

Anti-Ragging Policy for COEP Technological University (COEP Tech University)

- **Preamble**

The COEP Technological University (erstwhile College of Engineering, Pune), established in the year 1854, stands as a premier institution recognized for its outstanding contributions to technical education and research. Over its illustrious history, spanning more than a century and a half, COEP Technological University has garnered a distinguished reputation for fostering academic excellence and spearheading advancements in technology. The institution's unwavering dedication to addressing global challenges through innovative solutions is complemented by its steadfast commitment to upholding the highest ethical standards.

In line with these core values, COEP Technological University unequivocally adopts and enforces a comprehensive zero-tolerance policy towards ragging. This policy is meticulously framed to align with the provisions of the Maharashtra Prohibition of Ragging Act, 1999, as well as the University Grants Commission (UGC) Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009. These legal frameworks collectively mandate stringent measures to prevent and address any instances of ragging within educational institutions.

By instituting this policy, COEP Technological University reaffirms its commitment to creating and maintaining a safe, respectful, and conducive learning environment. The policy is designed to protect the dignity and well-being of all students, ensuring that any form of ragging is met with prompt and severe disciplinary action. COEP Technological University is dedicated to

fostering an atmosphere where every student can pursue their academic and personal development without fear of harassment or intimidation.

Thus, COEP Technological University stands resolute in its efforts to eradicate the menace of ragging, thereby contributing to a culture of respect, inclusivity, and academic integrity. All stakeholders, including students, faculty, and staff, are obligated to adhere to and actively support the implementation of this anti-ragging policy, thereby ensuring a harmonious and supportive campus environment.

- **Definition of Ragging**

Ragging constitutes any act that violates the dignity of an individual, causing physical, psychological, or emotional harm.

The Maharashtra Prohibition of Ragging Act, 1999 defines “Ragging” under section 2(c) as follows: (c) “ragging” means display of disorderly conduct, doing of any act which causes or is likely to cause physical or psychological harm or raise apprehension or fear or shame or embarrassment to a student in any educational

institution and includes—

(i) teasing, abusing, threatening or playing practical jokes on, or causing hurt to, such student; or

(it) asking a student to do any act or perform something

which such student will not, in the ordinary course, willingly, do.

3. Ragging within or outside of any educational institution is prohibited.

Ragging encompasses a wide range of behaviours and actions that can have severe detrimental effects on the victim. The following points elaborate on the various forms of ragging, which include but are not limited to:

1. Teasing and Rudeness:

This involves any conduct by one or more students, whether through spoken or written words, or through actions, that has the effect of teasing, treating, or handling a fresher or any other student with rudeness. Such behaviour can manifest as making fun of an individual, mocking their appearance, behaviour, or background, and using derogatory or demeaning language. This form of ragging undermines the self-esteem and dignity of the targeted student.

2. Rowdy and Undisciplined Activities:

Engaging in rowdy or undisciplined activities that cause or are likely to cause annoyance, hardship, physical or psychological harm, or instil fear or apprehension in any fresher or other student. These activities disrupt the peace and order of the campus environment and create a climate of fear and intimidation. Such behaviour can severely impact the victim's sense of security and well-being.

3. Forced Actions:

Compelling any student to perform an act that they would not ordinarily undertake, resulting in a sense of shame, torment, or embarrassment. This includes forcing students to engage in degrading tasks, consume harmful substances, or participate in activities against their will. Such coercion adversely affects the physical and psychological health of the victim, leading to long-lasting trauma.

4. Disruption of Academic Activities:

Any act perpetrated by a senior student that prevents, disrupts, or disturbs the regular academic pursuits of another student or a fresher. This can involve obstructing attendance in classes, blocking access to educational resources, and causing disturbances in academic settings. Such actions impede the academic progress and success of the victim, hindering their educational experience.

5. Exploitation for Academic Tasks:

Utilizing the services of a fresher or any other student to complete academic tasks assigned to an individual or a group of students. This exploitation often occurs under threat or coercion, using the labour of juniors for personal academic gain. It places an undue burden on the victim and disrupts their own academic responsibilities.

6. Financial Extortion:

Engaging in acts of financial extortion or imposing a forceful expenditure burden on a fresher or any other student. This can include demanding money, valuable items, or any other financial gains under threat or pressure. Such extortion places significant financial stress on the victim and can lead to severe economic and emotional distress.

