:
 - a. Chairperson: A senior faculty member appointed by the institute.
 - b. Members: Representatives from faculty, staff, student community, non-governmental organizations (NGOs) working in the field of student welfare, law enforcement agencies, and external experts.
 - c. Secretary: A designated committee member responsible for coordinating and documenting the committee's activities.
4. Roles and Responsibilities:
 - a. Chairperson:
 - Oversee the implementation of anti-ragging measures and ensure compliance with the policy.
 - Convene committee meetings, set the agenda, and facilitate discussions.
 - Liaise with relevant stakeholders and authorities to strengthen anti-ragging efforts.
 - Report on the committee's activities to higher authorities and regulatory bodies.
 - b. Members:
 - Participate actively in committee meetings and discussions.

- Contribute to the formulation and implementation of anti-ragging policies and initiatives.
- Conduct awareness programs, workshops, and seminars to sensitize the campus community.
- Assist in monitoring, supervision, and inspections of areas prone to ragging.
- Receive, investigate, and address complaints related to ragging incidents promptly and impartially.
- Maintain confidentiality and protect the identity of complainants and victims.
- Provide counseling support to victims and ensure their well-being and rehabilitation.

c. Secretary:

- Coordinate committee meetings, including scheduling, preparing agendas, and documenting minutes of meetings.
- Maintain records of ragging-related incidents, complaints, actions taken, and outcomes.
- Assist in the preparation of periodic reports on the committee's activities and progress.
- Support the chairperson and committee members in the smooth functioning of the committee.

5. Mechanism for Handling Ragging Complaints:

a. Reporting:

- Students can report ragging incidents through a dedicated helpline number, email, online portal, or in-person to any committee member.
- Anonymous reporting options are provided through Complaint Box to ensure confidentiality and encourage reporting.

b. Complaint Registration and Investigation:

- The committee should promptly register and acknowledge the complaint upon receipt.
- A designated member or an investigation team should be responsible for conducting a thorough and unbiased inquiry.
- The investigation should adhere to principles of natural justice, ensuring fair treatment to both the complainant and the accused.

c. Grievance Redressal and Disciplinary Action:

- The committee should recommend appropriate disciplinary action based on the severity of the ragging incident, as per the institute's regulations.
- Disciplinary actions may include warning, fine, suspension, expulsion, or legal action, as deemed necessary.

- The committee should maintain transparency and communicate the outcomes of the investigation and actions taken to the concerned parties.

d. Support and Counselling:

- The committee should provide necessary support, counselling, and rehabilitation assistance to victims of ragging.