

**INTERNAL QUALITY ASSURANCE CELL
GANJAM COLLEGE, GANJAM**

Zero Tolerance Policy for Ragging, Sexual Harassment and Other Forms of Discrimination

Ganjam College is committed to providing a safe, inclusive, and respectful learning environment for all students, faculty, staff, and visitors. We have a zero-tolerance policy towards ragging, sexual harassment, and other forms of discrimination that contests this commitment.

Scope:

This policy applies to all members of Ganjam College community, including students, faculty, staff, contractors, vendors, and visitors on campus or participating in institutional activities off-campus.

Prohibited Behavior:

The following behaviors are strictly prohibited and will not be tolerated:

- Ragging: any form of physical or mental abuse, harassment, or intimidation
- Sexual Harassment: unwelcome behavior of a sexual nature, including verbal, non-verbal, or physical conduct
- Other Forms of Harassment: discrimination, bullying, or intimidation based on race, gender, age, religion, sexual orientation, disability, or any other protected characteristics.

Consequences:

Any violation of this policy will result in immediate disciplinary action, up to and including:

- Student: expulsion, suspension, or probation
- Faculty/Staff: termination, suspension, or disciplinary action
- Visitors/Contractors: removal from campus and/or legal action

Reporting Incidents:

If you witness or experience any behavior that violates this policy, please report it immediately to the Convener, Internal Complaint Committee(also Known as Grievance Redressal Cell) who will take up the matter to the convener of following cells based on the nature of the complain: Anti-Ragging Cell, SC/ST Welfare Cell/Anti-Discrimination Cell/Women's Cell

Investigation:

All reports will be thoroughly investigated, and confidentiality will be maintained to the extent possible.

Training and Awareness:

Regular training and awareness programs will be conducted to ensure everyone understands this policy and their responsibilities.

Review and Update:

This policy will be reviewed and updated annually or as needed.

By adopting this Zero Tolerance policy, we reaffirm our commitment to a safe, inclusive, and respectful learning environment for a


Coordinator, IQAC
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Principal
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