7. Physical Abuse:

Inflicting physical abuse in various forms, including sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts or gestures, and causing bodily harm or any other danger to health or person. Physical abuse results in serious injury and long-lasting trauma, severely impacting the victim's physical and mental health.

8. Verbal and Emotional Abuse:

Utilizing spoken words, emails, posts, or public insults to demean, belittle, or harm others emotionally. This includes deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture of a fresher or any other student. Verbal and emotional abuse can cause significant emotional and psychological harm, affecting the victim's self-worth and mental health.

9. Mental Health Impact:

Any act that adversely affects the mental health and self-confidence of a fresher or any other student. Such acts can lead to severe psychological issues, including anxiety, depression, and trauma. The impact on mental health can have long-term consequences on the victim's overall well-being and ability to function effectively in academic and personal life.

In summary, ragging constitutes a range of actions that violate the dignity and well-being of individuals, causing significant physical, psychological, and emotional harm. COEP Technological University is committed to eradicating such practices and ensuring a safe and respectful environment for all its students.

- **Objectives**

- 1. Prohibit Ragging:**

The primary objective is to unequivocally prohibit any conduct by one or more students that constitutes ragging in any form within the campus. This includes implementing strict regulations that define and identify acts of ragging, ensuring that all students are aware of the severe consequences of such behaviour. The institution aims to create a zero-tolerance environment where any form of ragging is immediately recognized and addressed.

2. Eliminate Ragging:

To eradicate the practice of ragging within the campus, COEP Technological University will implement comprehensive preventive measures and enforce the anti-ragging policy rigorously. This includes conducting regular awareness programs, workshops, and seminars to educate students about the harmful effects of ragging and the legal ramifications. The institution will also employ surveillance and monitoring mechanisms to detect and prevent instances of ragging, thereby fostering a safe and secure environment for all students.

3. Disciplinary Action:

To ensure accountability and serve as a deterrent, COEP Technological University will establish a robust disciplinary framework for students involved in ragging. This framework will include clear procedures for reporting and investigating incidents of ragging, followed by appropriate punitive measures. Disciplinary actions may range from suspension and expulsion to legal prosecution, depending on the severity of the offense. By enforcing stringent penalties, COEP Technological University aims to uphold justice and discourage any potential ragging activities.

4. Promote Respect and Dignity:

To cultivate a culture of mutual respect, dignity, and harmony among students, COEP Technological University will actively encourage behaviours and practices that promote inclusivity and support. This involves creating platforms for dialogue and interaction, fostering empathy, and understanding among students. The institution will also provide counselling and support services to help students develop healthy

interpersonal relationships, thereby contributing to a cohesive and respectful campus community.

Anti-Ragging Committee and Squads

Composition of the Anti-Ragging Committee

The Anti-Ragging Committee at the COEP Technological University, shall be composed of a diverse group of individuals to ensure comprehensive oversight and effective implementation of anti-ragging measures. The members of the committee will include:

1. Chairperson:

The Vice Chancellor of COEP Technological University will serve as the Chairperson of the Anti-Ragging Committee. The Vice Chancellor role as Chairperson ensures the highest level of oversight, commitment, and authority in enforcing the anti-ragging policy. The Chairperson will provide strategic direction, oversee all committee activities, and ensure that all anti-ragging measures are effectively implemented and adhered to.

2. Faculty Members:

The committee will include at least four senior faculty members, each representing different departments within the institution. These faculty members will bring a diverse array of perspectives and expertise to the committee, enhancing its ability to address various aspects of ragging. Their responsibilities will include monitoring student behaviour, conducting awareness programs, and participating in the investigation of ragging incidents.

3. Administrative Staff:

The Registrar and representatives from the administrative department will be part of the committee. Their role is crucial in providing administrative support and coordination for the committee's activities. They will ensure that all procedural and documentation requirements are met, facilitate communication within the institution, and assist in the implementation of disciplinary actions.

4. Legal Advisor:

An external legal expert will be included in the committee to provide legal guidance and ensure compliance with all relevant laws and regulations. The legal advisor will help in interpreting the provisions of the Maharashtra Prohibition of Ragging Act, 1999, and the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009. They will also assist in handling legal matters related to ragging incidents and ensuring that the institution's actions are legally sound.

5. Police Representative:

A representative from the local police station will be a part of the committee. This member will facilitate prompt action and coordination with law enforcement agencies in cases of severe ragging incidents that require police intervention. Their presence ensures that the institution has immediate access to law enforcement resources when necessary and helps in building a safer campus environment.

6. NGO Representative:

A member from a recognized non-governmental organization (NGO) involved in youth activities will be included in the committee. This

representative will bring external oversight and support, providing an independent perspective on the committee's actions. They will assist in promoting awareness about the adverse effects of ragging and in conducting programs aimed at fostering a supportive and inclusive campus culture.

7. Parent Representatives:

Two parent representatives of current students will be included in the committee. These representatives will provide a parental perspective, ensuring that the concerns of students' families are taken into account. Their involvement helps in building trust between the institution and the students' families, and they can offer valuable insights into preventive measures and support systems.

8. Student Representatives:

The committee will include two senior students and two fresher students. These student representatives will serve as the voice of the student body, providing first-hand insights into the campus environment and student dynamics. They will participate in committee discussions, assist in peer monitoring, and help in promoting anti-ragging awareness among their peers.

• Duties of the Anti-Ragging Committee

The Anti-Ragging Committee at the COEP Technological University, is entrusted with several critical responsibilities to ensure the eradication of ragging and to maintain a safe and respectful campus environment. These duties are as follows:

1. Implementation Oversight:

The committee is responsible for overseeing and ensuring the effective implementation of the Anti-Ragging Policy throughout the campus. This involves regularly reviewing and updating the policy to address emerging challenges and ensuring that all students, faculty, and staff are aware of the policy and their roles in enforcing it. The committee must also monitor adherence to the policy, ensuring that anti-ragging measures are consistently applied and that any deviations are promptly corrected.

2. Awareness Programs:

A key duty of the committee is to organize and conduct awareness programs, sensitization sessions, and workshops aimed at educating students and staff about the anti-ragging policy and the severe consequences of engaging in ragging. These programs should be designed to foster a deep understanding of the negative impact of ragging on individuals and the campus community. The committee should also develop and distribute educational materials, such as brochures, posters, and online content, to reinforce the message of zero tolerance towards ragging.

3. Complaint Handling:

The committee is tasked with monitoring and addressing complaints of ragging in a timely and efficient manner. This involves establishing a clear and accessible process for students to report incidents of ragging, ensuring confidentiality and protection for complainants. The committee must ensure that all complaints are investigated thoroughly and impartially, with a focus on protecting the rights of all parties involved. A fair and

transparent process must be maintained to build trust and confidence in the committee's ability to handle ragging incidents effectively.

4. Disciplinary Actions:

When cases of ragging are confirmed, the committee is responsible for taking appropriate disciplinary actions against the perpetrators. This includes determining the severity of the disciplinary measures based on the nature and extent of the ragging incident. Possible actions range from warnings and suspensions to expulsion and legal prosecution, depending on the gravity of the offense. The committee must ensure that justice is served while also creating a strong deterrent against future incidents of ragging. It is essential that all disciplinary actions are executed in accordance with institutional policies and legal regulations, ensuring fairness and accountability.

- **Composition of Anti-Ragging Squad**

The Anti-Ragging Squad at the COEP Technological University, is structured to ensure effective monitoring and prompt action against any instances of ragging within the campus. The squad is composed of the following members:

1. Faculty Members:

The squad will include three faculty members, each representing different academic departments within the institution. These faculty members bring diverse perspectives and expertise, which are essential for comprehensive oversight. Their responsibilities will include patrolling various areas of the campus, observing student interactions, and identifying any suspicious activities that might indicate ragging. By having representatives from

different departments, the squad can cover a wider range of the campus and ensure that no area is neglected.

2. Student Representatives:

The squad will also comprise three senior students who will play a crucial role in peer monitoring and involvement. These student representatives are selected based on their leadership qualities, integrity, and commitment to maintaining a safe and respectful campus environment. Their involvement ensures that the squad has direct insights into student dynamics and can effectively communicate with their peers. Senior students can often identify and address potential issues before they escalate, fostering a sense of accountability and mutual respect among the student body.

3. Administrative Staff:

To facilitate coordination and provide essential support, the squad will include one member from the administrative department. This administrative staff member is responsible for logistical support, maintaining records of squad activities, and ensuring that all procedural requirements are met. They act as a liaison between the squad and other institutional bodies, ensuring that the squad's findings and actions are communicated effectively to the Anti-Ragging Committee and other relevant authorities.

• Duties of the Anti-Ragging Squad

The Anti-Ragging Squad at the COEP Technological University, is entrusted with specific duties aimed at preventing and addressing ragging incidents within the campus. These duties are carried out with diligence and a commitment to

maintaining a safe and respectful educational environment. The responsibilities of the Anti-Ragging Squad are as follows:

1. Surprise Checks:

One of the primary duties of the Anti-Ragging Squad is to conduct unannounced inspections at various strategic locations within the campus. These surprise checks serve as a deterrent against ragging by creating an environment of unpredictability for potential perpetrators. The squad will visit hostels, canteens, classrooms, common areas, and other hotspots where ragging incidents are likely to occur. These checks will be carried out at different times of the day and night to ensure comprehensive coverage. The element of surprise is crucial in catching any ragging activities in the act, thereby preventing such incidents from occurring and reassuring students of their safety.

2. Monitoring:

The squad is responsible for the continuous monitoring of the campus environment to identify and report any signs or incidents of ragging to the Anti-Ragging Committee. This involves maintaining a vigilant presence across the campus, especially in areas where new students are most vulnerable. Squad members will engage with students, gather information, and observe interactions to detect any early warning signs of ragging. They will also encourage students to report any suspicious activities or incidents of ragging they witness or experience. The squad must maintain detailed records of their observations and reports, which will be communicated to the Anti-Ragging Committee for further action.

3. Investigation Assistance:

In addition to monitoring and reporting, the Anti-Ragging Squad plays a crucial role in assisting the Anti-Ragging Committee with the investigation and resolution of ragging complaints. When a ragging incident is reported, the squad will support the committee in conducting thorough and unbiased investigations. This includes gathering evidence, interviewing witnesses, and compiling detailed reports on the incident. The squad's on-ground presence and familiarity with the campus dynamics make them well-suited to provide accurate and timely information. Their assistance ensures that investigations are conducted efficiently and that all relevant facts are considered, thereby facilitating fair and just resolutions.

- **Preventive Measures**

At the COEP Technological University, a comprehensive set of preventive measures is implemented to proactively address and eliminate the occurrence of ragging. These measures are designed to foster a safe and supportive environment conducive to learning and personal growth. The preventive measures include:

- 1. Awareness Programs:**

COEP Technological University organizes regular workshops, seminars, and orientation programs aimed at educating students about the institution's stringent anti-ragging policy. These sessions highlight the legal ramifications of engaging in ragging, emphasizing the severe penalties and disciplinary actions that offenders may face. Students are informed about their rights and responsibilities, encouraging a culture of mutual respect and zero tolerance towards ragging. The programs also focus on equipping students with the knowledge and skills to identify and report ragging incidents promptly.

2. Counselling Services:

Recognizing the challenges faced by fresher students adjusting to a new academic environment, COEP Technological University provides comprehensive counselling services. These services are crucial in offering emotional support, guidance, and practical advice to help freshmen navigate their initial days at the institution. Counsellors are trained to address concerns related to ragging sensitively and confidentially, ensuring that students feel empowered to seek assistance if they encounter or witness any form of harassment. By promoting mental well-being and resilience, COEP Technological University aims to create a nurturing environment where all students feel safe and valued.

3. Information Dissemination:

Throughout the campus, COEP Technological University prominently displays anti-ragging posters, banners, and distributes informative pamphlets. These materials serve as constant reminders of the institution's commitment to preventing ragging and promoting a culture of respect. The posters and banners outline the procedures for reporting ragging incidents confidentially and provide contact information for designated authorities. By ensuring widespread visibility, COLLEGE OF ENGINEERING PUNE TECH UNIVERSITY reinforces the message that ragging is strictly prohibited and that students have access to supportive resources if needed.

4. Affidavit Submission:

As part of the admission process, every student and their parents or guardians are required to submit an affidavit affirming their commitment to abstain from any form of ragging. This affidavit acknowledges the seriousness of ragging as a punishable offense under institutional policies,

state laws, and UGC regulations. By formalizing this commitment through a signed affidavit, students and their families demonstrate their understanding of the consequences of engaging in ragging and their willingness to uphold the principles of respect and integrity within the COEP Technological University community.

These preventive measures underscore COEP Technological University's proactive approach to creating a secure and inclusive learning environment. By combining education, support services, awareness campaigns, and formal commitments, COEP Technological University strives to empower students, faculty, and staff to actively contribute to the prevention of ragging and uphold the institution's values of dignity, equality, and academic excellence. Through these initiatives, COEP Technological University reaffirms its commitment to maintaining a campus where every individual can thrive without fear of harassment or discrimination.

