

PAL SIKSHAN SANSTHA

St. Paul College

Behind VTC Ground, Ashelepada,

Near Ganpati Mandir, Ulhasnagar – 421004.

(Affiliated to University of Mumbai)

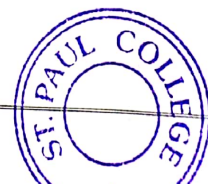
NAAC Accredited

ISO 9001:2015 Certified

Zero Tolerance Policy

I. Policies & Mechanism for Zero Tolerance

St. Paul College has a transparent policy and mechanism for timely redressal of student grievances including sexual harassment and ragging cases. The College students could submit



their grievance through offline/online mode as well as from grievance box of the campus. All issues of the student grievances are redressed by the Grievance Redressal Committee and Internal Complaint Committee (ICC) of the College.

A. Maintenance of Discipline among Students of the College

POLICY-

The College has well constituted Students' Grievance Redressal cell, Carrying powers to enforce discipline and taking disciplinary action in the interest of maintaining discipline, as may seem to be appropriate. The Committee also gives instructions to students against causing disruption in any manner of the academic functioning and property of the College.

MECHANISM-

St. Paul College celebrates National/International Commemorative Days, Festivals and Memories of the great freedom fighters, to instill patriotic spirit and to foster unity among students and faculty.

The College organizes activities that deepen the values, rights, duties and responsibilities of good citizens committed to nation and society. The NSS and DLLE are two integral bodies that commit activities to inculcate patriotism among students.

B. Prohibition for Sexual Harassment of Women at College

POLICY-

The College has a well constituted Women Development (WDC) Cell, makes awareness for social and Ethical issues among Girl students and staffs. All complaints related to woman including sexual harassment are redressed by Woman Cell and gives suggestions to deal the case, if any.

MECHANISM-

The Women Cell conducts gender sensitizing Programs by organizing lectures and seminars. Women Cell takes care of the concerns of the Girl students of the College and sensitizes



students about women's rights. The Women Cell organizes programs on legal assistance, women's health and self-defense training which help in boosting the status of women. The women cell organizes various awareness programs on Gender equality, Women literacy to discourage the sexual-imbalance in the society.

The Committee time to time visits in each departments and enquires girl students' problems. Complaints/grievances to the Girl students are regarded with utmost seriousness and take appropriate action. However, **there is no sexual harassment case** during last 05 years of the College.

Prohibition of Ragging among Students of the College

POLICY-

Ragging is brought to bear for the purposes of dominant status of freshly enrolled students or students who are in any way considered junior or inferior by other students. The College has a well constituted Anti-Ragging Committee to strictly prohibited Ragging in any them within the premises of College as well as on public transport.

MECHANISM-

St. Paul College is consistently engaged in sensitization of students to our constitutional obligations, to make students as a good citizen.

The College includes individual or collective acts or practices against ragging such as:

- The Principal of the College or Anti-Ragging Committee shall take immediate action on any information of the occurrence of ragging.
- If the Principal of the College or Anti-Ragging Committee is satisfied that for some reason, shall direct or order rustication of a student or students for a specific number of period, admired to a programme of study in a College, departmental examination for one or more years or that the results of the student or students concerned in the examination or examinations in which they appeared be cancelled.
- Cancellation of admission from the college.



- Withholding/withdrawing scholarship/fellowship and other benefits.
- Suspend from appearing in any Internal /semester end examination or other evaluation process.
- To hold the results of Internal /semester end examination of the college.
- Prohibit from representing the college in any national or international tournament, youth festival, etc.
- Suspend temporarily from the institution for periods varying from 1 to 4 semesters or equivalent period.
- Dismiss from the college and consequent debarring from admission to any other college/institution.
- Fine up to Rs. 25,000/-
- However, **there is no such case** during last 05 years of the College.

