

INSTITUTE FOR FINANCIAL MANAGEMENT AND RESEARCH (IFMR)

ANTI-RAGGING POLICY

INTRODUCTION

The All India Council For Technical Education (AICTE), New Delhi vide its Notification no.37-3/Legal/AICTE/2009 dated 25-03-2009 has taken a very serious view of ragging incidences in educational institutions and on directions of the Honourable Supreme Court of India vide its Order dated 16.5.2007 has ordered strict implementation of following rules & regulations for the prevention and prohibition of Ragging in technical Institutions and institutions of higher education.

Hon'ble Supreme Court of India, during December 2007 has expressed concern over the incidents of ragging occurring in higher educational institutions and the need to eliminate it altogether.

The Ministry of Human Resource Development, Govt. of India has taken a serious note of the incidents of ragging and is of the view that stern action should be taken against those indulging in "ragging" so that the these incidents are not repeated and exemplary punishment is meted out to those indulging in it. Strict implementation of the guidelines issued by Hon'ble Supreme Court on this issue has also been stressed by the Ministry.

Ragging is a criminal offence and lowers the standards of education. The 'anti-ragging policy' adopted by IFMR takes care of preventive, procedural and punitive aspects of ragging based on the guidelines provided by AICTE, Hon'ble Supreme Court of India, instructions/guidelines issued by the University Grants Commission, Ministry of HRD (Govt. of India).

Anti-Ragging Policy

This policy encourages socialization of students to the academic environment of the Institute, simultaneously discouraging and preventing any negative acts on parts of senior students, which goes against the basic purpose of Socio academic integration. The 'anti-ragging policy' adopted by the Institute therefore is aimed at:

1. Creating, Developing and nurturing a conducive, socio-academic environment within the student population.
2. Generating and maintaining a high level of confidence within the new entrants and their parents/guardians to perceive that the fresh entrants to the Institute are welcomed and provided support, rather than being harassed and intimidated.
3. Keeping in place an integrated system to discourage and prevent any negative acts like 'ragging' by the seniors, which disrupts socio-academic integration of new entrants.
4. Prescribing deterrent measures for any violation of the "Anti-Ragging Policy" by way of disciplinary measures.

DEFINITIONS

For the purpose of this policy

1. “Institute” means Institute for Financial Management and Research (IFMR).
2. ‘Student’ includes any person who is enrolled for any course, whether full time or part time, and includes an undergraduate or postgraduate student, a Research Scholar, a visitor, and a repeater. It also includes a student of another University or college who has been placed or has opted for placement with the Institute or short-term courses at the Institute.
3. ‘Hostel’ includes the place/(s) where freshers are accommodated through institutional arrangements.
4. ‘Ragging’
 - Any disorderly conduct, whether by words spoken or written or by an act, which has the affect of teasing or handling any students with rudeness, rowdy or indisciplined activities, which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the student to do any act or perform something, which such students will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment, so as to adversely affect the physique or psyche of a fresher or a junior student.
 - Until otherwise specified, elaborated or additions made, the following will be included in acts of “ragging”
 - Any act that prevents disrupts or disturbs the regular academic activity of a student, is included as academic aspects of ragging.
 - Exploiting services of junior students for completing academic tasks assigned to an individual or a group of seniors.
 - Any act of financial extorting or forceful expenditure burden put on junior student/(s) by senior/(s).
 - Any act of physical abuse, including all varieties, sexual, homo-sexual assault, and stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.
 - Ragging has several aspects among others with psychological, social, political, economic, cultural and academic dimensions. The Psychological aspects of ragging are seen to cause permanent damage to the victims’ personality. Such treatment of young and impressionable minds could result in traumatizing them and damaging their personalities beyond repair in the formative years of their lives.
 - Any act or abuse by spoken words, emails, snail-mails, public insult or alike should be considered within the physiological aspects of ragging.

- This aspect would also include deriving perverted pleasure, vicarious or sadistic thrill from activity or passively participating in the discomfort of others.
- Any act that affects the mental health and self-confidence of students can be described in terms of the psychological aspects of ragging.

PREVENTIVE ASPECTS OF RAGGING

Systemized Efforts for Socio-Academic Integration of New Entrants

Address of the Faculty:

Faculty of the Institute, during their address/discussions to/with parents/guardians, admission aspirants/ fresh entrants students at the time of counseling meets, new batch induction on registration, batch inaugurals and other such occasions, should invariably assure the students and parents about full protection and support against any attempts of ragging by seniors while briefly introducing the 'Anti Ragging Policy' of the Institute. The efforts during such discussions be directed towards achieving socio-academic integration of new entrants with the specific merit oriented environment of mutuality and trust of the Institute.

New batch inaugurals

Head of the Institutes and faculty members, during inaugurals may provide to the students, the guidelines on behavioral norms.

Fresher's Party

Seniors, be encouraged to organize, "Welcome Party" for new entrants. For this purpose an organizing committee be constituted, out of senior students of which, a senior faculty member will be the Patron. Such a party, by senior students, be organized within first fortnight, of the beginning of academic session. Head of the Institution and faculty members, to the extent possible, should participate in such a party.

Professional Counselling

Faculty members should provide counseling to 'fresher' in order to prepare them for the socio-academic life ahead particularly for adjusting to life in hostels.

