



MARWADI SIKSHA SAMITHI

Ramnath Guljarilal Kedia College of Commerce

(Affiliated to Osmania University, NAAC Re-Accredited)

3-1-336, Esamia Bazar, Opp. New Chaderghat Bridge, Hyderabad- 500027.

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Guidelines for Anti-Ragging Committee Identification of Ragging

- Any conduct by any student/s whether by words spoken or written or by an act which has the effect of teasing, heating or handling with rudeness a fresher or any other student/s.
- Indulging in anti-discipline activity/activities that may cause annoyance, hardship, physical or psychological harm or raise fear of apprehension.
- Any act that prevents disrupts or disturbs the regular academic activity of any student.
- Any act of physical abuse, be it sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures that cause bodily harm or any other damages to the physical or mental health of a person.
- Any act that affects the mental health and self-confidence of a fresher or any student.

Administrative Action in the Event of Ragging Any student found guilty of ragging and/or abetting ragging, be it actively or passively or being a part of conspiracy to promote ragging would be liable to the following punishments, namely:

- Suspension from attending classes and academic program
- Withholding/withdrawing scholarship/fellowship and other benefits
- Debarring from appearing in any test/examination or other evaluation process • Withholding results
- Debarring from representing the institution in any regional/national or international meet, tournament, youth festivals etc.
- Cancellation of admission
- Rustication from the institution
- Expulsion from the institution and consequent debarring from admission to any other institution for a specific period.

Committee Members

SI.NO	FACULTY NAME	DEPARTMENT
1	Dr. K. Sreehari	Principal, Convenor
2	Dr.N. Srinivas kumar	Member
3	Dr. KVS Sudhakar	Member
4	Mr. Akram Pasha	Member
5	Ms. Mounika	Member



K. Sreehari
Principal
R.G.Kedia College of Commerce
Esamia Bazar, Hyderabad



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Guidelines for Internal Complaints Committee for Prohibition and Redressal of Sexual Harassment of and Students (and women staff):

The college is committed to nurture an environment of work and study free of sexual harassment, intimidation or exploitation.

All members of the institute, are subject to these guidelines and any violation of any of the guidelines and any report against sexual harassment should be addressed with sincere and prompt actions.

The mode of action to be taken against the convicted would be determined by the nature and gravity of.

The college would strictly maintain the confidentiality and privacy of the individuals reporting or accused of sexual harassment of the extent reasonably possible.

Objective:

- i. Prevention of discrimination and sexual harassment through ensuring an environment of gender equality among students and employees
- ii. To lay down the procedures for the prohibition, resolution, settlement and prosecution of acts and discrimination and sexual harassment by the students and employees
- iii. To deal strictly with the acts of discrimination and sexual harassment against the students or employees with stipulated time in order to ensure support services to those ones who lodge complaint against abuse or harassment of any kind.
- iv. To recommend and implement strict punitive action against the alleged person if allegation is supported by sufficient evidence or witness.

REDRESSAL OF SEXUAL HARASSMENT COMMITTEE MEMBERS

Sl.NO	FACULTY NAME	DEPARTMENT
1	Ms. Mounika	Dept of Commerce
2	Dr. K. Sree Hari	Dept of Commerce
3	Mrs. Meena Alli	Dept of Business Management
4	Mrs. Syeda Baseer Unnisa	Dept. of Informatics



K. Sree Hari
Principal
R.G. Kedia College of Commerce
Esamia Bazar, Hyderabad