- **Complaint Mechanism**

Ensuring a robust and accessible complaint mechanism is crucial for promptly addressing ragging incidents and supporting victims at the COEP Technological University. The institution has implemented comprehensive measures to facilitate the reporting of ragging incidents through various channels:

1. **Complaint Box:**

COEP Technological University has installed complaint boxes in prominent and easily accessible locations across the campus. These boxes provide a confidential and anonymous platform for students to report incidents of ragging discreetly. The anonymity of the complaint box encourages students who may be reluctant to come forward due to fear or apprehension, ensuring that all reports are treated with utmost

confidentiality and seriousness. The contents of the complaint boxes are regularly monitored and reviewed by designated authorities to initiate prompt action and investigations as necessary.

2. Online Portal:

Recognizing the importance of digital accessibility and confidentiality, COEP Technological University offers an online portal dedicated to reporting ragging incidents. The portal allows students to lodge complaints securely from any location, using their personal devices. This platform ensures that students can submit detailed reports while maintaining anonymity if desired. The online portal is equipped with robust security measures to safeguard the confidentiality of information provided by complainants. Reports submitted through the portal are promptly directed to the Anti-Ragging Committee for immediate review and appropriate action, ensuring swift response and resolution of reported incidents.

3. Helpline:

COEP Technological University has established a dedicated helpline exclusively for reporting ragging incidents and seeking immediate assistance. The helpline operates round-the-clock, seven days a week, to ensure accessibility at all times, including weekends and holidays. Trained personnel manage the helpline to respond promptly to calls, provide guidance to complainants, and coordinate necessary interventions. The helpline serves as a vital resource for students who require immediate support or wish to report ragging incidents in real-time. By maintaining a responsive and supportive helpline service, COEP Technological University underscores its commitment to prioritizing student safety and well-being.

Additionally, helpline numbers will be prominently displayed in various locations across the COEP Technological University campus, ensuring easy access for students seeking immediate assistance or wishing to report ragging incidents. These numbers will be strategically placed to enhance visibility and ensure that students can quickly and conveniently reach out for support at any time. By making helpline numbers readily available throughout the campus environment, COEP Technological University aims to further facilitate prompt communication and access to essential resources, reinforcing its commitment to prioritizing student safety and well-being.

These integrated complaint mechanisms at COEP Technological University facilitate a proactive approach to addressing ragging, emphasizing transparency, confidentiality, and swift action. By offering multiple reporting options – including physical complaint boxes, an online portal, and a dedicated helpline – the institution ensures that students have accessible avenues to voice their concerns and seek assistance without hesitation. This comprehensive framework not only strengthens the institution's anti-ragging efforts but also fosters a culture of accountability and mutual respect among the campus community.

- **Disciplinary Actions**

At the College of Engineering, Pune COEP Technological University, stringent disciplinary actions are enforced to address instances of ragging promptly and effectively. The institution adheres to a structured procedure following the receipt of a ragging complaint, ensuring fairness, transparency, and adherence to legal principles. The disciplinary process unfolds as follows:

1. Preliminary Investigation:

Upon receiving a ragging complaint, the Anti-Ragging Squad initiates a preliminary investigation. This phase aims to gather factual information and initial evidence regarding the alleged incident. The squad conducts interviews with relevant parties, collects statements, and examines any available documentation or physical evidence. The objective of the preliminary investigation is to establish the veracity of the complaint and determine the severity of the alleged ragging incident.

2. Formal Hearing:

Subsequently, the Anti-Ragging Committee convenes a formal hearing to examine the findings of the preliminary investigation. The committee ensures that both the complainant and the accused are afforded the opportunity to present their respective cases, provide evidence, and call witnesses if necessary. The formal hearing adheres to procedural fairness, allowing for a comprehensive review of the facts and fostering a balanced consideration of all relevant perspectives. The committee may also invite relevant stakeholders, such as witnesses or subject matter experts, to testify and provide insights into the incident under scrutiny.

