

INSTITUTE OF TECHNOLOGY
& MANAGEMENT
GWALIOR • MP • INDIA

"THINK BIG... THINK BEYOND"

**POLICY ENSURING ZERO
TOLERANCE AGAINST
INDISCIPLINE AND RAGGING
GOAL IS SAFE LEARNING
ENVIRONMENT**

In order to curb the incidents of indiscipline in the campus, institute has framed its own ZERO TOLERANCE policy to handle and dispose such cases. Therefore, a committee comprising of following faculty members was constituted to frame a policy for the same adhering to the instructions of AICTE and other regulatory bodies in this respect:

- Dr. Meenakshi Mazumdar- Director ITM
- Dr. S.S. Chauhan – Dean Academics ITM
- Dr. Manoj Mishra-DSW, ITM
- Dr. Rishi Soni-HOD, CSE/IT
- Dr. Megha Lahane-Coordinator, WEC
- Dr. Preeti Singh- HOD, MBA
- Mr. Nitin Dixit-ADSW

The Committee submitted its final draft (Recommendations) to the Board of Governors and got it approved in the 21st meeting of BOG held on Oct. 24, 2021.

ENSURING FAIRNESS AND TRANSPARENCY: KEY FEATURES OF THE POLICY

- On the basis of submission of the report by committee/DSW, the Director to take action against the offender for violation of rules and regulations.
- Offenders would be penalized in the categories as stated under:

OFFENCE

Inappropriate behavior, harassment, or any derogatory form of verbal or non-verbal misconduct against girls students

PUNISHMENT

First Time

- Suspension for 6 month
- Undertaking from parents
- Imposition of Financial penalty

Second time

- Suspension for one year
- Undertaking on a stamp paper of Rs. 100/- along with Imposition of financial penalty. If it happens third time by the same student, he will be rusticated and FIR may also be lodged.

CLASH/FIGHT

Level-1 Normal fight, bullying, slapping	First Time Immediate suspension, undertaking from parents and students, warning letter, Imposition of financial penalty and 5% deduction of attendance Second Time Immediate suspension undertaking on a stamp paper of Its 100/-, Imposition of financial penalty and 10% deduction of attendance. Third Time Imposition of financial penalty and suspension for one semester
Level-2 Sign of injury/physical assault	First Time <ul style="list-style-type: none"> • Immediate suspension and undertaking from parents and student • Imposition of financial penalty • 3. 10% deduction of attendance Second Time <ul style="list-style-type: none"> • Immediate suspension and undertaking on a Rs.100/- stamp paper • Imposition of financial penalty and 20% deduction of attendance.
Level-3 1. Involvement of outsiders in the campus 2. Using Stick/rod/arms/etc	First Time <ul style="list-style-type: none"> • Immediate suspension • Undertaking from students and Parents. • Imposition of financial penalty. Second Time <ul style="list-style-type: none"> • Immediate Suspension • Rustication for a period of one year • Imposition of financial penalty. • Undertaking on a Rs. 100/- stamp paper Third Time <ul style="list-style-type: none"> • Expulsion from the institute. Depending upon situation an FIR may also be lodged.

ANY FINANCIAL FRAUD (FAKE RECEIPT/FORGERY ETC)

- Warning letter
- Expulsion from the institute or FIR may also be lodged.
- Undertaking from student and parent on Rs. 100/- non-judicial

IMPOSITION OF FINANCIAL PENALTY

On repetition

- Imposition of financial penalty of double amount of financial irregularity 2. 10% Attendance deduction

MISBEHAVIOUR OR THREAT TO ANY TEACHING OR NON-TEACHING STAFF

First Time

- Immediate suspension
- Undertaking from student and parent
- 10% Attendance deduction

Second Time

- Suspension for 15 days
- Imposition of financial penalty.
- Debarred from appearing in the midterm
- 20% attendance deduction
- Action as per recommendation by discipline committee

WILFUL DESTRUCTION OF INSTITUTIONAL PROPERTY /VEHICLES /FACULTY OR STAFF VEHICLES

First Time

- Immediate suspension
- Undertaking from student and parent
- Cost of repairing

Second Time

- Suspension undertaking or stamp paper
- Cost of repairing
- 10% deduction of attendance
- Imposition of financial penalty.

CREATING ILL WILL OR INTOLERANCE ON RELIGIOUS OR COMMUNAL GROUNDS.

Punishment

First Time

- Warning/undertaking from student and parents

Second Time

- Immediate suspension
- Imposition of financial penalty
- Action as per recommendations by discipline committee

CAUSING INDISCIPLINE IN ANY MANNER OF THE ACADEMIC FUNCTIONING.

First Time

- Warning/undertaking from students and parents

Second Time

- Immediate suspension
- 10% deduction of attendance
- Imposition of financial penalty

IN CASE OF DISPUTE OR INDISCIPLINE BY THE STUDENTS THE DECISION OF THE MANAGEMENT/DIRECTOR WILL BE FINAL AND BINDING.

Ragging

Ragging often disguised as harmless initiation rituals or bonding exercises can have severe repercussions on students' physical and psychological well-being. At our institute, we recognize the detrimental impact of ragging and are committed to maintaining a zero tolerance policy to eradicate this practice completely.

