

लोकमान्य टिळक विज्ञान एवं वाणिज्य महाविद्यालय, उज्जैन

कर्मचारी/ शिक्षकों की सेवा भारत २०१६

1. शिक्षकों की नियुक्ति विश्वविद्यालय/युजीसी/राज्य शासन के निर्धारित मापदण्डों के अनुसार की जाती है।
2. त्यागपत्र यदि देना चाहे तो एक माह पूर्व सूचना देनी होती है। अथवा सूचना के बदले एक माह का वेतन जमा करना होता है।
3. न्यास द्वारा बनाये गये नियमों एवं आदेशों का पालन करना होता है।
4. कार्य एवं व्यवहार की विपरीत सूचना मिलने पर बिना किसी पूर्व सूचना के सेवाएँ तत्काल प्रभाव से बिना कारण बताये समाप्त करने का अधिकार न्यास को है।
5. शिक्षण सत्र में 10 दिन से अधिक अवैतनिक अवकाश नहीं लिया जा सकता।
6. कार्यग्रहण के समय उपस्थिति के साथ प्रमाण-पत्रों की छाया-प्रतियाँ प्राचार्य को प्रस्तुत करना होती है।
7. न्यास द्वारा समय-समय पर जारी किये गये नियमों का पालन करना होता है।

5478/दि. 17/5/17

लोकमान्य टिळक शिक्षण समिति उज्जैन

अवकाश नियम - 2017

1. आकस्मिक अवकाश - प्रतिवर्ष शैक्षणिक सत्र 01 जुलाई से 30 जून में प्रत्येक शिक्षक कर्मचारी को 13 दिन के आकस्मिक अवकाश की पात्रता रहेगी। जिन को कार्य करते हुये एक वर्ष पूर्ण नहीं हुआ है, उन्हें प्रतिमाह पर एक दिवस के आकस्मिक अवकाश की पात्रता रहेगी। किसी भी कर्मचारी को एक समय में स्वीकृत अवकाश एवं सार्वजनिक अवकाश की सम्मिलित अवधि अधिकतम 6 दिवस होगी। आकस्मिक अवकाश के मध्य रविवार सहित अन्य कोई भी शासकीय अवकाश आता है तो उसकी गणना भी अवकाश में की जावेगी। अगले सत्र के लिए आकस्मिक अवकाश गणना में नहीं होगा।
2. ऐच्छिक अवकाश - शैक्षणिक सत्र में कोई भी तीन ऐच्छिक अवकाश का लाभ दिया जा सकेगा। जिन्हे सेवा में रहते हुए एक वर्ष पूर्ण नहीं हुआ है, उन्हें केवल दो ऐच्छिक अवकाश की पात्रता रहेगी। ऐच्छिक अवकाश पूर्व में स्वीकृत कराना आवश्यक है, ऐच्छिक को जोड़कर आकस्मिक अवकाश लिया जा सकेगा।
3. असाधारण अवकाश - सेवा में स्थायी होने के पश्चात एक वर्ष पूर्ण वेतन पर 10 दिवस का लगातार अथवा टुकड़ों में असाधारण अवकाश दिया जा सकेगा। असाधारण अवकाश की पात्रता शैक्षणिक कार्य में संलग्न शिक्षकों को ही रहेगी। यह अवकाश कार्यालयीन कर्मचारी एवं भृत्यों पर लागु नहीं होगा। यह अवकाश विशेष परिस्थिति में पूर्व सूचना पर ही मान्य होगा। यह अवकाश भविष्य में प्रबंधन द्वारा पूर्व सूचना के निरस्त भी किया जा सकता है।
4. चिकित्सा अवकाश - यह अवकाश शासन की **ESIC** नियमानुसार लागु रहेगा।
5. अवैतनिक अवकाश - स्थायी शिक्षक/कर्मचारी अगर अवैतनिक अवकाश लेता है तो जितने दिन का अवकाश लिया है, उतने दिन उसकी नियमित वेतनवृद्धि दिनांक

आगे बढ़ेगी और इस बढ़ी हुई दिनांक को सेवा-पुस्तिका में अंकित करना आवश्यक होगा। वर्ष में 10 दिन से अधिक का अवैतनिक अवकाश लेना अनुशासनहीनता की श्रेणी में माना जाएगा व सेवा में अवरोध की श्रेणी मानकर सेवामुक्ति का पर्याप्त आधार माना जावेगा।

