

SANTOSH DEEMED TO BE UNIVERSITY

POLICY ON PROMOTION OF EQUITY

As per the UGC Regulations No. 14-3/2012(CPP-II), dated 17-12-2012 and Notification dated 19-01-2013 on Promotion of Equity in Higher Educational Institutions, of Santosh Deemed to be University ("**University**"), has constituted the Policy on Promotion of Equity to promote to address social and regional equity and Physically challenge

1. OBJECTIVES

The University will take appropriate measures:

- 1.1. To formulate the policy to investigate and review complaints or grievances on provision of equity / discriminations of students and faculties.
- 1.2. To safeguard the interest of students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability.
- 1.3. To eliminate discrimination against or harassment of any student in all forms by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
- 1.4. To promote equality among students of all sections of the society.
- 1.5. To prohibit discrimination against students belonging to Schedules Castes / Schedules Tribes in admissions:
 - 1.5.1. by breach of the policy of reservation in admissions as may be applicable;
 - 1.5.2. in accepting applications for admission of such students;
 - 1.5.3. in the way in which an application is processed;
 - 1.5.4. in the arrangements made for, or the criteria used in, deciding who should be offered admission as a students;
 - 1.5.5. by withholding or refusing to return any document in the form of certificates of degree / diploma etc., deposited with the University by such a student for the purpose of seeking admission, with a view to inducing or compelling such a student to pay any fee or fees in respect of any course or programme of study which he / she does not intend to pursue.
 - 1.5.6. by demanding money in excess of the specified in the declared admission policy;
 - 1.5.7. by denying or limiting access to any benefit arising from such enrolment provided by the University;
 - 1.5.8. by treating unfavourably in any way in connection with the student's enrolment to a specific standard of class or area of study, training or instruction.
- 1.6. To prohibit all persons and authorities from harassing or victimizing any student:

- 1.6.1. by announcing, verbally or otherwise, in the class, the names of the castes, tribes, religion or region of the students;
 - 1.6.2. by labeling students as reserved category in the class;
 - 1.6.3. by passing derogatory remarks indicating caste, social, regional, racial or religious background as reason of under-performance in the class;
 - 1.6.4. by allotting differential time to any student to meet faculty as compared to other students;
 - 1.6.5. by keeping any student idle in the laboratory and not allowing him / her to work even if he / she is allowed to enter;
 - 1.6.6. by earmarking separate seats to any student or a group of students in the reading hall;
 - 1.6.7. by following differential treatment to any student regarding issue of books or journals, or magazines etc.;
 - 1.6.8. by treating any student or section of students separately in utilizing the sports facilities on the basis of their caste, creed, region or religion.
- 1.7. To prohibit discrimination in evaluation on the basis of caste, creed, religion, language, ethnicity, gender and disability:
- 1.7.1. by not properly evaluating and re-evaluating examination papers or such students and by giving them less marks;
 - 1.7.2. by delaying declaration of results of any student or section of students.
- 1.8. To prohibit discrimination against the students on the basis or caste, creed, religion, language, ethnicity, gender and disability:
- 1.8.1. by segregating such students from other in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc;
 - 1.8.2. by indulging in acts of ragging specifically targeting against students;
 - 1.8.3. by doing anything which disrupts or disturbs the regular activities of such students;
 - 1.8.4. by an act of financial extortion or forceful expenditure put on such students;
 - 1.8.5. by not allowing such students to participate in the cultural programmes or any sports events.
- 1.9. To promote equality among all sections of the students without prejudice to their belonging to any social group and for this purpose it shall establish an Equal Opportunity Cell and appoint an Anti-Discrimination Officer who shall not be below the rank of a Professor.
- 1.10. To prohibit discrimination against the students on the basis or caste, creed, religion, language, ethnicity, gender and disability:
- 1.10.1. by not giving full information about fellowships related matters;
 - 1.10.2. by withholding or stopping the fellowships meant for students.
- 1.11. To prohibit any conduct by any person or group of persons in the University, whether by words spoken or written or by any act which has the effect of ragging on students.

- 1.12. To educate the educational fraternity and public and raise public awareness on the importance of equality and overcoming any form of caste based discrimination and harassment against students belonging to the marginalised sections.
- 1.13. To ensure the strict implementation of all constitutional provisions and protective measures in respect of students belonging to Schedules Castes / Schedules Tribes.
- 1.14. To ensure dissemination of information by uploading anti-discrimination measures and punishments for breach as well as general public awareness material on the University website.

2. PUNISHMENT

- 2.1. The University shall appoint an Anti-Discrimination Officer who shall be appointed by [the Vice Chancellor].
- 2.2. Whosoever commits any act of discrimination or harassment as specified in these regulations against any student or section or students, shall be dealt with through the following processes:
- 2.3. on receipt of a written complaint, the Anti-Discrimination Officer shall initiate follow-up action including preliminary fact finding inquiry, if he considers necessary;
- 2.4. on recommendation of the Anti-Discrimination Officer, the University shall take appropriate follow-up action;
- 2.5. upon the receipt of the report, in case of students, appropriate action shall be taken in accordance with the provisions or statutes or ordinances or regulations of the University or UGC regulations on ragging or any other regulations in force;
- 2.6. In case of teaching and non-teaching staff, the competent authority appropriate action shall be taken in accordance with the provisions or statutes or ordinances or regulations of the University or service rules as applicable to the employees of the University.
- 2.7. Punishment shall be commensurate with nature of the discrimination or harassment and may include.
- 2.8. The Anti-Discrimination Officer decide such complaints within a maximum period of 60 (sixty) days from the date of receipt or submission.

3. INFORMATION ABOUT THE COMPLAINT

- 3.1. A complaint about discrimination or harassment may be made in writing by the student or his parent irrespective of whether the discrimination or harassment is alleged to have taken place within or outside the University.
- 3.2. The complaint shall include sufficient details of the alleged act of discrimination or harassment.

3.3. The complaint shall be made to the Anti-Discrimination Officer for proper follow up.

4. APPEAL

- 4.1. Subject to provisions made by the University, any person aggrieved by an order made by the Anti-Discrimination Officer may prefer an appeal against such order within a period of 90 (ninety) days from the date of the order, to the [Vice Chancellor].
- 4.2. Provided that the [Vice Chancellor] may entertain an appeal after the expiry of the said period of 90 (ninety) days, if he / she is completely satisfied that the appellant had sufficient cause for not preferring the appeal within the period of 90 (ninety) days.

A

SANTOSH DEEMED TO BE UNIVERSITY

POLICY ON PROMOTION OF EQUITY

As per the UGC Regulations No. 14-3/2012(CPP-II), dated 17-12-2012 and Notification dated 19-01-2013 on Promotion of Equity in Higher Educational Institutions, of Santosh Deemed to be University ("**University**"), has constituted the Policy on Promotion of Equity to promote to address social and regional equity and Physically challenge

1. OBJECTIVES

The University will take appropriate measures:

- 1.1. To formulate the policy to investigate and review complaints or grievances on provision of equity / discriminations of students and faculties.
- 1.2. To safeguard the interest of students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability.
- 1.3. To eliminate discrimination against or harassment of any student in all forms by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
- 1.4. To promote equality among students of all sections of the society.
- 1.5. To prohibit discrimination against students belonging to Schedules Castes / Schedules Tribes in admissions:
 - 1.5.1. by breach of the policy of reservation in admissions as may be applicable;
 - 1.5.2. in accepting applications for admission of such students;
 - 1.5.3. in the way in which an application is processed;
 - 1.5.4. in the arrangements made for, or the criteria used in, deciding who should be offered admission as a students;
 - 1.5.5. by withholding or refusing to return any document in the form of certificates of degree / diploma etc., deposited with the University by such a student for the purpose of seeking admission, with a view to inducing or compelling such a student to pay any fee or fees in respect of any course or programme of study which he / she does not intend to pursue.
 - 1.5.6. by demanding money in excess of the specified in the declared admission policy;
 - 1.5.7. by denying or limiting access to any benefit arising from such enrolment provided by the University;
 - 1.5.8. by treating unfavourably in any way in connection with the student's enrolment to a specific standard of class or area of study, training or instruction.
- 1.6. To prohibit all persons and authorities from harassing or victimizing any student:



