



Fortune Institute of International Business New Delhi, India

ANTI – RAGGING POLICY

1. INTRODUCTION

- a) ‘Ragging’ a social menace, as such has no place in academic environment of the Institute and concerted efforts are required to be in place to prevent its occurrence at any point of time. Hence the need for a balanced ‘anti-ragging policy’ to be adopted by the Institute.
- b) The All India Council for Technical Education (AICTE), Ministry of Human Resource Development, Govt. of India has taken a serious note of the incidents of ragging and is of the view that stern action should be taken against those indulging in “ragging” so that these incidents are not repeated and exemplary punishment is meted out to those indulging in it.
- c) The AICTE has mandated Establishment of Anti Ragging Committee (As per All India Council for Technical Education notified Regulation for prevention and prohibition of ragging in AICTE approved Technical Institutions vide No. 37-3/ Legal/ AICTE/ 2009 dated 01.07.2009)
- d) Strict implementation of the guidelines issued by Hon’ble Supreme Court on this issue has also been stressed by the AICTE.
- e) Ragging is a criminal offence and lowers the standards of education. The ‘anti-ragging policy’ adopted by the Institute takes care of preventive, procedural and punitive aspects

of ragging based on the guidelines provided by Hon'ble Supreme Court of India, and recommendations of the guidelines issued by the AICTE.

2. ANTI-RAGGING POLICY

2.1 This policy is aimed at:

- a) Creation, development and nurturing a conducive, socio-academic environment within the student community at FIIB.
- b) Reassuring new students and their parents that the fresh entrants to the Institute are welcome and provided support, rather than being harassed and intimidated.
- c) Ensure an integrated system in place to discourage and prevent any negative acts like 'ragging' by the seniors, which disrupts socio-academic integration of new entrants.
- d) Prescribing deterrent measures for any violation of the "Anti-Ragging Policy" by way of disciplinary measures.

3. DEFINITION OF RAGGING

Ragging constitutes one or more of any 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 a fresher or any other 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 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 physique or psyche of such fresher or any other student;
- d) any act by a senior student that prevents, disrupts or disturbs 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 tasks assigned to an individual or a group of students.
- f) any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- g) 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;
- h) any act or abuse by spoken words, emails, posts, 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;
- i) 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.
- j) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic, identity, place of birth, place of residence or economic background”.

4. MEASURES FOR PREVENTION OF RAGGING

- a) The Director and other concerned official(s) should invariably assure the students about full protection and support against any attempts of ragging by senior students while briefly introducing the '*Anti Ragging Policy*' of the Institute, during induction / counselling/ mentoring or any other such occasion.
- b) Senior students shall be encouraged to welcome new entrants into the institute and act as a buddy mentor.
- c) The FIIB Counselling Cell "Aarohan" should monitor 'Psychological Behaviour / behavioural aberration of new students. If any abnormal behaviour or environmental adjustment problem observed, the same shall be reported to the Director.
- d) All faculty / staff concerned are to keep a constant vigil and watch at vulnerable locations such as cafeteria, vacant classrooms, student common rooms, activity areas etc.

5. WIDE DISSEMINATION OF ANTI RAGGING POLICY

- a) All prospectus should contain a specific caution that "ragging is banned in the Institute, and anyone found indulging in ragging, is likely to be punished appropriately which may include expulsion from the institute."
- b) All students of the Institute and their parents are required to sign an anti-ragging affidavit as prescribed by AICTE at the time of admission to the institute.
- c) Academic affairs and administration departments may put up posters in prominent places within the campus to exhort students to prevent, or not to indulge in ragging, also mentioning the names of the officials and their contact numbers, to be contacted in case of "ragging". The same needs to be displayed on the website of the institute.

- d) Faculty and staff should be encouraged to interact individually with the fresh entrants regularly to ascertain the problems/difficulties, if any faced by them in the Institution and extend necessary help.