6. अर्जित अवकाश - कार्यालयीन कर्मचारी तथा संस्था प्रमुख जिन्हें ग्रीष्म अवकाश का लाभ नहीं मिलता है, उन्हें प्रतिवर्ष शैक्षणिक सत्र में 15 दिन के अर्जित अवकाश की पात्रता होगी। यदि किसी वर्ष इस अवकाश का लाभ नहीं लिया जा सके तो यह अवकाश अगले वर्ष अवकाश में जोड़ा जा सकेगा। किन्तु इसकी अधिकतम सीमा 30 दिन की रहेगी। 30 दिन से अधिक का अर्जित अवकाश स्वयमेव समाप्त हो जाएगा। यह अवकाश संस्था प्रमुख की पूर्व अनुमति से ही लिया जा सकेगा।

विद्यालयीन कार्य हेतु किसी शिक्षक की ग्रीष्म अवकाश की अवधि में आवश्यकता होगी एवं उसे बुलाया जाता है तो जितने दिन कार्य किया हो उसके $1/3$ दिन का अर्जित अवकाश स्वीकृत किया जा सकेगा। एक वर्ष में अधिकतम 15 दिन के अर्जित अवकाश को समर्पित कर उसका नगद भुगतान प्राप्त किया जा सकेगा।

7. प्रसूति अवकाश - यह अवकाश **ESIC** नियमानुसार ही लागू होगा।

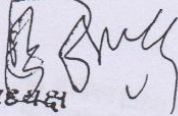
8. ग्रीष्मावकाश - शिक्षकों को ग्रीष्मावकाश प्रारम्भ होने के पूर्व अंतिम कार्यदिवस पर अथवा अवकाश समाप्ति के पश्चात प्रथम कार्यदिवस पर उपस्थित रहना अनिवार्य है। दोनों ही दिन कार्य पर उपस्थित नहीं रहने पर कर्मचारी के खाते में शेष अवकाश से समायोजन होगा। अवकाश शेष न रहने पर अवैतनिक अवकाश में समायोजन होगा।

9. विशेष कर्तव्यस्त अवकाश - विद्यालय/महाविद्यालय के शिक्षक अन्य विद्यालय/महाविद्यालय में प्रयोगिक परीक्षा लेने अथवा उत्तर पुस्तिका मूल्यांकन के लिए जाते हैं तो उन्हें ड्यूटी लीव माना जाएगा, इसकी पूर्व स्वीकृति लेना आवश्यक

है। इसका संस्था द्वारा यात्रा भुगतान नहीं किया जाएगा। कार्योपरांत उपस्थिती प्रमाण-पत्र लगाना आवश्यक होगा।

10. आकस्मिक अवकाश, असाधारण अवकाश, चिकित्सा अवकाश, ऐच्छिक अवकाश, अर्जित अवकाश पूर्ण वेतन पर स्वीकृत होगा। प्रसूति अवकाश को छोड़कर शेष अवकाश विद्यालय की सुविधा अनुसार स्वीकृत होंगे।
11. महाविद्यालयीन शिक्षकों को प्रत्येक सेमिस्टर के पश्चात 10 दिवस का सेमिस्टर ब्रेक दिया जाएगा।
12. महाविद्यालयीन शिक्षकों को सेमिनार, वर्कशॉप, रिफ्रेशर/ओरिएंटेशन कोर्स के लिए अवकाश एवं स्लीपर क्लास का द्वितीय श्रेणी यात्रा भत्ता दिया जाएगा। उपस्थिती का प्रमाण-पत्र आवश्यक है। (प्राचार्य को IIIrd A/C का यात्रा भत्ता दिया जाएगा। यह नियम 1 जुलाई 2016 से प्रभावशील होंगे। इस नियम के प्रभाव में आने के कारण पूर्व के नियम 1991, 1999 एवं 2006 तथा अन्य सभी पूर्व के अवकाश नियम निरस्त माने जाएंगे।
13. उक्त अवकाश नियम न्यास एवं समिति के सभी शिक्षक/कर्मचारी पर समान रूप से लागु होंगे।

