

Tamil Nadu Physical Education and Sports University

Chennai - 600127

POLICY ON GRIEVANCE REDRESSAL

(SEXUAL HARASSMENT COMMITTEE AND ANTI-RAGGING COMMITTEE)

1. Preface

Tamil Nadu Physical Education and Sports University Policy on Grievance Redressal is drawn to ensure and develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere and in order to prevent and prohibit all forms of sexual harassment and ragging in the university campus and other connected places.

2. Definition of terms

Grievance Redressal" primarily covers the receipt and processing of complaints from stakeholders.

Sexual Harassment is uninvited and unwelcome verbal or physical behavior of a sexual nature.

Ragging involves abuse, humiliation or harassment of new entrants or junior students by the senior students. It often takes a malignant form wherein the newcomers may be subjected to psychological or physical torture.

3. Grievance Redressal Mechanism:

(i) The Vice-Chancellor shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment and Anti Ragging Committee as per the UGC/MHRD/AICTE/ NCTE, State and Central Government guidelines.

4. Process of making complaint:

(1). An aggrieved person shall submit a written complaint to the ICC or Anti ragging Committee as case may be.

(2) Friends, relatives, colleagues, co-students, psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

5. Process of conducting inquiry: -

(a) Sexual Harassment:

(1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Vice Chancellor of the University. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Vice Chancellor of the University shall act on the recommendations of the Committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the finding is filed within that time by either party.

(5) An appeal against the findings or/recommendations of the Committee may be filed by either party before the Vice Chancellor of the University within a period of thirty days from the date of the recommendations.

(6) The identities of the aggrieved party or victim or the witnesses or the offender shall not be made public or kept in the public domain.

(7) And other procedures prescribed in the Act of the University and prescribed by UGC/MHRD/AICTE/ NCTE, State and Central Government guidelines, time to time.

(b) Ragging:

The Anti-Ragging Committee upon receipt of the complaint and through enquiry shall punish a student found guilty of ragging after following the procedure and in the manner prescribed hereinunder:-

a) The Vice Chancellor of the University, on the recommendation of Anti-Ragging Committee shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.

b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments, namely;

- i Suspension from attending classes and academic privileges.
 - ii Withholding/withdrawing scholarship/fellowship and other benefits.
 - iii Debarring from appearing in any test/examination or other evaluation process.
 - iv Withholding results.
 - v Debarring from representing the institution in any regional, national or international meet, tournament, youth festival etc.
 - vi Suspension/expulsion from the hostel.
 - vii Cancellation of admission
 - viii Rustication from the institution for period ranging from one to four semesters.
 - ix Expulsion from the institution and consequent debarring from admission to any other institution for a specified period. Provided that whether the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.
- (x) And other procedures prescribed in the Act of the University and prescribed by UGC/MHRD/AICTE/ NCTE, State and Central Government guidelines, time to time.
