

Shri Vithalrao Joshi Charities Trust's

B. K. L. WALAWALKAR RURAL MEDICAL COLLEGE



Kasarwadi, At-Post Sawarda, Taluka Chiplun,
Dist. Ratnagiri - 415606. Maharashtra State, INDIA
Tel. : +91 02355 264636 / 264637
Fax : +91 02355 264693 Email : info@bklwrmc.com
Website : www.walawalkarmedicalcollege.com

Antiragging committee policy

- **Ragging in BKL Walawalkar Rural Medical College is totally banned and strictly prohibited as per the provisions of following Acts and Regulations:**
- **"Maharashtra Prohibition of Ragging Act, 1999" from Government of Maharashtra**
- **"UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009"**
- **If any student find involved in, guilty of or abetting the ragging strict disciplinary action shall initiated and shall be penalized as per the provisions of above acts and regulations.**

What is Ragging

Ragging constitutes one or more of any of the following acts:

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 student;
2. Indulging in rowdy or undisciplined activities by any student or 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 as to adversely affect the physique or psyche of such fresher or any other student;
4. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student 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;


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7. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
8. Any act or abuse by spoken words, emails, post, 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 student ;
9. Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.
10. Any act of physical or mental abuse targeted at another student on grounds of colour, race, religion, caste, ethnicity, gender, sexual orientation, appearance, regional origins, linguistic identity, place of birth /residence, or economic background.

Punishable Ingredients of Ragging:

1. Abetment to ragging
2. Criminal conspiracy to rag
3. Unlawful assembly and rioting while ragging
4. Violation of decency and morals through ragging
5. Injury to body causing hurt or grievous hurt\Wrongful restraint
6. Wrongful confinement
7. Use of criminal force
8. Extortion
9. Assault/sexual offences/Unnatural offences
10. Criminal intimidation
11. Offences against property
12. Attempt to commit any or above of the offences
13. Any offence flowing from the definition of ragging


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Punishments under Indian Penal Code against acts of Ragging:

Every single incident of ragging or abetting in ragging puts an obligation on the institution to get the FIR registered. There are provisions in the IPC, which can be used by a student to register an FIR in the nearest Police Station. These provisions are:

- 294 – Obscene acts and songs
- 323 – punishment for voluntarily causing hurt
- 324 – voluntarily causing hurt by dangerous weapon or means
- 325 – punishment for voluntarily causing grievous hurt
- 326 – voluntarily causing grievous hurt by dangerous weapon
- 339 – Wrongful Restraint
- 340 – Wrongful Confinement
- 341 – Punishment for Wrongful Restraint
- 342 – Punishment for Wrongful Confinement
- 506 – Punishment for culpable homicide not amounting to murder

Administrative Action In The Event Of Ragging:

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. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
5. Suspension/ expulsion from the hostel.
6. Cancellation of admission.
7. Rustication from the institution for period ranging from one to four semesters.
8. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period as per directives of competent authority.
9. Imprisonment – six months to three years as per directives of competent authority.
10. Where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment .


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How to report ragging:

1. The UGC has installed a National Anti Ragging Helpline No. 1800-180-5522 (24X7 Toll free no.), helpline@antiragging.in where anyone can register complain.
1. It can be notified through contact details of ARC members
2. Any other member of the institute (HOU, colleagues)
3. External source (Through family members, friends)
4. External source (Through family members, friends)

Procedure for handling complaints:

Informing the Chairperson (within 2 hours of receipt of complaint)

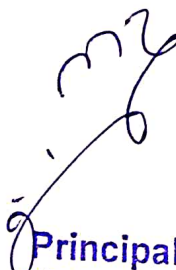
ARC will conduct a preliminary on the spot enquiry and collect the details, submit the

Preliminary report to the chair person (within 24 hours)

ARC will conduct a detailed enquiry gather evidences and submit its report along with the recommendations to the chairperson in 15 days.

The Chairperson will take action as per the recommendations.

If the victim student / parent are not satisfied with the action taken by the committee, a FIR should be filed with the local police


Principal
B.K.L. Walawalkar Rural
Medical College, Sawarde


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ANTI-SEXUAL HARASSMENT POLICY

The B.K.L. Walawalkar Rural Medical College and Hospital here in after referred to as "The Organization" is committed to protecting women from sexual harassment at workplace by creating and maintaining the educational, working, and living environment free from sexual harassment as described in this policy. The Organization's policy prohibits such harassment and applies to everyone in the Organization community on the campus premises, and outside Centers. Harassment of persons associated with The Organization by non-The Organization individuals, such as clients, contractors, vendors, etc. also come under the purview of The Organization policy. No discrimination is made based on religion, caste, sex, gender identity, and age, and national origin, physical or mental disability.

All persons associated with The Organization (Permanent and Temporary Workers, Students, Faculty, Project linked personnel) should be aware of:

- What is sexual harassment?
- Options for addressing sexual harassment

WHAT IS TO BE CONSIDERED AS SEXUAL HARASSMENT AGAINST WOMEN?