उक्त अवकाश नियम सभी संस्था प्रमुखों की सहमति से दिनांक 28/4/17 को लोकमान्य टिळक न्यास एवं शिक्षण समिति के सदस्यों द्वारा अनुमोदित किये गये।


अध्यक्ष
लोकमान्य टिळक शिक्षण समिति
उज्जैन


सचिव
लोकमान्य टिळक शिक्षण समिति
उज्जैन

STUDENTS' HANDBOOK ON CODE OF ETHICS AND CONDUCT ALONG WITH STANDARD PROCEDURES

1. PREAMBLE

This Handbook indicates the standard procedures and practices of the Indian Institute of Science (hereinafter referred to as the 'Institute') for all students enrolling with the Institute for pursuing varied courses. All students must know that it is incumbent upon them to abide by this Code of Ethics and Conduct (hereinafter referred to as the 'Code') and the rights, responsibilities including the restrictions flowing from it. That the Institute's endeavour by means of enforcing this Code is to pioneer and administer a student discipline process that is egalitarian, conscientious, effectual and expeditious; and providing a system which promotes student growth through individual and collective responsibility.

All Students are requested to be well conversant with this Code, which can be also reviewed on the official website of the Institute

2. JURISDICTION

2.1 The Institute shall have the jurisdiction over the conduct of the students associated /enrolled with the Institute and to take cognisance of all acts of misconduct including incidents of ragging or otherwise which are taking place on the Institute campus or in connection with the Institute related activities and functions.

2.2 Institute may also exercise jurisdiction over conduct which occurs off-campus violating the ideal student conduct and discipline as laid down in this Policy and other regulations, as if the conduct has occurred on campus which shall include

- a) Any violations of the Sexual Harassment Policy of the Institute against other students of the Institute.
- b) Physical assault, threats of violence, or conduct that threatens the health or safety of any person including other students of the Institute;
- c) Possession or use of weapons, explosives, or destructive devices offcampus
- d) Manufacture, sale, or distribution of prohibited drugs, alcohol etc.
- e) Conduct which has a negative impact or constitutes a nuisance to members of the surrounding off-campus community. The Institute, while determining whether or not to exercise such off-campus jurisdiction in situations enumerated hereinabove, the Institute shall consider the seriousness of the alleged offense, the risk of harm involved, whether the victim(s) are members of the campus community and/or whether the off campus conduct is part

of a series of actions, which occurred both on, and off-campus.

3. Ethics and Conduct

3.1 This Code shall apply to all kinds of conduct of students that occurs on the Institute premises including in University sponsored activities, functions hosted by other recognized student organizations and any off-campus conduct that has or may have serious consequences or adverse impact on the Institute's Interests or reputation.

3.2 At the time of admission, each student must sign a statement accepting this Code and by giving an undertaking that

a) he/she shall be regular and must complete his/her studies in the Institute.

b) In the event, a student is forced to discontinue studies for any legitimate reason, such a student may be relieved from the Institute subject to written consent of the Deans.

c) As a result of such relieving, the student shall be required to clear pending hostel / mess dues and if a student had joined the Institute on a scholarship, the said grant shall be revoked.

3.3. Institute believes in promoting a safe and efficient climate by enforcing behavioural standards. All students must uphold academic integrity, respect all persons and their rights and property and safety of others; etc.

3.4 All students must deter from indulging in any and all forms of misconduct including partaking in any activity off-campus which can affect the Institute's interests and reputation substantially. The various forms of misconduct include:

3.5 Any act of discrimination (physical or verbal conduct) based on an individual's gender, caste, race, religion or religious beliefs, colour, region, language, disability, or sexual orientation, marital or family status, physical or mental disability, gender identity, etc.

3.6 Intentionally damaging or destroying Institute property or property of other students and/or faculty members

3.7 Any disruptive activity in a class room or in an event sponsored by the Institute

3.8 Unable to produce the identity card, issued by the Institute, or refusing to produce it on demand by campus security guards

3.9 Participating in activities including

3.9.1 Organizing meetings and processions without permission from the Institute.

3.9.2 Accepting membership of religious or terrorist groups banned by the Institute/Government of India

3.9.3 Unauthorized possession, carrying or use of any weapon, ammunition, explosives, or potential weapons, fireworks, contrary to law or policy.

