



SHRI SHANKARACHARYA MAHAVIDYALAYA

Junwani- Bhilai

“CODE OF CONDUCT”

(For Governing Body, Staff & Students)



CODE OF CONDUCT

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1. Code of conduct for Governing body

The following code is suggested as a model. It provides a statement of the broad principles by which the Governing Body Members of the College could operate. It may be adopted as it stands or adapted to reflect different governing bodies' ways of working. In either case it should be thoroughly discussed and supported by every governor before being formally agreed.

GENERAL

The Principal is responsible for the day to day management of the College, the implementation of policy and the operation of the curriculum. Governor have a responsibility for determining, monitoring and keeping under review, the policies, plans and procedures within which the College operates.

Principals responsibilities: Day-to-day management of the College, Implementation of policy

Governing Body Members' responsibilities: Determining, monitoring and keeping under review, the policies, plans and procedures within which the College operates.

The main aim of the College is to raise the educational achievement of all its pupils.

1. The governing body will contribute most effectively to this aim by focusing on its three roles:
 - 1.1 To provide a strategic view of where the College is heading
 - 1.2 To act as a critical friend by providing support and advice to the College
 - 1.3 To hold the College to account for the educational standards it achieves and the quality of the education it provides.
2. All Governing Body Members have equal status. Although Governing Body Members are appointed and elected by competent authorities their central concern is the welfare of the College as a whole.
3. Governing Body Members have a general duty to act fairly and without prejudice at all times.
4. In so far as they have, or share, responsibility for the employment of staff, Governing Body Members should fulfill all reasonable expectations of a good employer.



5. Governing Body Members do not act alone but as members of a corporate team. Individual Governing Body Members have power only when it is designated specifically to them by the whole governing body.

CONDUCT

1. Governing Body Members should express their views openly within meetings but accept collective responsibility for all decisions.
2. Governing Body Members should only speak or act on behalf of the governing body when they have been specifically asked to do so.
3. All visits to College should be undertaken within a framework which has been established by the governing body and agreed with the Head of the Institution.
4. In responding to criticism or complaints relating to the College, Governing Body Members should refer to the College's 'Complaints Procedure' for the correct procedure to be followed and advise the complainant accordingly.
5. Governing Body Members have a responsibility to maintain and develop the ethos and reputation of the College. Their actions within the College community should reflect this.



2. Code of Conduct for Staff

2.1 Teaching Staff

I. TEACHERS AND THEIR RESPONSIBILITIES

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) Maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the



conduct of university and college examinations, including supervision, invigilation and evaluation; and

- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS Teachers should:

- (i) Respect the right and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;



- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES

Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi) Should adhere to the conditions of contract;
- (vii) Give and expect due notice before a change of position is made; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS



Teachers should:

(i) Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should:

- (i) Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life;
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

2.2 Non-Teaching Staff

1. Every staff employed in the college shall discharge his/her duties efficiently and diligently and shall conform to the rules and regulations. 1 (a) It shall be the day of the staff employed in the private college to do any work in connection with an examination conducted by the University or any college, which he/she is required to do by the Vice-Chancellor or the Registrar of the University/by the Principal of the College, as the case may be.
2. No Staff employed in a college shall absent himself from his/her duties without prior permission. In case of sickness or absence on medical ground, a medical certificate to the satisfaction of the college authorities shall be produced within a week.



3. No Staff employed in a college shall engage directly or indirectly in any trade or business. In the case of remunerative work like private tuition etc., specific sanction of the college authorities in writing shall be abstained.
4. (a) No staff employed in the college shall send any application for employment under any other agency, except through the secretary.
(b) The secretary shall not withhold any such application. It shall, however, be open to the committee to prescribe reasonable conditions for relieving him.
5. When a staff employed in a college seeks to accept honorary work without detriment to his/her duties prior permission of the secretary in writing shall be obtained.
6. Any staff employed in a college when involved in criminal proceedings shall inform the committee of each proceeding.
7. No staff employed in a college shall engage himself/herself in any political activity. He/ She shall not associate with any political party or any organization which takes part in politics or shall subscribe to, or assist in any other manner, any political movement.
8. No staff employed in a college shall contest or participate in or canvas for any candidate in any election.
9. No staff employed in a college shall bring or attempt to bring any political or other influence on his/her superior authority in respect of his/her individual service interests.
10. No staff employed in a college shall engage himself/herself or participate in any activity which is anti-secular or which tends to create disharmony in society or in any demonstration which is prejudicial to the interests of the sovereignty and integrity of India, the security of States, friendly relation with foreign States, Public order, decency or morality or which involves contempt of court, defamation or incitement to an offence.
11. No staff employed in a college shall indulge in any criticism of the policies of the Government either directly or indirectly or participate in activities which bring disrepute to the Government.



3. Code of conduct for Students

3.1 Admission Procedure

1. Principal of the college reserves all the rights of admission to the institution. However, the institution is abided by general rules and regulations by the University.
2. Acceptable modes of payments are POS by credit/ debit cards, through electronic instruments viz. Demand drafts, crossed cheques or through NEFT/ PayTM to the institutional bank account.
3. Candidates belonging to EWS/ BPL class are facilitated with fee exemptions, as the institution holds for education far better than business. Further, students having International/ National certifications in NSS/ NCC/ Sports/ Cultural are considered for scholarships, subject to their application.

3.2 In-Campus & Out-Campus protocol

1. Students shall behave with dignity and courtesy inside and outside the college.
2. Students shall observe strict modesty in dress. Boys can wear formal dress (Trousers & Shirt), Jeans and Shirt. Girls can wear Salwar Suit, Jeans and Shirt or Kurti. Both boys and girls must not wear T-shirt and tight fit wears.
3. Wearing the ID card is necessary for students of all sections and years. Even, students should wear their identity cards inside the campus and also when attending any meetings outside the campus as well. Any violation of these orders will lead to disciplinary action.
4. Using mobile phones during the college hours, especially while attending lectures and during examination hours is strictly prohibited. Anybody found with a mobile, if any, this will be treated as a misconduct of behaviour and will be a subject of applicable disciplinary actions.
5. Girl students are not allowed to leave the institute premises during the institute timings. If a girl student wants to leave the institute for some valid reasons before the closing of institute timing she has to get a “Gate Pass” undersigned by the concerned Head of Department and approved by the Principal/ Additional Director compulsorily.



6. Students shall not entertain visitors without prior permission in the campus. Students are expected to read notices/circulars displayed on the college notice board. Ignorance of not reading any notice/circular displayed shall not be accepted as an excuse for failing to comply with the directions contained in it.
7. Spitting, consuming alcohol, smoking and throwing bits of paper inside the institute campus are strictly prohibited and banned inside the campus and must be avoided. Refrain from possessing, consuming or distributing alcohol, harmful drugs, narcotics, Gutkhas, chewing gums and smoking cigarettes. Any violation of these orders will lead to disciplinary action.
8. Do not scribble on the desks or the black board or on the walls of the college and hostel.
9. Students are forbidden from entering the institute office during unspecified hours. This may be done under serious unavoidable circumstances with consideration of the principal/additional director of the institution.
10. Students are advised not to harm the reputation of the institute or individual (alumni, students, institute staff and college associates) through any social or electronic media.
11. Practice of destroying or damaging the institute property comes under serious punishable offences. Students should not destroy/ damage/ deface, remove the institute property, disturb or injure a person under the pretext of celebrating/inducting/pledging or for any other reason like rivalry etc. The cost of any damage so caused will be recovered from the students collectively if the responsibility for it cannot be fixed on any individual or group of individuals.
12. It is unlawful as well as inhuman act for any student to mutilate any tree, shrub, or herbaceous plant or remove any identification sign or tag attached to it.
13. Students are not allowed to convene any kind of meeting in the campus or any sort of fund collected without the permission of the HOD/ Director/ Additional Director or to circulate/display any kind of notice among students or on black boards or on notice board without the written permission of the HOD/ Director/ Additional Director. No information or report should be sent to press or board-casting agencies and placement



companies without the permission and approval of the HOD/ Director/ Additional Director.

14. Students shall not indulge in any kind of misdemeanour bringing opprobrium to the institution. Inform the college of any changes in personal details or address.
15. All vehicles should be parked in the allotted place. No vehicle will be allowed to enter the institute premises during the institute timings. Students coming by two wheelers have to compulsorily wear Helmet. Two wheelers will not be parked without Helmet. Vehicles found parked in unauthorized places shall be impounded. However, the students are expected to bring a common vehicle/ public transport at least twice in a week.
16. Bus and hostel facilities are subject to availability as well as occupancy. Students who want to avail bus and hostel facility in between the session will have to pay full fee for the session. Moreover, students who are not availing the bus and hostel facilities but caught travelling in bus or staying in the hostel rooms will be charged with applicable fine.
17. **Once get admitted to the institution, students become part of the institution family. Therefore, while attending any event/ function inside or outside the premises, the students are supposed to maintain decorum of themselves, their upbringing and the institution.**

3.3 Hostel admission and administration

1. The institution has its own women hostel named “Ubhay Bharti Girls’ Hostel” facilitated with 79 rooms having a total of 240 beds. Hostel administration seriously looks after the cleanliness of rooms and surroundings along with health and hygiene of food. Diet chart is scheduled by taking the weather and climatic conditions into consideration.
2. Separate boys’ hostel is under process. Meanwhile, boys are accommodated to “Anand Lahri” jointly with engineering students.
3. In-time & Out-time are maintained very strictly. In case of early out-time (before 8:30AM) and delayed In-time (after 6:00PM), parents’ consent is compulsory along with undersigned application from the relevant body.



4. Late night parties, loud sound systems along with consumption of alcohol, narcotics, tobacco products, Gutkha, beetle leaves is strictly banned within the building premises.

NOTE: Ragging is strictly not allowed under any circumstances, neither in the campus nor in the hostel. If any student is found doing so, he/ she will face strict disciplinary action against him/ her. All unavoidable disputes are subject to Durg jurisdiction.

NOTE: If any student is suffering from any disease(s)

18. (a) Level of Misconduct and Indiscipline Level 1 All acts of violence and all forms of mob activities such as gheraos, sit-ins or any variation of the same which disrupt the normal academic and administrative functioning of the Institute and/or any act which incites or leads to violence.
19. Gheraos, laying siege or staging demonstrations around the residence of any member of the SSMV community or any other form of coercion, intimidation or disturbance of right to privacy of the residents of the campus.
20. Sexual harassment of any kind which shall also include:
 1. Sexual proposition/advancements, sexually graphic comments of a body, unwelcome touching, patting, pinching or leering or persistent offensive or sexual jokes and/or vulgar comments.
 2. Eve-teasing or disrespectful behaviour or any misbehaviour with a girl student, woman staff member/visitor. Ragging in any form.

Level 2

21. 1. Committing forgery, tampering with the Identity Card or Institute records, impersonation, misusing Institute property (movable or immovable), documents and records, tearing of pages, defacing, burning or in any way destroying the books, journals, magazines and any material of the library or unauthorized photocopying or possession of library books, journals, magazines or any other material.
2. Furnishing false certificates or false information in any manner to the Institute.



3. Arousing communal, caste or regional feeling or creating disharmony among students.
4. Using insulting, inciting, threatening language when talking with fellow students inside or outside the campus. Students talking or behaving in any manner inside or outside the institutions in a way that would bring disrepute to the institutions.
5. Use of abusive, defamatory or derogatory language against any member of the Institute Community.
6. Causing or colluding in the unauthorized entry of any person into the Campus or in the hostel. Accommodating unauthorized guests or other persons in hostels.
7. Indulging in acts of gambling, possessing or consuming or distributing alcohol, harmful drugs, illegal narcotics, ghutkas and smoking cigarettes in the Institute premises.
8. Damaging or defacing any property of the Institute.
9. Misusing institute resources and facilities such as library, software, computers and internet or causing any type of damage to intranet and computer security system of the institute.
10. Harming reputation of the institute or individual (fellow students and institute staff) through social and electronic media.
11. Not disclosing one's identity when asked to do so by a faculty member or employee of the Institute who is authorized to ask for such identity.
12. Improper behaviour while on tour or excursion.
13. Violation of security and safety rules notified by the Institute.
14. Any other offence under the law of land.
15. Any intimidation or insulting behaviour towards a student, staff or faculty or any other person.
16. Any other act which may be considered by the Chairman/Director General/Director or any other competent authority to be an act of violation of discipline and conduct.



22. **Punishment for Violation of SSMV Institute Rules and Regulations:** The competent authority may impose any of the following punishments on any student

found guilty of any of the acts of indiscipline or misconduct and violation of General and Academic Rules and Regulation of the institute.

For Level 1 of Misconduct and Indiscipline

1. Expulsion from the institute and/ or hostel.
2. Rustication up to four semester period and/or declaring the entire SSMV Campus out of bounds.
- 3 Fine up to Rs. 50,000/- (In case of Ragging as per Supreme Court ruling)
- 4 Logging of FIR with the Police.

For Level 2 of Misconduct and Indiscipline and Violation of General and Academic Rules and Regulations

1. Admonition/ Reprimand and submission of bond or affidavit on Rs. 10/- stamp paper duly notarized.
2. Deduction of marks from General Proficiency Marks and Teacher Assessment Marks.
3. Fine up to Rs. 20,000/-
4. Recovery of any kind, such as scholarship/fellowship, any dues, cost of damages etc.
5. Withdrawal of any or all facilities available to a student as per, SSMV Rules (such as Scholarship/Fellowship, hostel etc.)
6. Suspension from the institute for a specific period.

General Guidelines for Implementation of Punishments

1. No punishment shall ordinarily be imposed on a student unless he/she is found guilty of the offence for which he/she has been charged by a proctorial or any other inquiry committee after following the normal procedure and providing due opportunity to the student to defend himself.
2. Students found guilty in any in-disciplinary activity by the Proctorial board, one “Red Mark” will be marked against his / her profile. Further if number of such red marks exceeds



to 3 during his/her entire course duration, he/she will be automatically debarred from the campus placement and hostel if he/ she is a hosteller. Further red marks may result in to expulsion from the institute.

3. However, if a student improve his / her conduct, behaviour, attendance, percentage of marks and takes keen interest in student welfare, he/ she can give application to the proctorial board to remove red marks. If board is satisfied with the improvement, then the board may remove such red marks from the student's profile.

4. In case the Chairman or any competent authority is of the opinion that on the basis of the available material and evidence on record, a prima facie case exists against a student, he may order suspension of the student including withdrawal of any or all facilities available to a bonafide student pending proctorial or any other inquiry.

5. In case any dispute arises with regard to the interpretation of any of these Rules the matter shall be referred to the Chairman/ Director General, whose decision thereon shall be final.

6. The Management is not responsible for the loss, theft, or damage of any personal property owned, operated, or possessed by the student, guest(s), parents, or family members which may be held, located or stored in any residence unit or anywhere else on the institution-owned or leased property. The student understands and expressly agrees to accept all risks of such losses or damages.

23. Hostel Rules and Regulations

1. Student seeking to avail hostel facility has to note that hostel accommodation will only be allotted to studious students who believe leading a spartan life and remain disciplined. Every student before room allotment in hostel shall give an undertaking with respect to

2. The acceptance of rules and regulations, along with duly filled General Information form and Immunization Record.

3. Rooms are allotted on the basis of the criteria & procedure laid down by the authorities and the Sole Discretion of chief warden from time to time. No change in room will be permitted during the session. Please see SOP- Hostel S01: Availing Hostel Facility.