- 1.6.1. by announcing, verbally or otherwise, in the class, the names of the castes, tribes, religion or region of the students;
 - 1.6.2. by labeling students as reserved category in the class;
 - 1.6.3. by passing derogatory remarks indicating caste, social, regional, racial or religious background as reason of under-performance in the class;
 - 1.6.4. by allotting differential time to any student to meet faculty as compared to other students;
 - 1.6.5. by keeping any student idle in the laboratory and not allowing him / her to work even if he / she is allowed to enter;
 - 1.6.6. by earmarking separate seats to any student or a group of students in the reading hall;
 - 1.6.7. by following differential treatment to any student regarding issue of books or journals, or magazines etc.;
 - 1.6.8. by treating any student or section of students separately in utilizing the sports facilities on the basis of their caste, creed, region or religion.
- 1.7. To prohibit discrimination in evaluation on the basis of caste, creed, religion, language, ethnicity, gender and disability:
- 1.7.1. by not properly evaluating and re-evaluating examination papers or such students and by giving them less marks;
 - 1.7.2. by delaying declaration of results of any student or section of students.
- 1.8. To prohibit discrimination against the students on the basis or caste, creed, religion, language, ethnicity, gender and disability:
- 1.8.1. by segregating such students from other in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc;
 - 1.8.2. by indulging in acts of ragging specifically targeting against students;
 - 1.8.3. by doing anything which disrupts or disturbs the regular activities of such students;
 - 1.8.4. by an act of financial extortion or forceful expenditure put on such students;
 - 1.8.5. by not allowing such students to participate in the cultural programmes or any sports events.
- 1.9. To promote equality among all sections of the students without prejudice to their belonging to any social group and for this purpose it shall establish an Equal Opportunity Cell and appoint an Anti-Discrimination Officer who shall not be below the rank of a Professor.
- 1.10. To prohibit discrimination against the students on the basis or caste, creed, religion, language, ethnicity, gender and disability:
- 1.10.1. by not giving full information about fellowships related matters;
 - 1.10.2. by withholding or stopping the fellowships meant for students.
- 1.11. To prohibit any conduct by any person or group of persons in the University, whether by words spoken or written or by any act which has the effect of ragging on students.

- 1.12. To educate the educational fraternity and public and raise public awareness on the importance of equality and overcoming any form of caste based discrimination and harassment against students belonging to the marginalised sections.
- 1.13. To ensure the strict implementation of all constitutional provisions and protective measures in respect of students belonging to Schedules Castes / Schedules Tribes.
- 1.14. To ensure dissemination of information by uploading anti-discrimination measures and punishments for breach as well as general public awareness material on the University website.

2. PUNISHMENT

- 2.1. The University shall appoint an Anti-Discrimination Officer who shall be appointed by [the Vice Chancellor].
- 2.2. Whosoever commits any act of discrimination or harassment as specified in these regulations against any student or section or students, shall be dealt with through the following processes:
- 2.3. on receipt of a written complaint, the Anti-Discrimination Officer shall initiate follow-up action including preliminary fact finding inquiry, if he considers necessary;
- 2.4. on recommendation of the Anti-Discrimination Officer, the University shall take appropriate follow-up action;
- 2.5. upon the receipt of the report, in case of students, appropriate action shall be taken in accordance with the provisions or statutes or ordinances or regulations of the University or UGC regulations on ragging or any other regulations in force;
- 2.6. in case of teaching and non-teaching staff, the competent authority appropriate action shall be taken in accordance with the provisions or statutes or ordinances or regulations of the University or service rules as applicable to the employees of the University.
- 2.7. Punishment shall be commensurate with nature of the discrimination or harassment and may include.
- 2.8. The Anti-Discrimination Officer decide such complaints within a maximum period of 60 (sixty) days from the date of receipt or submission.

3. INFORMATION ABOUT THE COMPLAINT

- 3.1. A complaint about discrimination or harassment may be made in writing by the student or his parent irrespective of whether the discrimination or harassment is alleged to have taken place within or outside the University.
- 3.2. The complaint shall include sufficient details of the alleged act of discrimination or harassment.



3.3. The complaint shall be made to the Anti-Discrimination Officer for proper follow up.

4. APPEAL

4.1. Subject to provisions made by the University, any person aggrieved by an order made by the Anti-Discrimination Officer may prefer an appeal against such order within a period of 90 (ninety) days from the date of the order, to the [Vice Chancellor].