3.9.4 Unauthorized possession or use of harmful chemicals and banned drugs

3.9.5 Smoking on the campus of the Institute

3.9.6 Possessing, Consuming, distributing, selling of alcohol in the Institute and/or throwing empty bottles on the campus of the Institute

3.9.7 Parking a vehicle in a no parking zone or in area earmarked for parking other type of vehicles

3.9.8 Rash driving on the campus that may cause any inconvenience to others

3.9.9 Not disclosing a pre-existing health condition, either physical or psychological, to the Chief Medical Officer which may cause hindrance to the academic progress.

3.9.10 Theft or unauthorized access to others resources

3.9.11 Misbehaviour at the time of student body elections or during any activity of the Institute.

3.9.12 Engaging in disorderly, lewd, or indecent conduct, including, but not limited to, creating unreasonable noise; pushing and shoving; inciting or participating in a riot or group disruption at the Institute.

3.10 Students are expected not to interact, on behalf of the Institute, with media representatives or invite media persons on to the campus without the permission of the Institute authorities.

3.11 Students are not permitted to either audio or video record lectures in class rooms or actions of other students, faculty, or staff without prior permission.

3.12 Students are not permitted to provide audio and video clippings of any activity on the campus to media without prior permission.

3.13 Students are expected to use the social media carefully and responsibly. They cannot post derogatory comments about other individuals from the Institute on the social media or indulging in any such related activities having grave ramifications on the reputation of the Institute.

3.14 Theft or abuse of the Institute computers and other electronic resources such as computer and electronic communications facilities, systems, and services which includes unauthorized entry , use, tamper, etc. of Institute property or facilities, private residences of staff/professors etc. offices, classrooms, computers networks, and other restricted facilities and interference with the work of others is punishable.

3.15 Damage to, or destruction of, any property of the Institute, or any property of others on the Institute premises.

3.16 Making a video/audio recording, taking photographs, or streaming audio/video of any person in a location where the person has a reasonable expectation of privacy, without that person's knowledge and express consent.

3.17 Indulging in any form of Harassment which is defined as a conduct that is severe and objectively, a conduct that is motivated on the basis of a person's race, colour, national or ethnic origin, citizenship, sex, religion, age, sexual orientation, gender, gender identity, marital status, ancestry, physical or mental disability, medical condition,

4 If there is a case against a student for a possible breach of code of conduct, then a committee will be formed to recommend a suitable disciplinary action who shall inquire into the alleged violation and accordingly suggest the action to be taken against the said student. . The committee may meet with the student to ascertain the misconduct and suggest one or more of the following disciplinary actions based on the nature of misconduct.

4.1 WARNING- Indicating that the action of the said delinquent student was in violation of the Code and any further acts of misconduct shall result in severe disciplinary action.

4.2 RESTRICTIONS -Reprimanding and Restricting access to various facilities on the campus for a specified period of time.

4.3 COMMUNITY SERVICE - For a specified period of time to be extended if need be.

However, any future misconduct along with failure to comply with any conditions imposed may lead to severe disciplinary action, including suspension or expulsion.

4.4 EXPULSION - Expulsion of a student from the Institute permanently. Indicating prohibition from entering the Institute premises or participating in any student related activities or campus residences etc.

4.5 MONETARY PENALTY- May also include suspension or forfeiture of scholarship/fellowship for a specific time period.

4.6 SUSPENSION- A student may be suspended for a specified period of time which will entail prohibition on participating in student related activities, classes, programs etc. Additionally, the student will be forbidden to use various Institute facilities unless permission is obtained from the Competent Authority. Suspension, may also follow by possible dismissal, along with the following additional penalties.

4.7 Ineligibility to reapply for admission to the Institute for a period of three years, and

4.8 Withholding the grade card or certificate for the courses studied or work carried out

5 APPEAL: If the delinquent student is aggrieved by the imposition of any of the aforementioned penalties, he/she may appeal to the Director. The Director may decide on one of the following:

5.1 accept the recommendation of the committee and impose the punishment as suggested by the Committee or modify and impose any of the punishments as stipulated in this Code which is commensurate with the gravity of the proved misconduct, Or

5.2 Refer the case back to the committee for reconsideration.

In any case the Director's decision is final and binding in all the cases where there is a possible misconduct by a student.