Under this Policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature like

- Unwelcome touching of a person's body, hair or clothing
- Unwelcome sexual jokes or comments (including favorable comments about someone's gender, body, clothing, appearance, etc.)
- Disparaging remarks to a person about her gender or body
- Repeatedly asking for a date after the person has said "no"
- Implied sexual behavior, such as sexual gestures with hands or through body movements
- Displaying sexually explicit posters or pictures
- Electronic communications, such as phone calls, e-mails, text messaging and internet use, that violate this Policy.

The following actions will also be treated as sexual harassment under the policy:

- Implied or explicit promise of preferential treatment in the victim's employment
- Implied or explicit threat of detrimental treatment in the victim's employment
- Implied or explicit threat about the victim's present or future employment status
- Conduct that interferes with the victim's work or create an intimidating or hostile work environment for her and
- Humiliating treatment likely to affect the victim's health or safety.

OPTIONS FOR ADDRESSING SEXUAL HARASSMENT

The Organization, in its endeavor to maintain the working environment for women free of harassment, requests everyone to report incidents of sexual harassment promptly to the appropriate authority. The victim, depending on the severity of the case, can:

- Tell the person who is harassing to stop, in writing or in person.
- Talk to someone about the incident and ask for help.
- Talk to immediate higher authority (Supervisor, Departmental Head, Dean of studies, Administrative Officer, as may be appropriate)

If the matter cannot be resolved through one of the above approaches or the complainant chooses not to pursue one of the above methods, he/she may file a written complaint promptly to the **Internal Complaints Committee** of the Institute.


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Student Grievance Redressal Committee Policy

BKLW Rural Medical College & Hospital ensure to establish harmonious learning environment & congenial working culture adopting fair practices hence formulated a mechanism of redressal of day-to-day grievances related to students.

1) Statement of Purpose

The purpose of this policy is to define the criteria and procedure of resolving the problems of its students.

2) Policy

Any undergraduate or postgraduate student of BKLW Rural Medical College who has a grievance, has an access to grievance mechanism, where he/she can resolve their problem at the earliest, without any fear of reprisal.

3) Definitions

Grievance:

Defined as the dispute (i) between the students or (ii) between the student and the faculty or (iii) between the student and a non-teaching employee or (iv) between the student and the management / administrative branch of BKLW Rural Medical College.

Applicant:

The undergraduate or postgraduate student who has submitted a written grievance.

Respondent:

Grievance Redressal Committee (the chairman/The Director) is the signatory authority

Grievance Redressal Committee:

Committee with a designated chairman and secretary along with student representatives appointed to resolve grievances. Additional members may be included for a specific grievance, if the issue demands it.

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4) Categories of Grievances:

1. Grievance related to syllabus ,curricular & implementation
2. Grievance related to Outreach and Extra-curricular activities
3. Grievance related to infrastructural facilities and Maintenance
4. Grievance related to administrative incompetence
5. Grievance related to patient care and activities

5) Functions of the Grievance and Redressal Cell

1. Informs students of the process for registering of grievances in the Induction or orientation Programs.
2. Acknowledges and analyses the grievances.
3. Seeks a solution through decision-making process
4. Reports the grievances and records and its redressal.

6. Procedure

1. Any undergraduate or postgraduate student who is dissatisfied due to any grievance shall first seek to resolve it with the help of the appropriate Head of the Department or appropriate authority by submitting a written grievance within three days of the incident. This step may be skipped, if the grievance involves the Head of the Department.
2. The Head of the Department or appropriate authority shall investigate, meet the student to resolve the issue and provide the response sheet within ten days of the incident.
3. If the applicant is not satisfied, the grievance in writing along with the response sheet shall be submitted to the Grievance Redressal Committee within 15 calendar days of the incident causing grievance.
4. The Grievance Redressal Committee shall independently investigate, conduct meeting / hearing in the presence of applicant and respond in writing to the grievance within 20 calendar days of the written submission of the grievance.


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5. If the applicant is not satisfied with the decision, he/she may submit the grievance in writing to the Director, describing the reasons for dissatisfaction, along with a copy of the previous decision from the Grievance Redressal Committee. The investigation and meeting / hearing will be completed and the written decision from the Office of Director will be communicated to the applicant within 30 calendar days of receiving the grievance.
6. If the grievance involves a member of the Grievance Redressal Committee, the student may submit the grievance directly to the office of Director.

7. What does not constitute as grievance?

Grievance redressal procedure is not applicable to personal conflicts, results of assessments, official disciplinary actions and reprimands.


8. When can the Committee or Director dismiss the grievance?

1. If the applicant fails to attend any of the meeting set by the committee or Director despite prior notice.
2. If the student seeks withdrawal of grievance for any reason.
3. The applicant who has filed the grievance is no more studying at BKLW Rural Medical College. If the person against whom the grievance is filed is no longer studying / working at BKLW Rural Medical College, either the grievance may be dismissed / forwarded to the competent authority as the case maybe.
4. Committee or Director finds that the grievance is frivolous or the remedy sought cannot be granted.



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