



GOVERNMENT DEGREE COLLEGE, RAYACHOTY, KADAPA DISTRICT, A.P.516269



(Accredited with C grade by NAAC)

5.1.4. The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Offline Submission:

Objectives

1. To enable the stakeholders to lodge any type of grievances freely, frankly, transparently without any hesitation.
 2. To resolve the lodged grievances with set procedure.
 3. To enable stakeholders to be aware of their duties and responsibilities.
 4. To make the students and staff to be accountable, self-discipline and self-control.
 5. To resolve as quick as possible all types of grievances, complaints and malpractices including those received from students, faculty and other stakeholders.
 6. To uphold the dignity of the college by ensuring strive free atmosphere in the college through promotion of cordial Student – Student relationship and Student- Teacher relationship etc.,
 7. To provide responsive, accountable and easily accessible machinery for settlement of grievances and to take measures in the college to ensure expeditious settlement of grievances of students in order to maintain a harmonious educational atmosphere in the institution.
 8. Advising all staff to be affectionate to words the students and not behave in a vindictive manner towards any to them for any reason. To make staff of the college responsive, accountable and courteous in dealing with the students.
- Procedure For Making Complaint The girl students may contact Women Empowerment cell to disclose their grievances orally or in written with consultation of grievance and redressal cell. Women Empowerment cell tries to resolve the issues lodged.
- The students may contact the committee members or their class teachers to give grievances orally or in written.
 - In order to meet the grievances of stakeholders a suggestion/complaint box has been mounted near to Principal's Chamber. Mechanisms For Submission Grievances
 - Any stakeholder can drop the complaint in written in the box to enhance the quality of academic, administrative areas. Procedure To Resolve the Grievances
 - The committee members convene a meeting to discuss or judge the severity and genuinely of the case.

- Committee conducts an investigative enquiry about pros and cons of the grievance and submits its report along with the recommendations to the principal of the college.
- After thorough discussion with the committee the principal takes further action in accordance with severity of the grievance.
- Action taken against the grievance will be circulated to every class and pasted on the notice board.

ONLINE Submission:



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ANTI RAGGING COMMITTEE (ARC)

The Anti-Ragging Committee is a vital body within educational institutions, primarily in India, tasked with preventing and addressing incidents of ragging, which is a form of bullying, harassment, or abuse often experienced by new students. Here are its key objectives and functions:

Objectives: Prevention: The primary goal is to prevent and eliminate ragging activities within the institution, creating a safe and welcoming environment for all students. Ensuring Student Safety: It aims to ensure the physical and psychological safety of new students, protecting them from any form of physical or mental harm.

Raising Awareness: The committee works to raise awareness among students, faculty, and staff about the harmful effects of ragging and the consequences it can have on both victims and perpetrators. Functions: Complaint Handling: The committee receives and investigates complaints related to ragging, maintaining a confidential and impartial process for reporting incidents. Monitoring and Reporting: It regularly monitors the campus to identify potential ragging activities and reports findings to the appropriate authorities.

Disciplinary Action: The committee recommends appropriate disciplinary actions against those found guilty of ragging, which may include suspension, expulsion, or legal action.

Orientation and Awareness Programs: It conducts orientation programs for new students to inform them about anti-ragging policies and organizes awareness campaigns to educate the entire campus community.

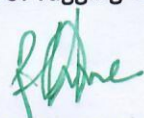
Support for Victims: The committee provides support and counseling services for victims of ragging to help them cope with the trauma and seek justice.

Liaison with Authorities: It collaborates with law enforcement agencies and local authorities when necessary to ensure the legal aspects of anti-ragging measures are addressed. In summary, the Anti-Ragging Committee's objectives are focused on preventing and addressing ragging incidents, while its functions involve proactive measures, complaint handling, awareness campaigns, and ensuring the safety and well-being of students within educational institutions. Administrative Action in the event of Ragging

The Institution shall punish the student found guilty of ragging after following the procedure and in the manner prescribed herein under:

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




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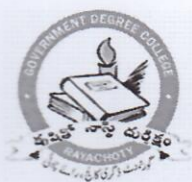
The Anti-Ragging Committee depending on the nature and gravity of the guilt will follow-up the punishment based on the committee's decision. Further the Institution can refer to the Affiliating University to act according to the UGC Regulations and State Act on curbing the menace of ragging Punishments

As per the Supreme Court judgment on ragging in the Colleges, the following actions will be taken on those students who indulge in ragging:

- Withholding of scholarships, fellowships & results. Debarring from representation in events and appearing for tests/examinations and also consequent admission to any other institution.
- Withdrawing benefits like travel concessions and campus selections
- Suspension or expulsion from hostel or mess and also attending classes
- Cancellation of admission or rustication from the Institution
- Registration of FIR against the accused and Prosecution under the Indian Penal Code,1860.