6 Academic Integrity

As a premier institution for advanced scientific and technological research and education, the Institute values academic integrity and is committed to fostering an intellectual and ethical environment based on the principles of academic integrity. Academic Integrity encompasses honesty and responsibility and awareness relating to ethical standards for the conduct of research and scholarship. The Institute believes that in all academic work, the ideas and contributions of others must be appropriately acknowledged. Academic integrity is essential for the success of the Institute and its research missions, and hence, violations of academic integrity constitutes a serious offence.

6.1 Scope and Purpose

A. This Policy on academic integrity, which forms an integral part of the Code, applies to all students at the Institute and are required to adhere to the said policy. The purpose of the Policy is twofold:

- ☐ To clarify the principles of academic integrity, and
- ☐ To provide examples of dishonest conduct and violations of academic integrity.

NOTE : These examples are only illustrative, NOT exhaustive.

B. Failure to uphold these principles of academic integrity threatens both the reputation of the University and the value of the degrees awarded to its students.

Every member of the University community therefore bears a responsibility for

ensuring that the highest standards of academic integrity are upheld.

C. The principles of academic integrity require that a student,

- ☐ properly acknowledges and cites use of the ideas, results, material or words of others.

- ☐ properly acknowledges all contributors to a given piece of work.

- ☐ makes sure that all work submitted as his or her own in a course or other academic activity is produced without the aid of impermissible materials or impermissible collaboration.

- ☐ obtains all data or results by ethical means and reports them accurately without suppressing any results inconsistent with his or her interpretation or conclusions.

- ☐ treats all other students in an ethical manner, respecting their integrity and right to pursue their educational goals without interference. This requires that a student neither facilitates academic dishonesty by others nor obstructs their academic progress.

6.2 Violations of this policy include, but are not limited to:

(i) Plagiarism means the use of material, ideas, figures, code or data as one's own, without appropriately acknowledging the original source. This may involve submission of material, verbatim or paraphrased, that is authored by another person or published earlier by oneself.

Examples of plagiarism include:

(a) Reproducing, in whole or part, text/sentences from a report, book, thesis, publication or the internet.

(b) Reproducing one's own previously published data, illustrations, figures, images, or someone else's data, etc.

(c) Taking material from class-notes or incorporating material from the internet graphs, drawings, photographs, diagrams, tables, spreadsheets, computer programs, or other non-textual material from other sources into one's class reports, presentations, manuscripts, research papers or thesis without proper attribution.

(d) Self plagiarism which constitutes copying verbatim from one's own earlier published work in a journal or conference proceedings without appropriate citations.

e) Submitting a purchased or downloaded term paper or other materials to satisfy a course requirement.

f) Paraphrasing or changing an author's words or style without citation.

(ii) Cheating

Cheating includes, but is not limited to:

(a) Copying during examinations, and copying of homework assignments, term papers, theses or manuscripts.

(b) Allowing or facilitating copying, or writing a report or taking examination for someone else.

(c) Using unauthorized material, copying, collaborating when not authorized, and purchasing or borrowing papers or material from various sources.

(d) Fabricating (making up) or falsifying (manipulating) data and reporting them in thesis and publications.

(e) Creating sources, or citations that do not exist

(f) Altering previously evaluated and re-submitting the work for re-evaluation

(g) Signing another student's name on an assignment, report, research paper, thesis or attendance sheet

(iii) Conflict of Interest: A clash of personal or private interests with professional activities can lead to a potential conflict of interest, in diverse activities such as teaching, research, publication, working on committees, research funding and consultancy. It is necessary to protect actual professional independence, objectivity and commitment, and also to avoid an appearance of any impropriety arising from conflicts of interest.

Conflict of interest is not restricted to personal financial gain; it extends to a large gamut of professional academic activities including peer reviewing, serving on various committees, which may, for example, oversee funding or give recognition, as well as influencing public policy.

To promote transparency and enhance credibility, potential conflicts of interests must be disclosed in writing to appropriate authorities, so that a considered decision can be made on a case-by-case basis. Some additional information is available also in the section below dealing with resources.

