



**Ref No. :** ARN/0-2022/85

**Date :** 03/10/2022

## **Anti Discrimination Cell (ADC)**

Anantraj Institute of Nursing and Paramedical Sciences NH-2, Akbarpur, Kanpur Dehat is a place where the learning is celebrated every day. The college provides everybody with equal opportunity into its fold irrespective of caste, religion, language or based on gender. College ensures that every individual inside the campus exercise equal rights and acquire in the process of offering or receiving education Justice Peace and Revolution are the roots based on which the living system exist in the campus. Any act, speech or intentions that perturb the harmony among the people is seriously regarded and dealt on immediate basis to restore the peace. Any such issues if found shall be brought into the notice by email to Anti-Discrimination officer. Mrs. Shalini Pandey, Anantraj Institute of Nursing and Paramedical Sciences at anantraj.nursing@gmail.com.

## **Constitution and Objectives of the Anti-Discrimination Cell**

Anantraj Institute of Nursing and Paramedical Sciences have constituted the Anti-Discrimination cell in compliance to the UGC regulations (Promotion of equality in Higher Educational Institutions) with the following Members.

<b>S. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Mobile No.</b>
1-	Mrs. Shikha Devi	Chairperson	9140843530
2-	Mr. Amar Singh	Staff	7752836517
3-	Ms. Reena Sahu	Nursing Tutor	7524970867



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## **Objectives of the Cell:-**

- 1 - This cell will look after the related matters of depriving a student staff or group of students on the basis of caste, creed, language, ethnicity, gender, different ability.
- 2 - This cell always try to uphold the dignity of the Institution by addressing the concerns brought into the notice related to equality in offering or receiving education inside the campus.
- 3 - This cell ensures conducive environment for academic growth of the people belonging to the university.
- 4 - This cell protects the rights of individuals without any prejudice to their appearance or life style in the process of learning inside the campus.
- 5 - The cell shall eliminate discrimination against or harassment of any individual in all forms by prohibiting it and by providing preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.

**Principal**  
**Mrs. Shalini Pandey**



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## **Anti-Sexual Harassment Committee (ASHC) Internal Complaints Committee (ICC)**

The formation of Anti-Sexual Harassment Committee (ASHC) / Internal Complaints Committee (ICC) at Anantraj Institute of Nursing and Paramedical Sciences has been in compliance with the guidelines laid down by the Honorable Supreme Court of India. The Cell has come into force from 6<sup>th</sup> July 2013.

The College has constituted a committee as per the direction of Honorable Supreme Court of India and is known as Anti-Sexual Harassment Committee / Internal Complaints Committee the following are the members for the AHSC/ICC for 2020.

<b>S. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Contact No.</b>
1-	Mrs. Shalini Pandey	Principal	8052900009
2-	Ms. Akanksha Yadav	Member (Student)	8922967223
3-	Ms. Kajal	Member (Student)	9559332551
4-	Ms. Neha Kashyap	Member (Student)	6388441292
5-	Ms. Shalini Devi	Member (Student) Representative	9555736218

In view of the increasing number of female staff and students in the college, it is mandatory to provide a safe environment for the female staff and the girls students for which Anti-Sexual Harassment Committee was constituted was constituted. The Committee resolves common problems related to female staff and students.



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## **Objective:-**

The Primary role of ASHC/ICC is to maintain congenial working environment for the female employees and students of Anantraj Institute of Nursing and Paramedical Sciences, NH-2, Akbarpur, Kanpur Dehat.

- 1 -The ASHC/ICC will decide whether the facts contained in the complaint and make out of a case of “Sexual Harassment” in the light of the definition contained in the policy.
- 2 -The Committee shall recommend the penalties / actions to be taken against any person found quilt of having Sexually Harassed the Complaint up to and including termination to the management.
- 3 -The Committee shall recommend the penalties / actions to be taken against any person found guilty of having retaliated against / victimized the complaint or any other person assisting her as a result of such complaint having been made.
- 4 -The Committee shall monitor the follow up action to be taken by the management on receipt of the report of the Committee.

The Committee took cognizance of the definition of behavior on Sexual Harassment, preventive steps, Criminal Proceedings and legal procedures to be followed by the Committee. The miscellaneous provisions are understood for the full implementation of the Act. The Committee meets once on three months and deliberates in the issues and document the minutes of meeting.



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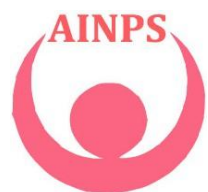
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**Responsibilities and Act of Anti-Sexual Harassment Committee / Internal Complaint Committee** with regard the Supreme Court judgment and guidelines passed in 1997 to provide for the effective enforcement of the basic human right of gender equity and guarantee against Sexual Harassment and abuse more Particularly against Harassment at work places. The University grants Commission (UGC) has issued circulars since 1998 to all the universities. Advising them to establish a permanent cell and a committee and to develop guidelines to combat Sexual Harassment, Violence against women and ragging at the Universities and Colleges. It has further advised the universities to be proactive and they are treated with keeping the above guidelines in view Anantraj Institute of Nursing and Paramedical Sciences has constituted a committee against Sexual Harassment on date of 25<sup>th</sup> November 2018.

