ST XAVIER'S COLLEGE OF MANAGEMENT & TECHNOLOGY

NAAC Accredited with B++ Grade (1st Cycle)

(Affiliated to Aryabhatta Knowledge University)

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Anti-Ragging Policy and Procedure at

St Xavier's College of Management & Technology, Patna

1. Introduction

St. Xavier's College of Management and Technology, Patna (SXCMT) is committed to providing a safe, supportive, and inclusive environment for all its students. Ragging, in any form, is strictly prohibited and will not be tolerated. Ragging, inside and / or outside the campus and anyone found guilty of ragging and / or abetting ragging whether actively or passively, or being a part of conspiracy to promote ragging, is liable to be punished in accordance with UGC Regulations 2009 as well as under the provisions of any penal law for the time being in force.

This policy outlines the measures and procedures to prevent ragging, address complaints, and impose disciplinary actions on those involved in such activities. Ragging is considered as a sadistic thrill, and it is a violation of Human Rights. College ensures that a congenial and welcoming environment is given to the freshers.

2. Definition of Ragging

Ragging, as defined by the Honourable Supreme Court of India in its landmark judgment in 2001, is:

> *"Any disorderly 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."*

According to Clause 3 of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 the following are considered to be a case of ragging;

(i) Any misconduct by any student or students whether by words spoken or written or by an act with rudeness affecting or harming a fresher or any other student.

(ii) Indulging in rowdy or undisciplined activities by any student or students 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.

(iii) Asking any student to do any act which such students will not in the ordinary course do and which has the effect or causing in 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.

(iv) Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.

(v) Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.

(vi) Financial extortion or forceful monetary expenditure burden on a fresher or any other student.

(vii) Any act of physical abuse including sexual, homosexual assaults, stripping of clothes, forcing lewd acts and gestures causing physical and mental torture.

(viii) Any act of abuse by spoken words, emails, posts, public insults to derive perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher of any other student.

(ix) 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.

(x) Using electronic communication, such as social media, emails, or text messages, to harass, threaten, or embarrass freshers.

(xi) Discrimination, harassment and offensive conduct against any person, student on the basis of race, color, religion, sex, national origin, creed, etc.

Thus, ragging includes any conduct by any student or group of students that involves teasing, treating, or handling with rudeness a fresher or any other student. It includes any act of physical or mental abuse, including bullying, intimidating, or harassment, that has the effect of causing or can cause physical or psychological harm or apprehension to a student. Ragging also refers to any form of physical or mental harassment, bullying, or abuse inflicted on new students (often referred to as "freshers") by senior students or groups. The Government of India has taken strict measures to combat ragging, and the Supreme Court of India has defined ragging as a criminal offense.

Ragging is a major misconduct. Students accused and proved of indulged in ragging even in a "friendly" way or encouraging ragging will face immediate dismissal from the College. No justification in this regard is acceptable.

Ragging is a cognizable offence and those who indulge in it or encourage it will be handed over to the appropriate legal authorities as per: *G O. Ed 122 URC-96* dated 16-01-1997,

It's important to note that ragging is illegal and strictly prohibited in the College. The College has implemented anti-ragging committee and helpline to ensure the safety and well-being of students. If any student or staff member is found guilty of ragging, they can face severe consequences, including expulsion, suspension, and even criminal charges.

3. **Instructions to Freshers**

(i) You do not have to submit to ragging in any form.

(ii) You do not have to compromise with your dignity and self-respect

(iii) You can report incidents of ragging to the authorities concerned.

(iv) You can contact any member of the Anti-Ragging Squad / Anti Ragging Committee of the College, or the Principal.

(v) The College is obliged to permit the use of communication facilities (e-mail and mobile phones) for seeking help.

(vi) If you are not satisfied with the enquiry conducted by the College, you can lodge a First Information Report (FIR) with the local Police, and can complain with the civil authorities also.

(vii) The College is in any case required to file FIR if your parents or you are not satisfied with the action taken against those who 'ragged' you.

(viii) Your complaint can be oral or written, and would be treated by the authorities in strict confidence.

(ix) Take active part in all institutional activities intended to end ragging on campus.

If a student experiences or witnesses ragging, it is important to report it immediately to the college authorities or the designated anti- ragging committee. Reporting such incidents can help prevent further harm and ensure a safe learning environment for all students.

4. **Objectives**

(i) To create a ragging-free campus.

(ii) To foster a safe and congenial environment for academic and personal growth.

(iii)To deter students from engaging in any form of ragging.

