

Proof for Implementation of guidelines of statutory/regulatory bodies

There is a zero-tolerance policy regarding racial religious, cast and gender discrimination. The college has constituted following committees for the redressal of any type of grievances of students and workers.

1. Student Welfare Committee
2. Women Cell
3. Staff Welfare Committee
4. Bosco Internal Complaint Cell
 1. *Academic Staff Grievance Redressal Cell*
 2. *Administrative Grievance Redressal Cell*
 3. *College Supporting Staff Grievance Redressal Cell*
 4. *Students Grievance Redressal Cell*
 5. *Alumni Grievance Redressal Cell*
 6. *Parents Grievance Redressal Cell*
 7. *Anti Ragging Cell*
 8. *Sexual Harassment Cell*
5. Cell for differently abled students
6. SC, ST and OBC students Cell
7. Discipline Committee

All these Committees work in consultation with the Principal and IQAC Periodic meetings are held to discuss the issues regarding any grievances received Ragging, Sextual Harassment, Discrimination, and Scholarship. The committee members report the grievance if any and the action taken on the said grievances of students and staff. Sample letters of the Statutory/ Regulatory Bodies regarding guidelines.

ANTI RAGGING REGULATIONS

Students can fill out their online undertaking on the link https://www.antiragging.in/affidavit_registration_disclaimer.html (Students only)

You can fill in your compliances on the link https://antiragging.in/compliance_disclaimer.html (Authorities Only)



DON BOSCO COLLEGE, KOHIMA

Affiliated to Nagaland University

You should read The letter from UGC related to Regulations On Curbing The Menace Of Ragging <https://antiragging.in/assets/pdf/information/regulations-on-curbing-the-menace-of-ragging-in-higher-educational-institutions.pdf>

We are also attaching posters soft copy which is to be displayed in college campus. Supreme Court & UGC regulations link is also attached for quick reference.

1. <https://www.antiragging.in/assets/pdf/annexure/Annexure-I.pdf>
2. <https://www.antiragging.in/assets/pdf/annexure/Annexure-I-1st.pdf>
3. <https://www.antiragging.in/assets/pdf/annexure/Annexure-I-2nd.pdf>
4. <https://www.antiragging.in/assets/pdf/annexure/Annexure-I-3rd.pdf>

https://www.ugc.gov.in/pdfnews/7811287_Anti-Ragging_Cell_Circular.pdf
<https://www.antiragging.in/assets/pdf/information/ugc-iec-guidlines-for-councils-universities-and-colleges-for-curbing-the-menace-of-ragging.pdf>
[Anti Ragging | Ragging in college | Anti Ragging Affidavit](#)

TOBACCO FREE ENVIRONMENT REGULATION

https://www.ugc.gov.in/pdfnews/4438325_Tobacco-free-environment.pdf

SEXUAL HARASSMENT CELL REGULATION

https://www.ugc.gov.in/pdfnews/7284474_Gender-SensitizationICC.pdf
https://www.ugc.gov.in/pdfnews/4655604_Annual-Return-of-cases-of-Sexual-Harassment-Advisory-2023.pdf

PWD REGULATION

https://www.ugc.gov.in/pdfnews/3987733_UGC-Letter-Gazette-Right-of-PWD.pdf

Compliance mail Inbox x

Wed, Jan 18, 2023, 4:27 PM



helpline@antiragging.in

to me ▾

Dear Anti Ragging Committee Team Member,

We are thankful to you for talking to our executive regarding compliance fulfillment from your prestigious college .

This small step will help us to make a ragging-free campus all around our country that will make students' life easier and safe to enjoy the college. In any case you need help from us, kindly call our Helpline number.

National Anti Ragging Help Line:1800-180-5522

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1. <https://www.antiragging.in/assets/pdf/annexure/Annexure-1.pdf>
2. <https://www.antiragging.in/assets/pdf/annexure/Annexure-1-1st.pdf>
3. <https://www.antiragging.in/assets/pdf/annexure/Annexure-1-2nd.pdf>
4. <https://www.antiragging.in/assets/pdf/annexure/Annexure-1-3rd.pdf>

Thanks

National Anti Ragging Helpline Team.

One attachment • Scanned by Gmail



GOVERNMENT OF NAGALAND
OFFICE OF THE DEPUTY COMMISSIONER
KOHIMA: NAGALAND

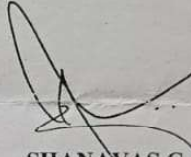
CIRCULAR ^{August}
Dated Kohima, the 2nd July 2023

NO.DCK/DEV/WD/181/2015 (Pt-1) 3458/// This Circular is issued in pursuance of National Commission for Women, Government of India letter No. DOWCD/E/2022/03298 dated 18th July 2023 regarding setting up of Internal Committee (ICC) under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act, 2013 in Schools/colleges/Coaching Institutions.

In this regard, all Colleges/Schools/Coaching Institutes under Kohima district is hereby directed to set up Internal Committee under Section 4 (2) {excerpt enclosed} of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act, 2013.

Further, the action taken report/members of the committee should be submitted to this office through email (dckma-ngl@nic.in) and hardcopy on or before 14th August for onward submission.

(Enclosed: As stated)


SHANAVAS C, IAS
Deputy Commissioner
Kohima: Nagaland

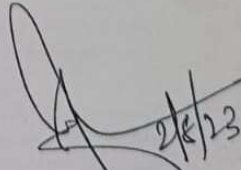
NO.DCK/DEV/WD/181/2015 (Pt-1) ___ ///

Dated Kohima, the July 2023

Copy to:

1. All the Admin Officers for information and necessary action.
2. The District Education Officer, Kohima for information and necessary action.
3. All the SDEO and AEO for information and necessary action.
4. All Private/Govt. colleges for information and necessary action.
5. All Private/Govt. schools for information and necessary action.
6. The President, All Nagaland Private School Association Kohima Unit for information and necessary action.
7. PCAN Kohima unit for information and necessary action.
8. All Coaching Institutes/Training Institute, Kohima for information and necessary action.
9. _____ for information and necessary action.
10. DPRO for information and wide publicity.
11. Office copy.

Don Bosco College.


SHANAVAS C, IAS
Deputy Commissioner
Kohima: Nagaland

(v) a dwelling place or a house,

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of sexual harassment

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment: -

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution of Internal Complaints Committee

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1).

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation,

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment

Provided that at least one half of the total Members so nominated shall be women

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed