

REPORT OF ANTI RAGGING COMMITTEE , GRIEVANCE REDRESSAL CELL AND PREVENTION OF SEXUAL HARASSMENT COMMITTEE

Anti Ragging Committee

The college has an Anti Ragging Committee. As per the directives of the UGC, an Anti Ragging Cell/Squad has been constituted in order to keep the ragging activities under control. The present list of the Squad/ Cell members is listed below.

A close liaison with the students' union and the squad members is maintained so that sensitivity & prevention of ragging in the new sessions can be achieved. Every year the college distributes leaflets containing the names of the entire Anti ragging squad and Anti ragging cell members along with their cell nos among the freshmen so that for any emergency they can get helplines. In front of College premises and hostels, there are holders containing the Anti-ragging act and punishments are hanged. Also, small holders of anti-ragging are displayed in classroom areas and sensitive areas (CC Camera not covered) . Further during the admission process an undertaking in the prescribed format from each admitted students which is mandatory is collected. From 2021, as per UGC guidelines DO. No F.3-2/2021 (ARC) dated 7 October,2021, online antiragging undertakings are taken from students through www.antiragging.in and www.amanmovement.org which are uploaded in college website. The present Anti-ragging committee consists of the following members that include student's members also.

Link to online antiragging undertakings on Websites:

<https://golaghatcommercecollege.org/anti-ragging/>

Anti Ragging

Golaghat Commerce College has zero tolerance for ragging and is proud to state that they are ragging free. Students are informed to follow the act and ensure a ragging free campus.

To ensure compliance as per the UGC Regulations on curbing the menace of ragging in higher educational institutions, 2009, the Anti Ragging committee is formed with the Principal as the chairperson and convenor and members are appointed from time to time. The 'anti- ragging policy' adopted by the Institute is aimed at:

1. Creation, development and nurturing of a conducive, socio- academic environment within the student population.
2. Generating and maintaining a high level of confidence within new entrants and their parents' guardians to perceive that fresh entrants to the Institute are welcomed and provided support, rather than being harassed and intimidated.
3. Keeping in place an integrated system to discourage and prevent any negative acts like 'ragging' by the seniors which disrupts the socio academic integration of new entrants.
4. Prescribing deterrent measures for any violation of the 'Anti Ragging Policy' by way of disciplinary measures.

The steps taken to implement anti- ragging on and off campus are:

1. Newly admitted students are instructed and informed about the anti- ragging policy and reach the Anti Ragging Committee in case they face any problem.
2. There is a Freshers' Social at the departmental level and as well as General Freshers' Social with due consent from the college authority to be held in presence of faculty members.
3. The Union Body members are included in the committee. This helps to prevent ragging at the micro- level.

Students found guilty beyond the above points will be dealt with strictest actions based on the extent of behaviour.




Principal
Golaghat Commerce College
Golaghat, Assam, India

ANTI RAGGING COMMITTEE 2016-17

1. Principal : Dr. Jatindra Nath Saikia
2. Co-Ordinator : Dr. Karabi Devi
3. Members : Dr. R. L. Bora,
Mr. L. D. Saikia,
Mr. Anup Kr. Das,
Dr. P. N. Sarma,
Mr. T. K. Saikia,
Mrs. Moonmoni Baruah
Mr. Manash Pratim Sarma
Mrs. Rinki Das
Mr. Sasanka Saikia
Mrs. Sharmila Dutta
Mr. Aftabor Rahman
4. Representative of Local Media : Mr. Amit Nagori
5. Representative of Non-teaching Staff : Ms. Nayanmoni Doley
6. Representative of Parents : Biren Bora
7. Representatives of Student Union

ANTI RAGGING COMMITTEE 2017-18

1. Principal : Dr. Jatindra Nath Saikia
2. Co-Ordinator : Dr Karabi Devi
3. Members : Mr. L. D. Saikia,
Mr. Anup Kr. Das,
Dr. P. N. Sarma,
Mr. T. K. Saikia,
Mrs. Moonmoni Baruah

Mr. Manash Pratim Sarma

Mrs. Rinki Das

Mr. Sasanka Saikia

Mrs. Sharmila Dutta

Mr. Aftabor Rahman

4. Representative of Local Media : Mr. Amit Nagori
5. Representative of Non-teaching Staff : Ms. Nayanmoni Doley
6. Representative of Parents : Mr. Biren Bora
7. Representatives of Student Union

ANTI RAGGING COMMITTEE 2018-19

1. Principal : Dr. Jatindra Nath Saikia
2. Co-Ordinator : Dr Karabi Devi
3. Members : Mr. Anup Kr. Das,
Mrs. Moonmoni Baruah
Mr. Manash Pratim Sarma
Mrs. Rinki Das
Mr. Sasanka Saikia
Mrs. Sharmila Dutta
Mr. Aftabor Rahman
4. Representative of Local Media : Mr. Amit Nagori
5. Representative of Non-teaching Staff : Ms. Nayanmoni Doley
6. Representative of Parents : Mr. Biren Bora
7. Representatives of Student Union

ANTI RAGGING COMMITTEE 2019-20

1. Principal : Mr. Anup Kr Das
2. Co-Ordinator : Dr. Karabi Devi
3. Members: Mrs. Moonmoni Baruah
Mr. Manash Pratim Sarma

Mrs. Rinki Das

Mr. Sasanka Saikia

Mrs. Sharmila Dutta

Mr. Aftabor Rahman

4. Representative of Local Media : Mr. Amit Nagori
5. Representative of Non-teaching Staff : Ms. Nayanmoni Doley
6. Representative of Parents : Mr. Biren Bora
7. Representatives of Student Union

ANTI RAGGING COMMITTEE 2020-21

1. Principal : Dr. Utpal Sarma

2. Co-Ordinator : Mrs. Nandini Baruah

3. Faculty : Mr. Pronab Pathori

Mrs. Sarmila Dutta Tamuly

Dr. Karabi Devi

Mr. Sasanka Saikia

Mrs. Reema Baruah

Dr. Rinki Das

Mrs. Sonashree Das

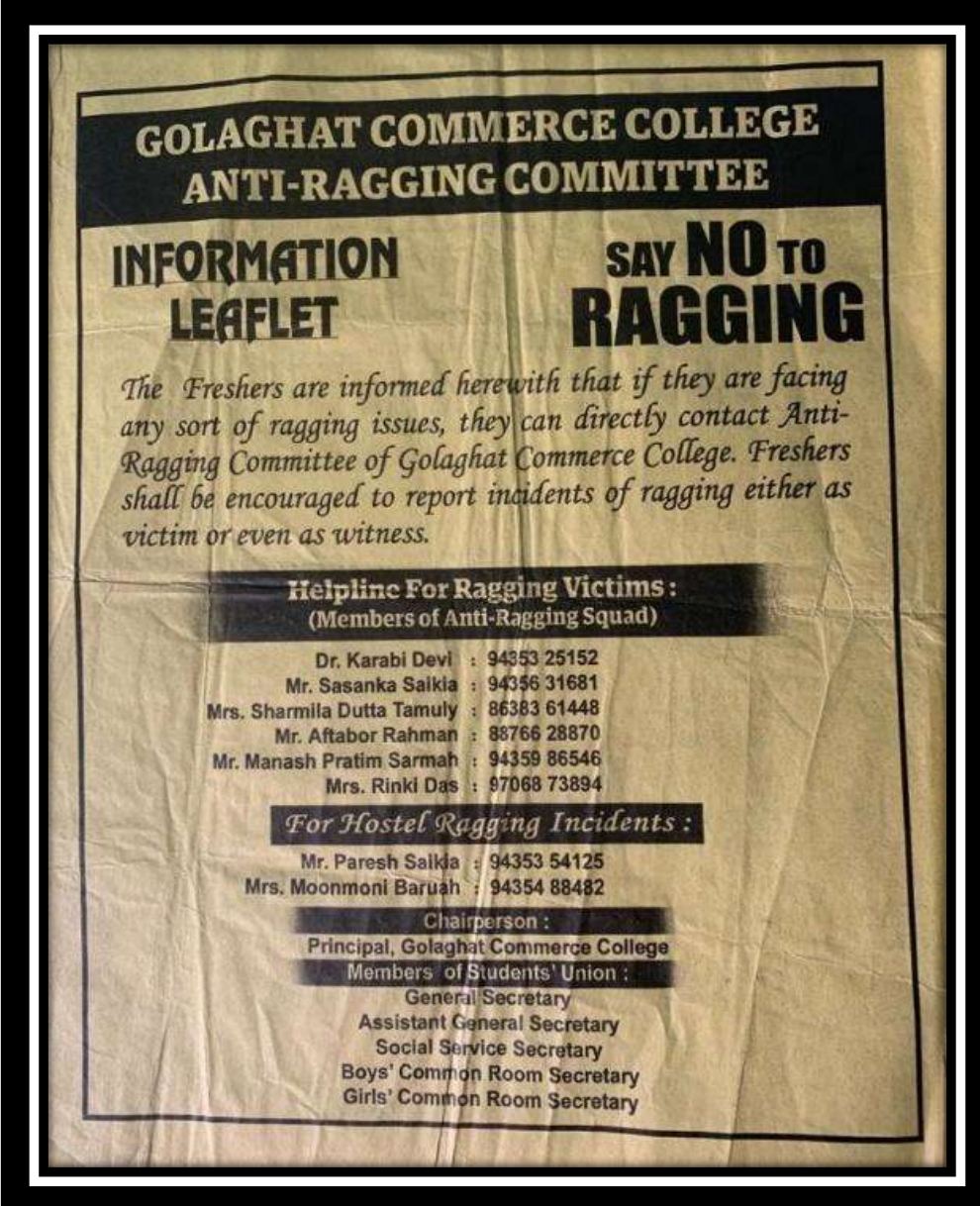
Dr. Papari Nayak

Mr. Partha Protim Biswashi

- 4 . Representative of Local Media : Mr. Amit Nagori
5. Representative of Non-teaching Staff : Ms. Nayanmoni Doley
6. Representative of Parents : Mr. Kula Bora
7. Representatives of Student Union

Anti Ragging leaflet

Anti Ragging Leaflets are distributed among the freshers in the college campus and also in the hostel premises where the contact numbers of Anti Ragging Committee members are listed. In case of any emergency they can contact the committee members.



**GOLAGHAT COMMERCE COLLEGE
ANTI-RAGGING COMMITTEE**

**INFORMATION
LEAFLET** **SAY NO TO
RAGGING**

The Freshers are informed herewith that if they are facing any sort of ragging issues, they can directly contact Anti-Ragging Committee of Golaghat Commerce College. Freshers shall be encouraged to report incidents of ragging either as victim or even as witness.

Helpline For Ragging Victims :
(Members of Anti-Ragging Squad)

Dr. Karabi Devi : 94353 25152
Mr. Sasanka Saikia : 94356 31681
Mrs. Sharmila Dutta Tamuly : 86383 61448
Mr. Aftabur Rahman : 88766 28870
Mr. Manash Pratim Sarmah : 94359 86546
Mrs. Rinki Das : 97068 73894

For Hostel Ragging Incidents :

Mr. Paresh Saikia : 94353 54125
Mrs. Moonmoni Baruah : 94354 88482

Chairperson :
Principal, Golaghat Commerce College

Members of Students' Union :

General Secretary
Assistant General Secretary
Social Service Secretary
Boys' Common Room Secretary
Girls' Common Room Secretary

Committee Meetings

Anti Ragging committee meetings are held from time to time, specially before the commencement of the new classes. All the committee members take active participation in these by extending their valuable suggestions.



Anti Ragging related office order

Notices, related to ragging, are served regularly among the students to keep them updated about any latest guideline issued by the UGC

Office of the Principal :: Golaghat Commerce College :: Golaghat – 785621

Date: 10/11/2021

NOTICE

It is hereby informed to all the students that UGC has made compulsory for each student to submit an online Antiragging Undertaking each year at either of the two designated websites :

www.antiragging.in
www.amanmovement.org

For details information contact : 7896580888 / 9435325152

Principal
Golaghat Commerce College
Golaghat-785621

Principal
Golaghat Commerce College
Golaghat

Anti Ragging Awareness programme

Anti Ragging awareness programme, organised by All Assam Students' Union(AASU), was held in the college campus. A street play was enacted by the students of the college where they beautifully explained the dire consequences of this menace.



Anti Ragging Signboard / Hoarding

Anti Ragging posters and hoardings are displayed here and there inside the college campus. Moreover there are signboards just at the entrance of the college in order to curb this menace.







REPORT ON GRIEVANCE REDRESSAL CELL

GRIEVANCE REDRESSAL CELL: GOLAGHAT COMMERCE COLLEGE

Introduction

Golaghat Commerce College has constituted Grievance Redressal Cell according to the guidelines of the Government and UGC to realize the primary need of the students, teaching and non-teaching staffs. The GRC is institutionalized to find out the solution for the problems like Sexual harassment-physical or mental, complaints like classroom teaching-classroom management, non-completion of syllabus, teaching methods/strategy etc.

The Grievance Redressal Cell (GRC) aims to look into the complaints or suggestion lodged by any student, teaching and non-teaching staff and redress it as per requirement. The students, teaching and non-teaching staff can state their grievance regarding any academic and non-academic matter within the campus through online and complaint/suggestion box. The college GRC aims at solving the grievances of the students, teaching and non-teaching staff as soon as possible within the stipulated time. The GRC members are constituted according to the guidelines of UGC with its chairperson and members and special invitee. The victims by any means can approach the member of GRC in person or put their grievances in written form at drop boxes. The drop boxes are regularly monitored/checked by the members of the GRC.

Aims and Objectives

- 1) To create platform for collection of different grievances of overall management of college from the students, teaching and non-teaching staffs.
- 2) To invite suggestion for the improvement of the overall management of the college from the students, teaching and non-teaching staffs.
- 3) To create and maintain a genuine and healthy academic atmosphere in the college campus.
- 4) To inform and communicate the concern Authority for appropriate solution of such grievances.
- 5) To advise students to respect the rights and dignity of one another and show utmost restraint.
- 6) To encourage the students to express their grievances freely.
- 7) To provide the students access to immediate hassle free, resource to have their grievances redressed.

Where is the Grievance Box installed

The Complaint/Suggestion Box is installed at two different places in the campus viz. **Office of the Student Union**, and one at **RUSA Building** the campus for convenience of all concerned. Students, teaching and non-teaching staffs can drop the complaint/grievances in the box at any time.

Sent the grievances via online

The students, teaching and non-teaching staff can send their grievances by filling the Google form below.

https://docs.google.com/forms/d/e/1FAIpQLSeC1uctMWpp68_hT4EMf8dlz9AThazyCEpaDqKqRY38LroDhQ/viewform?usp=sf_link

Redressal Mechanism of GRC

1. The complaint Box has been installed in the college in two different places. The students, teachers and non-teaching staffs can drop their grievances/suggestions.
2. The GRC shall consider any individual grievances or suggestion in written form/through online form only from the students, teaching and non-teaching staff of the college regarding academic and non-academic matter.
3. Upon the receipt of a genuine complaint, the GRC will address in the committee with a definite time frame of 14 days or earlier as per the gravity of the situation and the committee will intimate the Authority of the College.
4. Based on the nature of the complaint/suggestion and severity of its possible impact, the Principal will take appropriate action to proceed on addressing the concerns while keeping the ethics of the institutions.




Principal
Golaghat Commerce College
Golaghat, Assam, India

Members:

1. Mrs. Anamika Hazarika
2. Mrs. Neetima Sarmah
3. Mr. Dibeyndu Palit
4. Mrs. Junti Duwarah
5. Mr. Manash Protim Sarmah
6. Mr. Rinki Das.
7. Hamin Sultana
8. Mr. Manash Pratim Hazarika
9. Mr. Ankur Borah
10. Mr. Basab Gogoi (student)
11. Ms. Silpa Dam (student)

Advisory Board:

1. Dr. Jiban Jyoti Kakoty
2. Mr. Arindam Bora
3. Mrs. Meghali Saikia
4. Dr. Chinzakhum Vaiphei

1. REPORT ON OBSERVANCE OF HUMAN RIGHTS DAY & AWARENESS PROGRAMME ON FUNDAMENTAL RIGHTS & DUTIES

The Grievance Redressal Cell and Entrepreneurship Career Guidance & Placement Cell, Golaghat Commerce College, Golaghat, Assam in Collaboration with District Legal Services Authority, Golaghat, Assam have observed the Human Rights Day by organizing an Awareness Programme on 10/12/2021, Friday at Rana Tamuly Memorial Auditorium, Golaghat Commerce College at 12.45 pm. The occasion was marked to create awareness among the teaching staff, office staff and students regarding the Fundamental Rights and Duties. The meeting was initiated and anchored by Bhaskar Kakoty, coordinator, ECGPC and later presided over by the Vice Principal of Golaghat Commerce College, Dr. Pradip Borthakur. The District Legal Services Authority Chairman, Vinod Kumar Chandak, delivered the purpose of observing the Human Rights Day. The other invited guests mentionable, First-Class Judicial Magistrate of Golaghat Tulika Deka, lawyers Kanwaljeet Kaur and Mallika Baruah briefed about different Fundamental Rights and Duties mentioned in the Constitution of India. Respected faculties, Anamika Hazarika and Shankar jyoti Doley shared their thoughts and views in relation to the theme of the programme. Around 250 number of students of the college participated in the programme.



Kaboru, Assam, India

Golaghat Commerce College Road.bWard no 10,
Golaghat, Assam 785621, India
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Kaboru, Assam, India

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Golaghat, Assam 785621, India
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Human rights day observed

Assam Rising , Golaghat, Dec 11: Human Rights Day was observed yesterday at Golaghat Commerce College. Supported by District Legal Services Authority Golaghat and in association with Grievances and Redressal Cell, Entrepreneurship, Career Guidance and Placement Cell of Golaghat Commerce College, Human Rights Day was observed . To mark the occasion an awareness meet on Fundamental Rights and Duties was held . The meeting was presided over by the Vice Principal of Golaghat Commerce College Dr Pradip Borthakur. The purpose of observing Human Rights Day was delivered by District Legal Services Authority Chairman Vinod Kumar Chandak. First Class Judicial Magistrate of Golaghat Tulika Deka, lawyers Kanwaljeet Kaur and Mallika Baruah briefed about different Fundamental Rights and Duties mentioned in the Constitution of India. The meeting was anchored by Bhaskar Kakaty. Anamika Hazarika, Shankarjyoti Doley, Arindam Bora along with several other faculty members, students and other staff were present in the same.

2. REPORT ON 'ANTI RAGGING AWARENESS' : An Awareness programme on Anti-Ragging was organised jointly by the Grievance Redressal Cell and Anti-Ragging Committee of Golaghat Commerce College at 11.00AM, ON 6th November, 2020 at Rana Tamuly Memorial Auditorium, Golaghat Commerce College. The invited speaker for the programme was Ms. Reema Baruah, Advocate, Golaghat Bar Association. The speaker in her speech intimated the students about the menace of ragging, its consequences, the landmark judgement of the Supreme Court in the year 2001 (Vishwa Jagriti Mission Vs Central Government of India) and the UGC guidelines 2009 about anti-ragging. In this meeting all the members of Grievance Redressal Cell, Anti-Ragging Cell along with 76 number of students were present and their attendance made it a successful one.





Kaboru, Assam, India

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785621, India
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Long 93.980395°
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**REPORT OF PREVENTION AGAINST
SEXUAL HARASSMENT COMMITTEE**

Prevention of Sexual Harassment Policy document



**POLICY FOR PREVENTION OF
SEXUAL HARASSMENT**

GOLAGHAT COMMERCE COLLEGE

Jyoti Nagar, Golaghat

Assam-785621

Website: <https://golaghatcommercecollege.org/contact-us/>

Email Id: pcomm_glt@bsnl.in

Document Owner:

**Prevention of Sexual Harassment Committee,
Golaghat Commerce College**

Document Classification: Internal

Released: December 24, 2021



POLICY STATEMENT

Golaghat Commerce College is committed to providing a campus that is free of sexual harassment irrespective of gender, race, caste, creed, religion, place of origin, sexual orientation, disability, or economic status. The college's students, faculty, and non-teaching staff, and others associated with the college have the right to be in an environment free from any form of discrimination and conduct which can be considered harassing, coercive, or disruptive, particularly behaviours that are tantamount to sexual harassment as defined in this policy. This policy ("Policy") will assist individuals who believe they have been subjected to sexual harassment, seek support and remedial action.

The college is committed to take all necessary steps to ensure that none of its members and others associated with it are subject to sexual harassment and will enforce this Policy to the fullest extent if necessary. This Policy is also in furtherance of requirements of the legislation – The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made to this law in 2013 (collectively referred to as 'law'). In addition, this Policy shall be read with reference to any provisions of the Regulations, rules and other policies of the college, as applicable. Relevant guidelines of the Ministry of Human Resource Development, Government of India, and the University Grants Commission, may also be referred in the implementation of this Policy.

1.0 WHAT CONSTITUTES SEXUAL HARASSMENT

Sexual harassment includes any one or more of the following unwelcome acts or behaviours (whether directly or by implication):

- (a) physical contact and advances;
- (b) a demand or request for sexual favours;
- (c) making sexually coloured remarks;
- (d) showing pornography; or
- (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Further, the following circumstances may also amount to sexual harassment if it occurs or is present in relation to any other act of sexual harassment:

- (a) implied or explicit promise of preferential treatment;
- (b) implied or explicit threat of detrimental treatment;
- (c) implied or explicit threat about present or future;
- (d) interference with work or creating an intimidating or offensive or hostile environment; or
- (e) humiliating treatment likely to affect health or safety.

2.0 SCOPE AND APPLICABILITY

The College strongly condemns and prohibits sexual harassment against all genders. Sexual harassment is unlawful, and this Policy will apply to all Students, Faculty, Non-teaching staff, and individuals engaged by or associated with the Institute and its Campus, regardless of their position, nature, and duration of their involvement.

2.1 INTERNAL COMMITTEE

In furtherance to the law, the College has constituted an INTERNAL COMMITTEE (“IC”) to further gender sensitization (e.g., through regular sensitization workshops for all stakeholders) and to investigate allegations of sexual harassment at the Campus. The Institute reserves the right to add to, remove, or replace the IC members from time to time.

2.2 PREVENTION

In order to ensure that the college Campus is ‘harassment free’, as a preventive measure, the IC shall undertake regular sensitization workshops for all. For the IC to consider and initiate any process, a complaint has to be submitted by the aggrieved person(s). Complaints should be made in writing or via email, not later than 3 months from the date of occurrence of the alleged incident (in case of a series of incidents, within a period of 3 months from the date of the last incident). Friends, relatives, colleagues, students, faculty and staff members, or any other associate of the aggrieved person may file the complaint in only such situations where the aggrieved person is physically or mentally unable to make a complaint.

The complaints submitted should be clear and include details of the incident(s), supporting facts and related documents, names of individuals involved and the names, addresses and details of the witnesses, if any. [The IC may extend the time limit not exceeding an additional three months, if it is satisfied that there were unavoidable circumstances which prevented the aggrieved person from filing a complaint within the said period.] Therefore, the IC is restricted under the law from considering any Complaint which is more than 6 months after the alleged incident of sexual harassment has occurred.

It is also the duty of the college to necessarily assist the complainant, if the complainant chooses to initiate action under the Indian Penal Code, 1860 ("IPC").

2.3. RESOLUTION PROCESS

Conciliation: Before the IC initiates an inquiry into the complaint, the complainant may request the IC (in writing/email) to settle the matter between the complainant and the respondent through conciliation. However, no monetary settlement shall be made the basis of the conciliation. In the event a settlement has been reached, and duly recorded

by the IC, further inquiry shall not be conducted.

Inquiry: All claims of sexual harassment will be promptly and thoroughly investigated by the IC in accordance with the principles of natural justice and the provisions of law. Neither the complainant nor the respondent shall be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before the IC. Process of conducting Inquiry shall broadly comprise of the following steps:

1. The IC shall, upon receipt of the valid complaint, send one copy of the complaint to the respondent within a period of seven (7) days of such receipt.
2. Upon receipt of the copy of the complaint, the respondent shall file a reply along with the list of documents and names, addresses, and details of witnesses within a period of ten (10) days.
3. As mandated by the law, the inquiry has to be completed within a period of ninety (90) days from the receipt of the complaint. The inquiry report, with IC recommendations, if any, has to

be submitted within ten (10) days from the completion of the inquiry to the Principal. A copy of the findings and/or recommendations shall also be provided to the complainant and the respondent.

4. The Principal shall act on the recommendations of the IC within a period of thirty (30) days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

5. An appeal against the findings and/or recommendations of the IC may be filed before the Principal by either complainant or the respondent, within a period of thirty (30) days from the date of the recommendations.

6. If the Principal decides not to act as per the recommendations of the IC, it shall be only on the basis of reasons recorded and conveyed to the IC, complainant, and the respondent. If on the other hand the Principal decides to act as per the recommendations of the IC, then a show cause notice, answerable within ten (10) days, shall be served on the person against whom action is decided to be taken. The Principal shall proceed only after considering the due reply or hearing the aggrieved person.

Towards ensuring that this Policy and its provisions for the protection of employees and students from sexual harassment do not get misused, the IC may make any provisions against false or malicious complaints. In the event the IC determines that the complaint is false or malicious, or that false or misleading information was provided during its proceedings, the IC shall recommend strict disciplinary action against such person.

It is hereby clarified that mere inability to substantiate a complaint or provide adequate proof shall not by itself imply a false or malicious complaint.

Interim redressal: Even while an inquiry is pending, the IC may, on considering the request of the complainant, recommend to the Director for certain interim measures, including, whereby the Institute may, (a) transfer the complainant or the respondent to another or department to minimize the risks involved in contact or interaction; (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months; (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant; (d) ensure that respondent(s) are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus; (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimization as a consequence of

making a complaint of sexual harassment. The Principal shall act on any such recommendations of the IC within a period of thirty (30) days.

2.4 CONFIDENTIALITY

All incidents/grievances reported will be treated seriously, sensitively and with utmost confidentiality as is practically possible. Contents of the complaint, the identity and addresses of the complainant, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the IC and the action taken by the college must be treated as confidential by all involved parties. If any person entrusted with the duty to handle the complaint, inquiry or any recommendations of the IC, contravenes his/her confidentiality obligation, he/she shall be liable to disciplinary action, in accordance with the Regulations, rules and other policies of the Institute, as applicable.

3.0 CORRECTIVE ACTIONS

3.1. Corrective action for students

Where the respondent is a student of the Institute and is found guilty of sexual harassment, depending upon the severity of the offence, the IC may recommend any or a combination of the following penalties for sexual harassment or unwelcome sexual conduct - (the following list is not exhaustive)

- (i) Warning, reprimand, or censure.
- (ii) Community service such as cleaning campus such as the football field, cleaning classrooms, etc.
- (iii) Award reformatory punishments, including any form of mandatory counselling.
- (iv) Curtailment of privileges, including denial of access to certain facilities; denial of scholarships; etc.
- (v) Bar on representing the Institute in any co-curricular/extra-curricular activities.
- (vi) Removal and/or bar on holding any positions of responsibility.
- (vii) Suspension or expulsion from the College

3.2 Corrective action for Faculty/Non-teaching staff/other employees If the respondent is an employee of the Institute and is found guilty of sexual harassment,

then the IC may recommend any or a combination of the following penalties for sexual harassment or unwelcome sexual conduct - (the following list is not exhaustive)

- (i) Warning, reprimand, or censure.
- (ii) Award reformatory punishments, including any form of mandatory counselling.
- (iii) Declare as ineligible to be course instructor, or to evaluate or administer any program or course or student related academic activities, for a prescribed period not exceeding one year.
- (iv) Withholding increments and promotions.
- (vi) Suspension.
- (vii) Termination of employment.

4.0 GENERAL

I. All Students, Faculty, and Non-Teaching Staff at the Institute have a responsibility in contributing to a mature and respectful Campus. All Students, Faculty, and Non-Teaching Staff are personally responsible for their actions and must ensure that their behaviour does not constitute sexual harassment whether it happens deliberately or inadvertently.

II. The college reserves the right to modify and amend the provisions of this Policy, so as to comply with applicable legal requirements, Regulations, rules and other policies of the college, as applicable, or with a view to fine tune or alter the provisions of this Policy to the extent deemed necessary by the college from time to time. If any of the provisions contained herein are found to be invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired.

Authorisation



Ms. Anamika Hazarika
Convenor
Committee for Prevention of Sexual Harassment



Dr. Utpal Sarma
Principal
Golaghat Commerce College
Principal
Golaghat Commerce College
Golaghat, Assam, India

Committee Members

1. Mrs. Anamika Hazarika – Convener
2. Mrs. Mondira Bora
3. Mrs. Neetima Sarmah.
4. Mrs. Jyotirupa Bora
5. Dr. Nabami Gogoi
6. Mrs. Bonti Kalita
7. Mrs. Julee Dutta
8. Mrs. Reema Baruah
9. Mrs. Swadhinata Gogoi
10. Mrs. Sneha Hazarika
11. Mrs. Nayanmoni Doley

1. Report on a Talk “Sexual Harassment: Prevention, Prohibition, and Redressal”

Invited Speaker: Mrs. Mallika Baruah, Advocate, Golaghat Bar Association and panel member, DLSA

Date: 11/12/2021

Time: 1pm onwards

Venue: Rana Tamuly Memorial Auditorium

Organized by: Sexual Harassment against Women Committee in collaboration with Women’s Cell, Golaghat Commerce College, Golaghat, Assam.

A talk on “Sexual Harassment: Prevention, Prohibition and Redressal” was held on 11th December, 2021 at Golaghat Commerce College. The event was chaired by Mrs. Anamika Hazarika, Coordinator, Sexual Harassment Committee, Golaghat Commerce College. The welcome address was delivered by Mrs. Hazarika wherein she stressed on creating awareness on sexual harassment regardless of any gender. She also stated how awareness can be a weapon for prevention as it can help one measure the perception of sexual harassment in their respective fields. The objective of the event was delivered by Ms. Himadri Gogoi, Secretary, Women’s Cell, Golaghat Commerce College. Ms. Gogoi in her speech said that the institute aims at promoting a healthy environment that will generate awareness about sexual harassment among teachers as well as students. She also said that to develop a system for the prevention and redressal of sexual harassment occurrences in the institution was the main motive behind organizing the talk. The principal of the college, Dr. Utpal Sarma also shared his insights on the same. Immediately after, Mrs. Mallika Baruah delivered her talk which extensively focused

on the legal aspects concerning sexual harassment especially on women. In her deliberation she elaborated on the behaviours that are considered harassment and how essential it is to identify the problem and address it. She also stated in her talk that if not addressed quickly, the harassment can worsen and become more difficult to rectify. Following that a constructive interactive session took place where both teachers and students shared their respective views and opinions. The event was hosted by Ms. Swadhinata Gogoi, Assistant Secretary, Women's Cell, Golaghat Commerce College. The event ended with the vote of thanks delivered by Ms. Sonashree Das, Zonal Secretary, Women's Cell, Golaghat Commerce College.



Talk on sexual harassment held

Assam Rising

Golaghat, Dec 16: A talk on sexual harassment titled "Sexual Harassment: Prevention, Prohibition and Redressal", jointly organized by Sexual Harassment Committee and Women's Cell was held at Golaghat Commerce College December, 11. Anamika Hazarika, Coordinator of the Sexual Harassment Committee gave the welcome address and Himadri Gogoi, Secretary of the Women's Cell stated the objective of the programme. Dr. Utpal Sarma, Principal of the college then gave his remarks on the programme. Thereafter, the invited speaker, Mallika Baruah, advocate of Golaghat Bar Association and a panel member of District Legal Services Authority, sensitized the students and staff of Golaghat Commerce College on what behaviours may be counted as sexual harassment, how it can be prevented and what legal protections are available for the victims of sexual harassment. In the interactive session that followed, Dr. Nabami Gogoi, Dr. Karabi Devi, Dr. Pradip Bora, Shankarjyoti Doley, Sangita Das and a few students shared their opinions. The programme, hosted by Swadhinata Gogoi ended with a vote of thanks by Sonashree Das.