3. Disciplinary Measures:

Based on the findings from the preliminary investigation and the formal hearing, the Anti-Ragging Committee deliberates on the appropriate disciplinary measures to be imposed. The committee's decision is guided by the severity of the ragging incident and aims to ensure accountability while upholding the institution's zero-tolerance policy towards ragging. Disciplinary actions that may be imposed include, but are not limited to:

- Suspension from attending classes for a specified period: Temporarily barring the accused student from participating in academic activities, lectures, and educational events within the institution.
- Debarment from appearing in examinations for one or more terms: Prohibiting the accused from taking examinations or assessments for a specified period, thereby impacting their academic progress.
- Withholding of academic results: Delaying the release of academic grades, transcripts, or certifications until the completion of disciplinary proceedings.
- Expulsion from the institution and cancellation of admission: Terminating the accused student's enrolment at COEP Technological University, resulting in the immediate cessation of academic privileges and rights associated with institutional membership.
- Filing a criminal case with the local police, involving legal prosecution: In cases involving severe or criminal acts of ragging, the committee may recommend initiating legal proceedings against the accused. This step aims to enforce accountability under applicable laws and regulations, seeking judicial redress and punitive measures as deemed necessary.

These disciplinary measures are implemented in accordance with established institutional policies, statutory regulations, and the principles of natural justice. COEP Technological University remains committed to ensuring that all disciplinary actions are proportionate, fair, and conducive to maintaining a secure and respectful campus environment. By rigorously enforcing these measures, the

institution aims to deter future incidents of ragging and uphold its commitment to fostering a culture of integrity, respect, and academic excellence.

- **Protection of Complainants and Witnesses**

At the COEP Technological University, safeguarding the rights and well-being of complainants and witnesses is paramount in the context of addressing ragging incidents. The institution upholds a stringent framework to ensure that individuals who come forward to report ragging are protected from any form of retaliation, intimidation, or harassment. This commitment is rooted in principles of fairness, justice, and the promotion of a safe and supportive campus environment.

- **Policy Framework:**

COEP Technological University's policy on the protection of complainants and witnesses is designed to:

1. **Non-Retaliation Guarantee:**

The institution unequivocally prohibits any form of retaliation against individuals who file complaints or provide witness testimony regarding ragging incidents. This includes but is not limited to threats, coercion, bullying, ostracism, or any other adverse actions intended to deter or punish those involved in reporting.

2. **Strict Disciplinary Measures:**

COEP Technological University emphasizes severe disciplinary actions against perpetrators found guilty of retaliating against complainants or witnesses. Such disciplinary measures may include suspension, expulsion, or other appropriate sanctions depending on the severity of the retaliation. These actions are intended to uphold the rights of individuals to report

incidents without fear of reprisal, thereby fostering a climate where reporting is encouraged and respected.

3. Confidentiality and Anonymity:

The institution ensures that the identities of complainants and witnesses are kept confidential to the fullest extent possible. COEP Technological University respects the privacy of individuals involved in reporting ragging incidents and takes measures to safeguard their identities from unauthorized disclosure. This confidentiality encourages individuals to come forward with confidence, knowing that their concerns will be handled discreetly and professionally.

- **Support Mechanisms:**

In addition to stringent policies, COEP Technological University provides comprehensive support mechanisms to assist complainants and witnesses:

- **Counselling and Guidance:**

The institution offers counselling services to complainants and witnesses to address any emotional or psychological distress resulting from their involvement in reporting ragging incidents. Trained counsellors provide confidential support and guidance, helping individuals navigate the reporting process and cope with any challenges they may face.

- **Legal Assistance:**

COEP Technological University may facilitate access to legal assistance or advice for complainants and witnesses, particularly in cases where legal protections or remedies are sought against perpetrators of retaliation or harassment.

- **Awareness and Education:**

The institution conducts regular awareness programs and workshops to educate the campus community about the importance of respecting the rights of complainants and witnesses. These initiatives promote a culture of accountability and mutual respect, reinforcing the institution's commitment to maintaining a safe and inclusive environment for all.

By implementing robust protections and support mechanisms, COEP Technological University demonstrates its dedication to upholding the integrity of the reporting process and ensuring that individuals who courageously come forward are treated with dignity, fairness, and utmost consideration for their well-being. These measures not only strengthen the institution's anti-ragging efforts but also contribute to fostering a culture of trust, transparency, and accountability within the campus community.