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Internal Complaint Committee (ICC)

The Internal Complaint Committee (ICC) is a crucial component of an organization's efforts to promote a safe and respectful workplace environment.

Objectives and functions include: Addressing Complaints: The ICC is responsible for receiving and addressing complaints related to sexual harassment, discrimination, or any form of workplace misconduct.

Confidentiality: It ensures the utmost confidentiality during the complaint handling process to protect the privacy and dignity of both the complainant and the accused.

Fair and Impartial Investigation: The ICC conducts thorough and impartial investigations into complaints, ensuring due process and fairness for all parties involved.


Recommendations: After investigation, the ICC provides recommendations for appropriate actions or sanctions to address the issue and prevent its recurrence.

Prevention and Awareness: It plays a vital role in educating employees about their rights and responsibilities, as well as fostering a culture of respect and inclusivity within the organization. Compliance: Ensures compliance with relevant laws and regulations pertaining to workplace harassment and discrimination.

Documentation: Maintains records of complaints, investigations, and actions taken to demonstrate accountability and transparency.

Regular Reporting: Periodically reports on its activities and findings to senior management, helping the organization continuously improve its workplace environment. The ICC is instrumental in creating a safe and inclusive workplace where employees can work without fear of harassment or discrimination.




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RED RIBBON CLUB (RRC)

The Red Ribbon Club (RRC) is a voluntary organization in India primarily focused on raising awareness about HIV/AIDS and promoting safe practices among young people. Its objectives and functions are as follows:

Objectives: HIV/AIDS Awareness: The primary goal of RRC is to raise awareness about HIV/AIDS, its transmission, prevention, and the importance of safe behaviors among youth.

Reducing Stigma: RRC aims to reduce the stigma and discrimination associated with HIV/AIDS, creating a more inclusive and supportive environment for individuals living with the virus. **Advocacy:** It advocates for policies and programs related to HIV/AIDS prevention and care, influencing government initiatives and community support.

Promoting Safe Practices: RRC encourages and educates young people on practicing safe behaviors, including condom use, regular testing, and responsible sexual behavior.

Voluntary Blood Donation: RRC promotes voluntary blood donation to ensure a safe and adequate supply of blood while emphasizing the importance of HIV testing for donated blood.

Functions:


Awareness Campaigns: RRC organizes awareness campaigns, workshops, seminars, and discussions to educate young people about HIV/AIDS-related issues.

Peer Education: It trains and empowers young peer educators who can disseminate accurate information about HIV/AIDS among their peers. **Counseling and Support:** RRC provides counseling and support services for individuals affected by HIV/AIDS and their families, offering emotional and psychological assistance.

Testing and Referral: It facilitates access to HIV testing centers and referrals for those in need of medical care and support.

Collaboration: RRC collaborates with healthcare institutions, government agencies, and NGOs to coordinate efforts in the fight against HIV/AIDS. In summary, the Red Ribbon Club's objectives revolve around HIV/AIDS awareness, prevention, and support, while its functions encompass various activities and initiatives aimed at achieving these objectives and reducing the impact of the HIV/AIDS pandemic among youth and communities.




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WOMEN EMPOWER CELL (WEC)

The Women Empowerment Cell (WEC) is a crucial entity within organizations, institutions, or societies that aims to promote gender equality, women's rights, and create a safe and supportive environment for women.

Here are its key objectives and functions:

Objectives: Gender Equality: The primary objective is to promote gender equality and empower women by creating awareness about their rights and advocating for their inclusion and participation in all aspects of life. Safe Environment: To ensure a safe and harassment-free environment for women, both within the organization or institution and in the broader community.

Awareness and Education: To educate women and the community about their rights, gender related issues, and the importance of gender equality through workshops, seminars, and awareness campaigns.

Functions:

Complaint Redressal: WEC addresses and investigates complaints related to gender-based discrimination, harassment, or violence, providing a platform for victims to seek justice. Counseling and Support: It offers counseling and support services for women who have experienced discrimination, harassment, or violence, helping them cope with trauma and take appropriate action.

Advocacy: The cell advocates for gender-sensitive policies, practices, and changes within the organization or institution to promote gender equality.

Training and Capacity Building: WEC conducts training programs and workshops to build the capacity of women, helping them develop skills and self-confidence.

Resource Center: It serves as a resource center for information on women's rights, legal provisions, and available support services.

Collaboration: The cell collaborates with government agencies, NGOs, and other stakeholders to promote women's empowerment and gender equality at a broader level. In summary, the Women Empowerment Cell's objectives are centered around gender equality and women's empowerment, while its functions involve addressing grievances, providing support, raising awareness, and advocating for gender-sensitive policies and practices within organizations or institutions.



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