Social, Cultural, Sports Activities

IFMR should organize setting up of social cultural and sports committees, under charge of Chairperson. PGDM. Membership of these committees, will be on a mixed group pattern, with a cross section of senior and junior students. Other students' related areas of activities should also be coordinated through identical pattern of committees.

Migration Certificates, Character Certificates, School Leaving Certificates

- a) Migration/ School leaving certificates and character certificates, issued by the previous institution/university to the admission aspirants to any of the University

constituents should be carefully checked for any entry relating to the student's involvement in "ragging" activities at the time of registration for admission.

- b) Migration certificate issued by the University to the students should have an entry apart from general conduct and behavior, whether student had participated in and in particular was punished for "ragging".

Wide - dissemination of Anti-Ragging Policy

Prospectus and Admission forms:

- a) All prospectus should contain a specific caution that "ragging is banned in IFMR, and any one found indulging in ragging, is likely to be punished appropriately which may include expulsion from the institute. While providing a gist of the "Anti-Ragging Policy" of the Institute, and also the likely punishments for indulging in such activities, in the prospectus for admission to IFMR, number of cases of "ragging" in the previous academic year/session, the punishment awarded to the guilty should also be mentioned.
- b) All forms for admission to any course of the Institute should contain a specific declaration to be signed by the student seeking admission.

DECLARATION BY CANDIDATES

I certify that I have gone through the 'Anti Ragging Policy' of IFMR, and I agree to sign the declaration regarding the 'Anti Ragging' and also submit the same countersigned by my parents/guardians at the time of admission.

The candidates accepting the offer of the admission have to sign the following undertaking:

UNDERTAKING-1

I am aware that ragging is banned in IFMR and if I am found guilty of ragging, I will be liable for appropriate punishment, which may include expulsion from the institute.

Signatures of the candidate

UNDERTAKING-2

I am aware that ragging is banned in IFMR and if my son/daughter/ward namely is found guilty of ragging, he/she will be liable for appropriate punishment which may include expulsion from the institute.

Signature of the parent/guardian

Undertaking from existing students and their parents / guardians

To ensure undertaking, as indicated above, get the undertaking from the students and their parents/guardians, already studying in IFMR. Such an undertaking should be obtained, before commencement of the next academic session/education year, failing which registration should be denied.

Printed leaflets for new entrants

In order to promote and raise confidence and to address natural anxiety among freshers, each new entrant to IFMR, at the time of registration, should be provided a printed leaflet indicating do's and don'ts to prevent them from any likely incident of ragging which should also include a brief note on the "Anti-Ragging Policy", of the Institute. Such leaflet should also contain names, addresses and contact numbers of such persons, to whom, and when, students need to turn for information, help and guidance relating to ragging.

PROCEDURAL AND PUNITIVE ASPECTS OF "RAGGING"

Ragging Reporting Procedure:

If any individual believes that he or she has been subjected to 'ragging' or has knowledge of any such incident, such person shall have option to file a complaint with the Warden. This may be done in writing or orally. Written complaint is preferable.

'Enquiry Committee' will be available to discuss any concerns exhibited by any student or a group of students, about ragging.

All formal/Informal complaints of "ragging" may be made to the EC.

Enquiry Committee (EC)

A four member enquiry committee (details given below), nominated by the Director will investigate all reported cases of ragging, in such a way, so as to maintain confidentiality to the extent practicable under the circumstances. The investigations should start maximum within 3 days of reporting the incident and reports finalized by the 'Enquiry Committee' pinpointing the involvement of the accused along with recommendations relating to the punishment will be submitted to the Director of the Institute maximum within a period of 4 weeks. In exceptional circumstances, the Director may grant extension to the time limit under information to the complainant and the accused.

Prof.Lakshmi Kumar, Chairperson
Prof.S.Raghu Raman, Member
Prof.K.Ramakrishnan, Member
Ms.S.Shyamala, Member

Process of Enquiry:

The process of enquiry should be to ensure that principles of natural justice are adhered to. Details of the process would be identical as in the case of 'Policy Prohibiting Discrimination and Sexual Harassment' adopted by the Institute.

Punishment/Penalties for 'ragging':

Based on the report of enquiry submitted by the 'Enquiry Committee', the Director of the Institute will be empowered to impose any of the punishment/(s) listed below or any other kind of punishment, which he may consider to be appropriate.

- a) Withholding scholarships or other benefits
- b) Debarring from representation of events.
- c) Withholding results
- d) Expulsion from hostel/mess.
- e) Debarring from examination/s.
- f) Denied admission to courses
- g) Suspension from the class for a limited period.
- h) Fine with public apology
- i) Prosecuting for criminal offence.
- j) Filing FIR with the local police
- k) Cancellation of admission/expulsion from the Institute
- l) Collective punishment in case the individual/(s) committing or abetting "ragging".

Appeal:

Appeal with regards to any action taken against the accused at any level and / or against the punishment awarded under this policy by the 'Director', shall lie with the President of the Institute, which should be filed within a period of two weeks from such an action or award of punishment.

SAVING AND REPEAL CLAUSE

President of the Institute will possess the sole authority for any interpretation, modification, or amendment to the policy depending upon the need from time to time. He will also possess powers to exercise his discretion with respect to any or all of the clauses of this policy.

Dr.P.K.Biswas
Director (Academics)
IFMR

June 1, 2015