Understanding Ragging

Ragging encompasses a wide range of behaviors that aim to humiliate, intimidate, or cause harm to new students. These acts can take various forms, including verbal abuse, physical assault, harassment, social isolation, and even cyber bullying. What might start as a seemingly innocent prank can quickly escalate into a traumatic experience for the victim, affecting their academic performance, mental health, and overall college experience?

Zero Tolerance Policy

The institute's zero tolerance policy against ragging is grounded in the belief that every student has the right to pursue their education in a safe and respectful environment. This policy applies to all members of the institute community, including students, faculty, and staff, and extends to all institute-related activities, whether on-campus or off-campus.

Key Components of the Policy

- **Clear Definitions and Guidelines:** We have established clear definitions of what constitutes ragging, ensuring that there is no ambiguity about prohibited behaviors. These guidelines are communicated extensively to all students during orientation programs and are also available in our student handbook.

Strict Disciplinary Measures

- Any student found engaging in ragging activities, either as a perpetrator or as a passive participant, faces severe disciplinary actions. These actions may include suspension, expulsion from the institute, and cancellation of scholarships or awards. We emphasize that no leniency will be shown towards such misconduct.

Preventive Measures

- Prevention is a cornerstone of our approach. We conduct regular awareness interactive sessions (Induction Prog. etc.) that educate students about the negative consequences of ragging. These initiatives also emphasize the importance of fostering a culture of mutual respect and empathy among peers.

Support Systems

- Recognizing the potential trauma that victims of ragging may experience, we have established robust support systems within the institute. This includes counseling and support that provide emotional and psychological support to affected students. Legal actions will be pursued against offenders to uphold the integrity of our zero tolerance policy.

CONCLUSION: Creating a safe Learning Environment

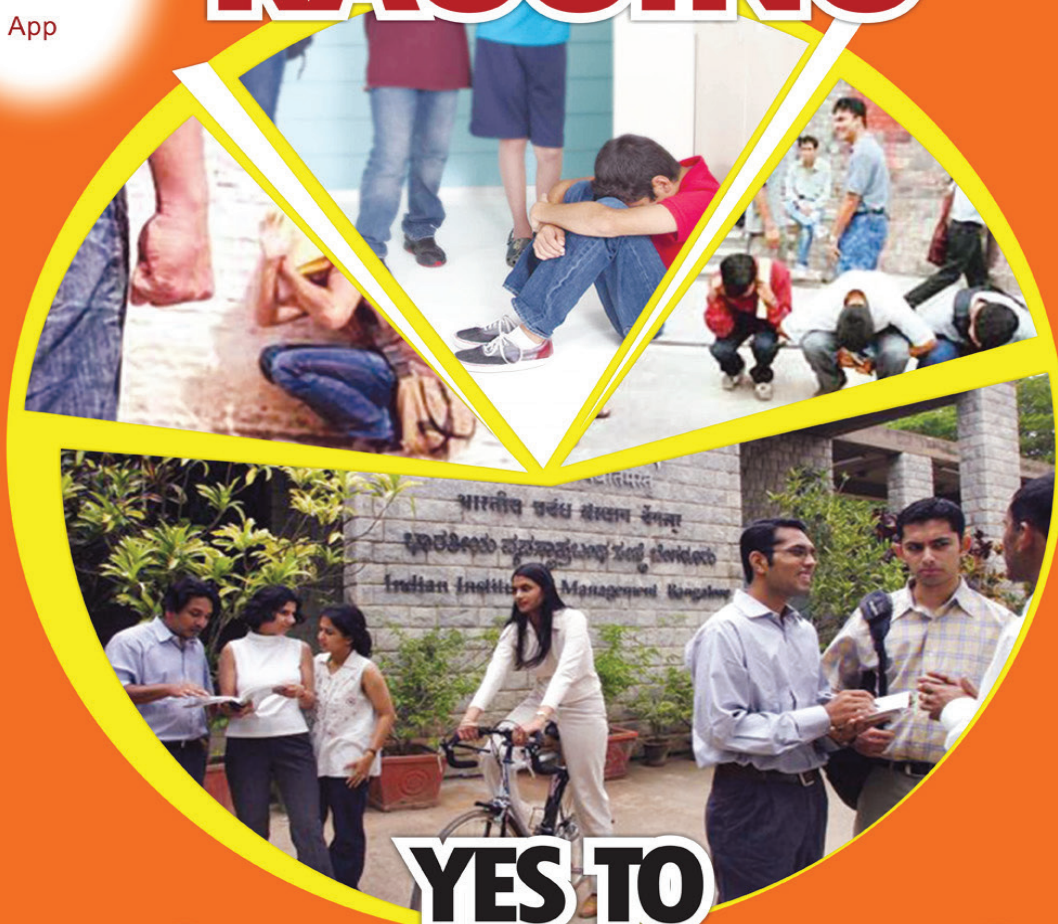
- Our ultimate goal is to create an inclusive and nurturing environment where every student feels valued, respected, and safe. By upholding our zero tolerance policy against ragging, Zero Tolerance Policy ensures that any form of misconduct or violation is met with immediate and strict action, upholding a safe and respectful environment for all.

Download

**ANTI
RAGGING**

App

SAY NO TO RAGGING



YES TO JOYFUL CAMPUS

What is Ragging?

Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- **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 potential ragger.



Immediately call
UGC Anti-Ragging Helpline
1800-180-5522 (24X7 toll free)
or send an e-mail to helpline@antiragging.in



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