4.2. Provided that the [Vice Chancellor] may entertain an appeal after the expiry of the said period of 90 (ninety) days, if he / she is completely satisfied that the appellant had sufficient cause for not preferring the appeal within the period of 90 (ninety) days.





SANTOSH

Deemed to be University

(Established u/s 3 of the UGC Act, 1956)

F. No. SU/R/2022/2190

Dated.24.09.2022

**Subject: Re-Constitution Anti-Ragging Committee of Santosh
Deemed to be University, Ghaziabad, NCR Delhi**

* * * * *

The Anti-Ragging Committee of Santosh Deemed to be University is re-constituted consisting of the following members:

1. Dr. Shalabh Gupta,
Dean-Academics and
Professor & HOD, Surgery - Chairperson
2. Dr. Rajiv Ahluwalia,
Dean-Students Welfare and
Professor & HOD,
Orthodontics & Dentofacial Orthopaedics - Member
3. Dr. Dakshina Bisht,
Director-IQAC - Member
4. Dr. Sushil Gaur,
Medical Superintendent - Member
5. Dr. Geeta Gupta,
Professor of Microbiology - Member
6. Dr. Rani Srivastava,
Professor of Clinical Psychology - Member
7. Dr. Neeraj Grover,
Professor & HOD of Oral Pathology,
Santosh Dental College - Member
8. Dr. Chetna Arora,
Professor of Conservative Dentistry &
& Endodontics - Member

Alpame

9. Shri. S. Chakravarti,
GM-Admin.

- Member

The above Committee will look after the complaints if any received from the students and convene its meeting within 24 Hours. The committee should enquire the complaint according to the UGC Regulations as circulated vide this office letter No. SU/R/2021/409 dated 08.02.2021 (**Copy enclosed**). The recommendations/Minutes of the Committee to be sent to the Academic Section (hard copy as well as soft copy) for information and further necessary action.


[DR.ALPANA AGRAWAL]

REGISTRAR



Encl: As above

Distribution: As above

Copy to:

1. The Secretariat
2. The Chancellor
3. The Vice Chancellor
4. Dean, Santosh Medical College & Hospital
5. Dean, Santosh Dental College & Hospital
6. Dean-Academics
7. Medical Superintendent
8. Director-IQAC
9. Finance Officer
10. Director-Personnel / GM (Admn.)
11. Guard file



SANTOSH

Deemed to be University

(Established u/s 3 of the UGC Act, 1956)

NOTIFICATION

F.No. SU/R/2021/409

Dated: 08.02.2021

Subject: To Curb the Menace of Ragging- Santosh Deemed to be University

As per the Regulations 2009 of the **University Grants Commission [NO.F.1-15/2009[ARC] dated 29.06.2016] Medical Council of India & Dental Council of India** and the directions of these Regulatory Bodies from time to time regarding to Curb the Menace of Ragging. There are further directions of the D.G., Medical Education & Training, **Government of Uttar Pradesh** and the directions of the Honorable **Supreme Court of India** regarding (i) "WHAT CONSTITUTES RAGGING" AND (ii) "ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING" states as under and the **same are circulated to all the students of the Medical & Dental Colleges for their information and strictly compliance:**

I. WHAT CONSTITUTES 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. 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.
- c. Indulging in rowdy or in disciplinary 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.
- d. Asking any student to do any act which such student will not in the ordinary course do and which has the effect or 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.
- e. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- f. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.

- g. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- h. Any act of physical abuse including all variants of it: sexual abuse, homosexual assault, stripping, forcing obscene and lewd acts, gesture, causing bodily harm or any other danger to health or person.
- i. 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.
- j. Any act that affects the mental health and self-confidence of a fresher or any other student.

With or without an intend to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

II. ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING :-

The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed hereunder:

- a. The Anti-Ragging Committee of the institution 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 any 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 specific period.