(iv)To provide a clear mechanism for addressing complaints of ragging.

5. **Preventive Measures**

(i) Anti-Ragging Committee: SXCMT has constituted an Anti-Ragging Committee comprising senior faculty members, representatives from the administration, parents, and students. This committee will oversee the implementation of anti-ragging measures and handle any complaints related to ragging.

(ii) **Anti-Ragging Squad**: An Anti-Ragging Squad has been formed to conduct regular and surprise inspections in and around the campus, hostels, and other vulnerable areas to ensure no incident of ragging takes place.

(iii) **Awareness Programs**: Regular orientation sessions, workshops, and seminars will be conducted to educate students about the harmful effects of ragging and the stringent measures in place to combat it.

(iv) **Undertaking Submission**: All students and their parents/guardians are required to submit an anti-ragging undertaking at the time of admission, affirming their commitment to not indulge in ragging.

(v) **Surveillance**: CCTV cameras are installed at strategic locations on the campus to monitor student activities and deter any act of ragging.

6. **Reporting Mechanism**

(i) **Helpline:** A dedicated anti-ragging helpline number and email address are available for students to report any incidents of ragging confidentially.

(ii) **Suggestion Box:** Suggestion boxes are placed at various locations within the campus where students can drop their complaints anonymously.

(iii) **Direct Reporting:** Students can directly approach any member of the Anti-Ragging Committee or Squad to report incidents of ragging.

7. **Disciplinary Action**

(i) **Immediate Action**: On receiving a complaint, the Anti-Ragging Squad will conduct a preliminary investigation to ascertain the facts. If the complaint is found to be valid, immediate action will be taken against the perpetrators.

(ii) **Inquiry**: The Anti-Ragging Committee will conduct a detailed inquiry into the complaint. The accused students will be given a chance to present their side.

(iii) **Penalties**: Depending on the severity of the ragging incident, the following disciplinary actions may be taken:

- Suspension from attending classes and academic privileges.
- Withholding/withdrawing scholarships and other benefits.
- Debarring from appearing in any examination.
- Expulsion from the hostel.
- Expulsion from the institution and consequent debarring from admission to any other institution.
- Collective punishment if individuals committing or abetting ragging are not identified.

(iv) **Legal Action**: In cases of severe ragging, the matter will be reported to the police, and legal action will be initiated as per the provisions of the law.

8. **Support for Victims**

(i) **Counseling Services**: Victims of ragging will be provided with counseling and psychological support.

(ii) **Protection**: Steps will be taken to ensure the victim's safety and prevent any further harassment or retaliation.

9. Procedure

Any case related to ragging reported by a student to the Anti-Ragging Committee, will be subject to an enquiry where cross examination will be held to know the exact situation whereby the complainant and the accused will be given an opportunity of being heard. The committee will review the facts and figures relevant to the case and will give its decision within 7 days from the date of complaint. The following are the procedure.

(i) Anti-Ragging Cell:

In pursuance to the judgment of the Hon'ble Supreme Court of India dated 8-5-2009 in civil Appeal No. 887/2009, the UGC framed "UGC Regulations on curbing the menace of ragging in higher educational Institutions, 2009" which were notified on 17th June 2009, St Xavier's College of Management & Technology, Patna has designed Anti-Ragging Cell. To achieve this objective following committee has been formed by the Institute as per UGC Regulation 2009.

- Vice Principal (**Chair**)
- Dr Kalpana Kumari
- Dr Shilpi Kavita
- Dr Ashok Kumar
- Mr Manish Kumar
- Mr Alex Natal
- Warden (Xavier Hostel)
- Student President
- Student Vice President

(ii) Anti-Ragging Awareness Campaign

The College shall organize orientation programs and counseling sessions for students, especially freshers, to inform them about the anti-ragging policies and the serious consequences of indulging in ragging. It shall display anti-ragging posters and notices across the campus, including hostels and common areas.

(iii)Submission of Undertaking

The College has made it compulsory to all students and their parents/guardians to submit an anti-ragging undertaking at the time of admission. This is a written promise that the student will not engage in any form of ragging.

(iv)Monitoring and Surveillance

CCTV cameras are installed at strategic locations across the campus to monitor and prevent ragging activities. Frequent patrolling by security personnel is arranged in areas where ragging incidents are more likely to occur.

(v) Helplines and Reporting Mechanisms

The College has set up a dedicated anti-ragging helpline and email address where students can report any incidents of ragging confidentially and the