



**ST. THOMAS COLLEGE**

Ranni, Pathanamthitta, Kerala - 689673

ACCREDITED BY NAAC WITH ' B ' GRADE

**5.1.4 : The Institution adopts the following for redressal of students grievances including sexual harassment and ragging cases**

## **GRIEVANCES MECHANISM**

**CRITERION : 5**

**STUDENT SUPPORT AND  
PROGRESSION**

## **College Level Mechanism to Handling Students Grievances**

Students' Grievances Redressal Committee has been constituted to redress the grievances of the students regarding academic and non-academic matters. A complaint from an aggrieved student relating to the college shall be addressed through this Committee. The Committee consists of the following members-The Principal of the College acts as the Chairperson. The members of the Committee consist of Faculties, Non-Teaching Staff, and Student Representatives, nominated by the principal based on academic merit/excellence. He is considered as special invitee. In considering the grievances before it, the Committee shall follow principles of natural justice. After a detailed enquiry the Committee will give the report and recommendations to the principal.

## **College Level Mechanism to Handling Ragging**

Our college maintains a healthy and congenial academic environment for the student. The institution offers protection to the new entrants from the menace of ragging. In this regard this institution has constituted an Anti- ragging cell. Also, an anti-ragging squad has been deputed from all departments to monitor students' discipline both inside and outside the campus. The college level punishment in cases of ragging as per UGC directives includes one or more of the following:

1. Suspensions from attending classes and academic privileges.
2. Withholding / withdrawing scholarship / fellowship and other benefits.
3. Debarring from appearing any test/ examination or other evaluation process.  
Withholding of results.
4. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.

5. Expulsion from the institution and consequent debarring from admission to any other institution for specific periods. The UGC has issued very strong and detailed regulations for curbing the menace of ragging in Higher Educational Institutions. As per regulations any of the following acts come under the purview of ragging.

- a) Any conduct by any student or student 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
- b) Indulging in rowdy or in disciplined activities by any student or students which cause 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
- 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 psyche of such fresher or any other student
- d) Any act by a senior student that prevents, disturb the regular academic activity of any other student or a fresher;
- e) Exploiting the services of a fresher or any other student for completing the academic task assigned to an individual or a group of students.
- f) Any act of physical abuse including all variants of it; sexual abuse, homosexual assaults, stripping, forcing for obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person
- g) Any act or abusive spoken words, e-mails, 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

- h) Any act that affects the mental health and self-confidence of a fresher or any other student

**Feel free to contact to register your complaints:**

**Toll free No.: 1800 180 5522, [www.antiragging.in](http://www.antiragging.in)**

### **College Level Mechanism to Handling Sexual Harassment**

As per the guidelines of UGC and the Supreme Court, an Anti-Sexual Harassment Committee and Internal Complaint Cell has been established by St.Thomas College to provide a healthy and congenial atmosphere to the staff and students of the College. The policy of our institution strictly adheres to all the norms against sexual harassment and other offenses as per the instruction by the state and central government .Our committee plays a proactive role in averting instances of sexual harassment by motivating students to attend the programmes organized by the Women's Cell and Men's Forum of the college on gender discrimination and sexual harassment. The Committee will conduct inquiries into sexual harassment complaints from students, faculty and non teaching staff. The college will respect the confidentiality and privacy of individuals reporting and the accused of sexual harassment to the extent possible.

The Cell deals with issues relating to sexual harassment in the college campus. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Principal, or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.

### **Mechanism for Registering Complaints**

The students of our esteemed college have the privilege to register their complaints concerning Student Grievances, Ragging incidents, and cases of Sexual Harassment through both digital platforms and the traditional hand-written method.

Students can submit hand-written complaints directly to the coordinator or members of the committee. Complaints can also be dropped in the designated letterbox, maintained exclusively for this purpose.

Details of Complaint Register through Digital Platform

Committee	E-Mail Id	Website Link	Link to Register Complaints
Students' Grievances Redressal Committee	<b><a href="mailto:grievances@stthomascollegeranni.com">grievances@stthomascollegeranni.com</a></b>	<a href="#">view</a>	<a href="#">View</a>
Anti- Ragging Committee	<b><a href="mailto:stcantiragging@gmail.com">stcantiragging@gmail.com</a></b>	<a href="#">View</a>	<a href="#">View</a>
Internal Complaint Committee	<b><a href="mailto:iccstcranny@gmail.com">iccstcranny@gmail.com</a></b>	<a href="#">View</a>	<a href="#">View</a>
Anti-Sexual Harrasement Committee	<b><a href="mailto:ashcrannistc@gmail.com">ashcrannistc@gmail.com</a></b>	<a href="#">View</a>	<a href="#">View</a>