[DR. V. P. GUPTA]
REGISTRAR

8-2-21

Distribution:

1. All students of Santosh Medical & Dental Colleges
2. All Notice Boards of Medical/ Dental College, Hospital, Boys/ Girls Hostel.
3. PS to Chancellor / Vice Chancellor, Santosh Deemed to be University.
4. Dean, Santosh Medical/ Dental Colleges/Dean Academics.
5. Medical Superintendent



SANTOSH

Deemed to be University
(Established u/s 3 of the UGC Act, 1956)

NOTIFICATION

F. No. SU/R/2023/457

Dated.15.02.2023

Subject: Re-Constitution of Internal Complaints Committee (ICC) of Santosh Deemed to be University, Ghaziabad, NCR Delhi as per UGC Regulations dated 02.05.2016

* * * * *

Ref. : The Notification No.SU/R/2021/1621 Dated 03.07.2021

The Internal Complaints Committee of Santosh Deemed to be University is re-constituted consisting of the following members as approved by the Board of Management in its 45th meeting held on 05.11.2019 and in accordance with the University Grants Commission's Regulation dated 02.05.2016.

Senior Women Faculty Member:

1. Dr. Dakshina Bisht - Chairperson
Director IQAC,
Professor of Microbiology

Two Faculty Members with some experience in Social Work:

2. Dr. Deepika Agarwal - Member
Professor of Community Medicine
3. Dr. Rajiv Ahluwalia - Member
Prof. & HOD of Orthodontics and
Dentofacial Orthopaedics, SDCH, GZB

Two Non-teaching Employees with some experience in Social Work:

4. Shri S. Chakravarthy - Member
General Manager (Admin.)
5. Shri Vaibhav Bhatnagar - Member
General Manager (Admission Cell)

Algo

Two Students each at UG & PG Level:

6. Ms. Aditi Singh - Member
UG Level-MBBS (2019-20 Batch)
7. Dr. Vidushi Bhardwaj - Member
PG Level-MD Respiratory Medicine
(2021-22 Batch)

One NGO Member familiar with issues relating to Sexual Harassment nominated by the Executive Authority:

8. Dr. Radhika Batra - Member
Director, Every Infant Matters

Note: Half of the total members of the Committee shall be women.

The Terms and Conditions of the Internal Complaints Committee are enclosed as approved by the Board of Management in its 45th meeting held on 05.11.2019 in accordance with the University Grants Commission's Regulation dated 02.05.2016.

The above Committee may submit a copy of its report to the Academic Section for the information and necessary action for further submission to the Vice – Chancellor, Santosh Deemed to be University.


[DR. ALPANA AGRAWAL]
REGISTRAR

Encl: As above

Distribution: As above

Copy to:

1. The Secretariat
2. The Chancellor
3. The Vice Chancellor
4. Dean, Santosh Medical College & Hospital
5. Dean, Santosh Dental College & Hospital
6. Dean-Academics
7. Director-IQAC
8. Director-Personnel / GM (Admin)
9. Guard file



* * * * *



SANTOSH

Deemed to be University

(Established u/s 3 of the UGC Act, 1956)

OFFICE OF THE REGISTRAR

F. No. SU/R/2022/2182

Dated: 23.09.2022

Subject : Re-constitution of Students Grievance Committee of
Santosh Deemed to be University, Ghaziabad, Delhi NCR

* * * * *

The Students Grievance Committee of Santosh Deemed to be University is re-constituted consisting of the following members:

- | | | |
|---|---|----------|
| 1. Dr. Alka Agrawal,
Dean, Santosh Medical College & Hospital | - | Convener |
| 2. Dr. Akshay Bhargava,
Dean, Santosh Dental College & Hospital | - | Member |
| 3. Dr. Rajiv Ahluwalia, Dean- Students Welfare
and Professor & HOD,
Orthodontics & Dentofacial Orthopaedics | - | Member |
| 4. Dr. Dakshina Bisht, Director IQAC
and Professor of Microbiology | - | Member |
| 5. Dr. Rani Srivastava,
Professor of Clinical Psychology | - | Member |

The above Committee will look after the grievances of all Under Graduate and Post Graduate students and the information about the meeting and minutes thereof may be sent to the Registrar (hard copy as well as soft copy) for the information and necessary action to the Vice-Chancellor, Santosh Deemed to be University.


[DR. ALPANA AGRAWAL]
REGISTRAR



Distribution. As above.

Copy to:

1. The Secretariat
2. Vice-Chancellor
3. Dean, Santosh Medical College & Hospital
4. Dean, Santosh Dental College & Hospital
5. Dean, Academics
6. Medical Superintendent, Santosh Hospital
7. Guard file