6. ANTI RAGGING COMMITTEE (ARC)

- a) An Anti – Ragging Committee and an anti-ragging squad should be constituted at Institute level to monitor the various aspects related to menace of ragging. The members of this committee can be nominated by the Director in accordance with AICTE norms.
- b) Anti-Ragging Committee has to ensure compliance with the provisions of the AICTE regulations on prevention of ragging as well as the provisions of any law for the time being in force concerning ragging; and also to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.
- c) Maintain vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times.
- d) Make surprise raids on PG / hostels, and other places vulnerable to incidents and having the potential for ragging.
- e) Conduct an on-the-spot enquiry into any incidents of ragging referred to it by the Head of the institution or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations be submitted to the Director.
- f) Create awareness amongst students as to what constitutes ragging, and what action will be taken against students for indulging and abetting ragging.

7. PROCEDURE OF HANDLING RAGGING CASES

- a) ‘First Responder Team’ (FRT) would be nominated by the Institute at beginning of each academic year. The FRT would provide first instance intervention in case of any complaint of “ragging”.

- b) FRT will also need to co-ordinate the preventive aspects of ragging, under guidance of the Chairperson ARC aiming to create a “ragging free environment”
- c) FRT will be responsible for taking steps to ensure that cases of “ragging” within the institute are brought to the notice of the Chairperson ARC as soon as possible.
- d) FRT is empowered to deal with informal complaints of “ragging” and/or take suo-moto cognizance of any such incident.

8. REPORTING PROCEDURE

- a) If any student believes that he or she has been subjected to ‘ragging’ or has knowledge of any such incident, such person shall have option to file a complaint with the Chairperson ARC. This may be done in writing (preferable) or orally.
- b) FRT or member/s of the ARC will also be available to discuss any concerns raised by any student or a group of students, about ragging.

9. CONDUCTING ENQUIRY

- a) The ARC will investigate all reported cases of ragging, in such a way, so as to maintain confidentiality to the extent possible under the circumstances.
- b) The investigations should start maximum within three days of reporting the incident.
- c) The ARC should submit its report pinpointing the involvement of the accused along with recommendations relating to the punishment to the Director within a period of four weeks.
- d) In exceptional circumstances, the ARC may be granted extension by the Director to the time limit, under information to the complainant and the accused.
- e) The ARC can seek medical, police and legal intervention, as it deems fit.

10. PUNISHMENT

- a) The punishment to be meted out to the persons indulged in ragging has to be exemplary and justifiably harsh to act as a deterrent against recurrence of such incidents.
- b) All incident of ragging must be reported to the local police authorities.
- c) The Anti-Ragging Committee of the institution shall take an appropriate decision, with regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging.
- d) Depending upon the nature and gravity of the offence as established the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:
 - (i) Cancellation of admission
 - (ii) Suspension from attending classes
 - (iii) Withholding/withdrawing scholarship/fellowship and other benefits
 - (iv) Debarring from appearing in any test/examination or other evaluation process
 - (v) Withholding results
 - (vi) Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 - (vii) Suspension/expulsion from the hostel
 - (viii) Rustication from the institution for period ranging from 1 to 4 semesters
 - (ix) Expulsion from the institution and consequent debarring from admission to any other institution.
 - (x) Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggers.

- e) The institutional authorities shall intimate the incidents of ragging occurred in their premises along with actions taken to the AICTE form time to time.

11. APPEAL

Appeal with regards to any action taken against the accused at any level and / or against the punishment awarded under this policy, shall lie with the Director of the Institute, which should be filed within a period of two weeks from such an action or award of punishment.

12. REPEAL & SAVING

Director of the Institute will possess the sole authority for any interpretation, modification, or amendment to the policy depending upon the need from time to time. She/he will also possess powers to exercise her/his discretion with respect to any or all of the clauses of this policy.

13. WHOM TO CONTACT

Institute Authorities:

- a) Director: Dr. Samiksha Ojha (samiksha.ojha@fiib.edu.in)
- b) Deputy Registrar: Dr. Manish Kamdar (manish.kamdar@fiib.edu.in)

Student Representatives:

- c) Akash Mathews (21-akash.mathews@fiib.edu.in)
- d) Shirley Rex (21-shirly.rex@fiib.edu.in)