4.3 Guidelines for academic conduct are provided below to guard against negligence as well as deliberate dishonesty:

- (a) Use proper methodology for experiments and computational work. Accurately describe and compile data.
- (b) Carefully record and save primary and secondary data such as original pictures, instrument data readouts, laboratory notebooks, and computer folders. There should be minimal digital manipulation of images/photos; the original version should be saved for later scrutiny, if required, and the changes made should be clearly described.
- (c) Ensure robust reproducibility and statistical analysis of experiments and simulations. It is important to be truthful about the data and not to omit some data points to make an impressive figure (commonly known as “cherry picking”).
- (d) Laboratory notes must be well maintained in bound notebooks with printed page numbers to enable checking later during publications or patenting. Date should be indicated on each page.
- (e) Write clearly in your own words. It is necessary to resist the temptation to “copy and paste” from the Internet or other sources for class assignments, manuscripts and thesis.
- (f) Give due credit to previous reports, methods, computer programs, etc. with appropriate citations. Material taken from your own published work should also be cited; as mentioned above, it will be considered self-plagiarism otherwise.

6.3. Individual and Collective Responsibility: The responsibility varies with the role one plays.

a) Student roles: Before submitting a thesis (M Tech, M Tech (Res), or PhD) to the department, the student is responsible for checking the thesis for plagiarism using software that is available on the web (see resources below). In addition, the student should undertake that he/she is aware of the academic guidelines of the Institute, has checked the document for plagiarism, and that the thesis is original work. A web-check does not necessarily rule out plagiarism. If a student observes or becomes aware of any violations of the academic integrity policy he/she is strongly encouraged to report the misconduct in a timely manner.

b) Faculty roles: Faculty members should ensure that proper methods are followed

for experiments, computations and theoretical developments, and that data are properly recorded and saved for future reference. In addition, they should review manuscripts and theses carefully. Faculty members are also responsible for ensuring personal compliance with the above broad issues relating to academic integrity. Faculty members are expected to inform students of the Institute's academic integrity policy within their specific courses, to ensure minimal academic dishonesty, and to respond appropriately and timely to violations of academic integrity.

c) Institutional roles: A breach of academic integrity is a serious offence with long lasting consequences for both the individual and the institute, and this can lead to various sanctions. In the case of a student the first violation of academic breach will lead to a warning and/or an "F" course grade. A repeat offence, if deemed sufficiently serious, could lead to expulsion. It is recommended that faculty bring any academic violations to the notice of the department Chairperson. Upon receipt of reports of scientific misconduct, the Director may appoint a committee to investigate the matter and suggest appropriate measures on a case by case basis.

References:

[1] National Academy of Sciences article "On being a scientist,"

http://www.nap.edu/openbook.php?record_id=4917&page=R1

[2] <http://www.admin.cam.ac.uk/univ/plagiarism/>

[3] <http://www.aresearchguide.com/6plagiar.html>

[4] <https://www.indiana.edu/~tedfrick/plagiarism>

[5] <http://www.files.chem.vt.edu/chem-ed/ethics/index.html>

[6] http://www.ncusd203.org/central/html/where/plagiarism_stoppers.html

[7] <http://sja.ucdavis.edu/files/plagiarism.pdf>

[8] <http://web.mit.edu/academicintegrity/>

[9] <http://www.northwestern.edu/provost/students/integrity/>

[10] <http://www.ais.up.ac.za/plagiarism/websources.htm#info>

[11] <http://ori.dhhs.gov/>

[12] <http://www.scientificvalues.org/cases.html>

7 ANTI-RAGGING

The Institute has a coherent and an effective anti-ragging policy in place which is based on the 'UGC Regulation *on Curbing the Menace of Ragging in Higher Educational Institutions, 2009* [hereinafter referred to as the 'UGC Regulations']'. The UGC Regulations have been framed in view of the directions issued by the Hon'ble Supreme Court of India to prevent and prohibit ragging in all Indian Educational Institutions and Colleges. The said UGC Regulations shall apply mutatis mutandis to the Institute and the students are requested kindly to

7.1 Ragging constitutes one or more of the following acts:

- a) 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 any student;
- b) 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 other student;
- c) 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 a student;
- d) any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;
- e) exploiting the services of a student for completing the academic tasks assigned to an individual or a group of students;
- f) any act of financial extortion or forceful expenditure burden put on a student by other students;
- g) any act of physical abuse including all variants of it: sexual abuse, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- h) 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 any other student ;
- i) any act that affects the mental health and self-confidence of 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 other student.