The Sexual Harassment includes:-

- 1 - Physical contact and advance.
- 2 - A demand or request for Sexual Favor.
- 3 - Sexually colored remarks.
- 4 - Showing Pornography.
- 5 - Any other welcome Physical, Verbal or non-verbal conduct of Sexual nature.

Where any of these acts committed in circumstances where under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary or honorarium or voluntary whether in government, public or private enterprise such conduct can be humiliating and may constitute health and safety problem.



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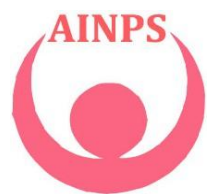
## **Role of the Committee:-**

- 1 -The Committee shall decide whether the facts contained in the complaint work out a case of "Sexual Harassment" in light of the definition contained in the policy.
- 2 -The Committee shall recommend the penalties/action to be taken against any person found guilty of having Sexually Harassed the complaint, up to and including termination from of Job.
- 3 -The Committee shall recommend the penalties/action to be taken against any person found guilty of having retaliated/victimized the complaint of any other person assisting her as a result of speech complaint having been made or such assistance having been offered.
- 4 -The Committee shall monitor the follow up action to be taken by the organization in receipt of report of Committee.

## **Preventive Steps:-**

All employees or persons in charge of work place, whether in public or private. Sector, should take appropriate steps to prevent Sexual harassment without prejudice to the generality of this obligation they should take the several steps as per Act.

**Principal**  
**Mrs. Shalini Pandey**



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## Anti Ragging Cell

**Ragging is totally banned in the college premises and anyone found guilty of ragging and or abetting ragging is liable to be punished as it is a criminal offence.**

In case of emergency the students / Parents in distress owing to ragging may contact the following.

### Anti Ragging Squad:-

S. No.	Name	Designation	Mobile No.
1-	Mrs. Shalini Pandey	Principal	8052900009
2-	Mrs. Shikha Devi	Nursing Tutor	9140843530
3-	Ms. Reena Sahu	Nursing Tutor	7524970867
4-	Mr. Amar Singh	Staff	7752836517

Clause 3,7,9,1 of the UGC Regulations on curbing the Menace of Ragging in Higher Education Institutions, 2009.

  
Principal

**Mrs. Shalini Pandey**





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## **Activities Amounting to Ragging and Scope of Anti Ragging Measures**

According to UGC Regulations on curbing the Menace of Ragging in Higher Education Institutions, 2009, the Committee has been constituted to prohibit, prevent and eliminate the scourge of ragging in the College including:

- 1 - Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other students.
- 2 - Indulging in rowdy or in disciplined activities by any 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.
- 3 - Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame or torment or embarrassment so act as adversely affect the physique or psyche of such fresher or any there student.
- 4 - Any act by a senior student that prevents disrupts or disturbs the regular academic activity of any other students or a fresher.
- 5 - Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- 6 - Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- 7 - Any act of physical abuse including all variants of it sexual abuse, homosexual assaults stripping, forcing obscene and lewd acts, gestures, causing bodily hams or any other danger to health or person.
- 8 - Any act or abuse by spoken words, emails, post, and public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other students.
- 9 - Any act that affects the mental health and self confidence of fresher or any other student with or without an intent to derive a sadistic pleasure or showing of power authority or superiority by a student over any fresher or any other student.





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## **Administrative action in the event of Ragging**

The Institution shall punish a student found guilty of Ragging after following the procedure and in the manner prescribed in under.

- a) 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 Squad.
- b) The Anti-Ragging Committee may depending the nature and gravity of the quilt established by the Anti-Ragging Squad award to those found guilty one or more of the following punishments namely.
  - 1 - Suspension from attending classes and academic privileges.
  - 2 - Withholding / Withdrawing scholarship / fellowship and other benefits.
  - 3 - Debarring from appearing in any test / examination or other evaluation process.
  - 4 - Withholding results.
  - 5 - Debarring from representing the Institution in any regional national or international meet tournament youth festival etc.
  - 6 - Suspension / expulsion from the hostel.
  - 7 - Cancellation of admission.
  - 8 - Rustication from the Institution for period ragging from one to two years.
  - 9 - Expulsion from the Institution and consequent debarring from admission to any other Institution for specified period. Provided that where the persons Committing or Abetting the act of Ragging are not identified the Institution shall resort to collective punishment.



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**Anti Ragging Committee**

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1-	Mrs. Shalini Pandey	Principal	8052900009
2-	Mrs. Shikha Devi	Nursing Tutor	9140843530
3-	Ms. Reena Sahu	Nursing Tutor	7524970867
4-	Mr. Amar Singh	Member	7752836517
5-	Mr. Updesh Pandey	Member Hindustan (Press Reporter)	9450120005
6-	Mr. Tulsi Ram Pandey	Member (Local Police)	9454403681
7-	Ms. Kajal	Member (Student)	9559332551
8-	Ms. Shalini Devi	Member (Student)	9555736218

**Principal**  
**Mrs. Shalini Pandey**



# ANANTRAJ INSTITUTE OF NURSING AND PARAMEDICAL SCIENCES

NH-2, Akbarpur, Kanpur Dehat U.P. - 209101

Email ID - anantraj.nursing@gmail.com

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**Principal**  
**Mrs. Shalini Pandey**