

1) Provide report of organization wide awareness and undertakings on policies with zero tolerance:

The University of Burdwan's anti-ragging policies are primarily based on the directions from the Supreme Court and the University Grants Commission (UGC)'s "Regulations on Curbing the Menace of Ragging". Key elements include forming an Anti-Ragging Committee and Squad, requiring students and their guardians to submit anti-ragging affidavits, taking strict action against perpetrators, and ensuring a supportive environment for all students.

Key Features of the Policy

- **Compliance with UGC Regulations:** The university adheres to the UGC's regulations, which provide a framework for preventing and punishing ragging.
- **Anti-Ragging Committee and Squad:** An anti-ragging committee and squad are established to prevent and address incidents of ragging within the institution.
- **Student and Guardian Affidavits:** At the time of admission, students and their parents/guardians are required to submit affidavits, declaring they have read and understood the anti-ragging regulations.
- **Commitment Against Ragging:** Students pledge not to engage in or abet any form of ragging.
- **Penalties for Violations:** Awareness is built that violations can lead to penalties, including expulsion or cancellation of admission, as per the regulations.
- **Promoting a Positive Environment:** The university aims to create a safe and positive learning environment, free from harassment.
- **Public Awareness Campaigns:** The university actively organizes events and displays posters to spread awareness about the ill effects of ragging and the consequences of engaging in such activities.
- **Swift Complaint Resolution:** The policies emphasize the prompt resolution of any complaints related to ragging through the appropriate competent authority.
- **Support System:** The university endeavors to provide a supportive environment where students can openly discuss their problems and find solutions.

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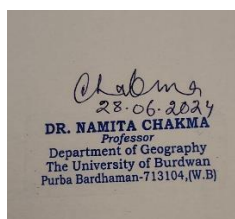
1) Provide report of organization wide awareness and undertakings on policies with zero tolerance:

In accordance with the Government of India Gazette notification Part-II, Section-1, No.18, “The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013” and University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, the ICC was constituted at The University of Burdwan in 2017. It was reconstituted in 2019, 2020 & 2024.

Key elements include forming an Internal Complaints Committee and taking strict action against sexual harassment of women employees and students with zero tolerance, and ensuring a supportive environment for them.

Key Features of the Policy

- **Compliance with UGC Regulations:** The university adheres to the UGC's regulations, which provide a framework for preventing and punishing sexual harassment.
- **Internal Complaints Committee:** An Internal Complaints committee are established to prevent and address incidents of sexual harassment within the institution.
- **Penalties for Violations:** Awareness is built that violations can lead to penalties, as per the regulations.
- **Promoting a Positive Environment:** The university aims to create a safe and positive working environment to women free from sexual harassment.
- **Swift Complaint Resolution:** The policies emphasize the prompt resolution of any complaints related to sexual harassment through the appropriate competent authority.
- **Support System:** The university endeavors to provide a supportive environment where women employees and students can openly discuss their problems and find solutions. To ensure protection, safety and security of women workforce, to curb the possibility of any kind of sexual harassment and abuse, to ensure Zero tolerance policy in matter of sexual harassment and abuse, and to create an environment in the University where a student, especially the girl student is safe and free to express.



Handwritten signature: *Chakma*
28.06.2024
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