7.2 ANTI-RAGGING COMMITTEE:

The Anti-Ragging Committee, as constituted by the Director and headed by students affairs advisors shall examine all complaints of anti-ragging and come out with recommendation based on the nature of the incident. The committee shall be headed by students affairs advisors, and can have as its members, the Deans, Student Counselors, Faculty Advisors, Chairperson of the concerned Department.

7.3 ANTI-RAGGING SQUAD

To render assistance to students, an Anti-Ragging Squad, which is a smaller body, has also been constituted consisting of various members of the campus community. The said Squad shall keep a vigil on ragging incidents taking place in the community and undertake patrolling functions. Students may note that the Squad is active and alert at all times and are empowered to inspect places of potential ragging, and also make surprise raids in hostels and other hotspots in the Institute. The Squad can also investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the guidance of the Anti-Ragging Committee.

7.4 A student found guilty by the committee will attract one or more of the following punishments, as imposed by the Anti-Ragging Committee:

- a) Suspension from attending classes and academic privileges.
- b) Withholding/ withdrawing scholarship/ fellowship and other benefits.
- c) Debarring from appearing in any test/ examination or other evaluation process.
- d) Withholding results.
- e) Debarring from undertaking any collaborative work or attending national or international conferences/symposia/meeting to present his/her research work.
- f) Suspension/ expulsion from the hostels and mess.
- g) Cancellation of admission.
- h) Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
- i) In cases where the persons committing or abetting the act of ragging are not identified, the institute shall resort to collective punishment.
- j) If need be, in view of the intensity of the act of ragging committed, a First Information Report (FIR) shall be filed by the Institute with the local police

authorities.

The Anti-Ragging Committee of the Institute shall take appropriate decision, including imposition of punishment, depending on the facts and circumstances of each incident of ragging and nature and gravity of the incident of ragging.

7.5 An Appeal against the any of the orders of punishment enumerated hereinabove shall lie to:

i) In case of an order of an institution, affiliated to or constituent part, of the Institute, to the Director of the Institute.

8 SEXUAL HARASSMENT

The Institute's Policy on prevention and prohibition of sexual harassment at workplace, 2016 shall apply *mutatis mutandis* to the students of the Institute which can be accessed and reviewed by the students at <http://www.iisc.ernet.in/misc/harashment.htm> Students should note that sexual misconduct or harassment encompasses a range of conduct, including but not limited to sexual assault, unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute harassment, which shall depend of the circumstances of each case.

9 STUDENT GRIEVANCE PROCEDURE

Any student of the Institute aggrieved by any acts of sexual harassment, misconduct or ragging as defined and summarised hereinabove can approach the Student Grievance Redressal cell at the Institute. Further, any student who is aware of any violations must report the same to the Cell. The Cell shall consist of members as appointed by the Director. Said grievance must be in writing and should be made within 60 days from the day of the alleged violation. The Cell shall take cognisance of the grievance and inform the Committee formed to enforce this Code or the Internal Complaints Committee, in cases of any sexual harassment complaints.

10 STUDENT PARTICIPATION IN GOVERNANCE

As Students are members of the Institute campus, they have a substantial interest in the governance of the Institute. The Code, policies and the varied procedures laid down herein intends that the principle of student involvement in governance in both administrative and academic areas is essential and it is pivotal that Students must be, at all junctures, be encouraged to put forth their views and advice, for an informed decision

making. Student Participation is encouraged and must be strengthened through the involvement of students in all levels. Therefore, all students who are a part of the Institute and who are going to be enrolled in the Institute are advised to uphold the policy and inform the Institute of any violations and assist individually and collectively to improve the quality and effectiveness of this Code and appended policies.

REFERENCES –

<http://deanofstudents.ucsc.edu/student-conduct/student-handbook/pdf/120.0-policystudent-participation-governance.pdf>