4. Hostellers must always keep their Hostel Identity Card in their possession.
5. Students are advised to be properly dressed during breakfast, lunch and dinner.
6. Hostel Fee once paid will not be refunded except for the security amount. No hostel fee will be refunded in case of expulsion of any students from the hostel involved in any kind of indiscipline activities. Please see: Information Regarding Refund of Fee.
7. Hostel Rooms are furnished with Bed, Mattress, Ceiling Fan, Study Table & Chair, Tube light set (complete) and a Ward robe. Students are required to check all these items while taking charge of the room. Once a room is handed over, no item will be replaced then after.
8. Boarder should not keep expensive article in their room. Authorities will not be responsible for any loss or theft of such items. Boarders will be held fully responsible for any loss or damage to the electric fitting, furniture of any other property in their room and hostel premises.
9. Item may be replaced /repaired on advance payment basis. Please see SOP- Hostel S04: Complaint Procedure for Maintenance in Hostel
10. It is the responsibility of the inmates to do their best for maintaining discipline, peace and harmony in the hostel. The senior students are advised to set good examples to their juniors. Creating noisy or unruly scenes in Hostel or destroying academic ambience in any manner will also mean instant vacation of hostel accommodation.
11. Any activity of the inmates observed to be prejudicial and detrimental to the smooth and peaceful functioning of the college hostel will be viewed seriously by the management and disciplinary action will be taken against those found guilty.
12. Misuse of electricity, water and other facilities will be liable for penalty. Students are advised to switch off all electrical gadgets before leaving their rooms and create an example of good hostlers. Use of Room Heater, Water heater, Immersion Rod, Electric iron, Room coolers of any other electric application in room is STRICLYBANNED.



13. No students shall enter the kitchen or give instructions to the cooks or other servants.
Complaints regarding food, service etc if any, may be brought to the notice of the Mess Manager.
14. Smoking, chewing tobacco, consuming alcoholic drinks or any other intoxicating drugs etc. are strictly prohibited. Any inmates, if found indulging in such practices, shall be asked to vacate the hostel without any notice.
15. Students, while going out, shall enter the time of leaving, purpose and proposed time of return in the register. While returning they shall also enter the time of return in the same register. Please see SOP- Hostel S02: Leave Procedure for Hostellers.
16. Day scholars or any outsiders cannot be called to hostel rooms. Any hostler found accompanying a day scholar in hostel or facilitating a day scholar's stay will immediately asked to vacate the hostel. No boarder shall permit any other person to live in his/ her room.
17. Inmates shall not entertain any beggars, vendors or any other persons inside the hostel premises.
18. Coming late in the night after Institute Main Gate is closed is NOT AT ALL acceptable and amounts to violation of hostel rules. Over stayal without prior sanction of warden will not be permitted. Defaulters will be dealt with strictly and habitual late comers may be asked to vacate the hostel
19. During college hours no student allowed to remain in the hostel without the permission of Hostel Warden.
20. No Backup electricity will be provided in the hostel when classes are running.
21. **Anti Ragging RAGGING is a CRIMINAL offense. SSMV, Meerut is a NO-RAGGING Zone.**
22. Ragging constitutes one or more of any of the following acts:
 1. 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;



2. 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;
3. 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;
4. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
5. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students;
6. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
7. 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;
8. 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;
9. 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.



23. **Punishment for Culprits** SSMV, Bhilai shall consider one or more of the following punishments for students involved in ragging

1. Cancellation of admission
2. Suspension from attending classes
3. Withholding/withdrawing scholarship/fellowship and other benefits
4. Debarring from appearing in any test/examination or other evaluation process
5. Withholding results
6. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
7. Suspension/expulsion from the hostel
8. Rustication from the institution for period ranging from 1 to 4 semesters
9. Expulsion from the institution and consequent debarring from admission to any other institution
10. Lodging of an FIR with the police
11. Monetary penalty of up to Rs. 50,000/- (Rs. Fifty Thousand)
12. 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.
13. **Anti Ragging Squad** Several senior faculty members are nominated to the **Anti Ragging Squad**. All students are encouraged to approach them without any hesitation in case of ragging.