- **Review and Monitoring**

Ensuring the efficacy and continual improvement of the anti-ragging initiatives at the COEP Technological University is paramount. The institution maintains a structured approach to review and monitor its anti-ragging policy, fostering transparency, accountability, and alignment with regulatory standards. The review and monitoring processes are detailed as follows:

- 1. Periodic Review:**

The Anti-Ragging Committee at COEP Technological University undertakes regular and systematic reviews of the anti-ragging policy. These reviews are conducted to assess the policy's effectiveness in preventing and addressing ragging incidents within the campus environment. The committee considers various factors during the review process, including feedback from stakeholders

such as students, faculty, administrative staff, and external experts. Input from these stakeholders provides valuable insights into the practical application of the policy, identifying strengths, areas for improvement, and emerging challenges.

As part of the periodic review, the Anti-Ragging Committee examines existing procedures, protocols, and preventive measures to ensure they remain robust and responsive to evolving circumstances. The committee may propose updates or revisions to the policy based on best practices, legal requirements, and feedback received. By conducting regular reviews, COEP Technological University demonstrates its commitment to continuous improvement and adaptation in addressing the complex issue of ragging effectively.

2. Annual Report:

COEP Technological University adheres to a comprehensive reporting framework by preparing and submitting an annual report on anti-ragging measures, incidents, and resolutions. This report is submitted to regulatory bodies such as the University Grants Commission (UGC) and other relevant authorities as mandated by statutory regulations. The annual report provides a detailed overview of the institution's efforts in preventing ragging, documenting incidents reported, actions taken by the Anti-Ragging Committee, and outcomes achieved.

The annual report serves as a critical tool for transparency and accountability, reflecting COEP Technological University's commitment to upholding regulatory standards and institutional integrity. It includes statistical data, case studies, and analysis of trends related to ragging incidents and responses. Additionally, the report highlights initiatives undertaken to promote awareness, educate stakeholders, and enhance the campus culture of respect and safety.

By disseminating this information, COEP Technological University ensures stakeholders, including students, parents, regulatory bodies, and the broader

community, are informed about the institution's anti-ragging efforts. The annual report also facilitates benchmarking against industry standards and peer institutions, fostering a culture of continuous learning and improvement in tackling ragging comprehensively.

COEP Technological University's rigorous approach to review and monitoring underscores its commitment to maintaining a safe, respectful, and conducive learning environment. Through periodic assessments and transparent reporting, the institution strives to reinforce its anti-ragging initiatives, adapt to emerging challenges, and uphold the highest standards of ethical conduct and institutional governance.

- **Conclusion**

At the COEP Technological University, our commitment to creating a nurturing, inclusive, and safe academic environment is unwavering. Through the implementation of this Anti-Ragging Policy, COEP Technological University reaffirms its dedication to eradicating the scourge of ragging and prioritizing the safety and well-being of every student.

This policy stands as a cornerstone of our institutional ethos, emphasizing principles of dignity, respect, and harmony among all members of the COEP Technological University community. It is framed in strict accordance with the Maharashtra Prohibition of Ragging Act, 1999, and the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009. These legal frameworks underscore our commitment to adhering to statutory requirements and upholding ethical standards in our approach to combating ragging.

Guiding Principles:

- **Respect and Inclusivity:**

COEP Technological University fosters a culture where every individual, regardless of background or status, is treated with dignity and respect. We

believe in the importance of inclusivity and mutual understanding within our academic community.

- **Zero-Tolerance Policy:**

We maintain a zero-tolerance stance towards ragging in all its forms. Any conduct that undermines the well-being or violates the rights of fellow students is strictly prohibited and will be met with decisive action.

- **Community Responsibility:**

Every member of the COEP Technological University community, including students, faculty, and staff, is entrusted with the responsibility to uphold and enforce this Anti-Ragging Policy. By collectively embracing this responsibility, we contribute to cultivating a positive and supportive campus environment conducive to learning and personal growth.

Implementation and Compliance:

COEP Technological University ensures rigorous implementation of the Anti-Ragging Policy through proactive measures, including awareness programs, robust reporting mechanisms, and disciplinary actions when necessary. We are committed to continually reviewing and updating our approaches to reflect best practices and evolving legal standards.

Call to Action:

As we move forward, we call upon every member of the COEP Technological University community to demonstrate commitment and vigilance in adhering to this policy. Together, we can create a campus environment where students thrive academically and socially, free from the fear of harassment or intimidation.

In conclusion, COEP Technological University reiterates its pledge to uphold the highest standards of integrity, accountability, and compassion in addressing ragging. By standing united in our efforts, we affirm our shared responsibility to nurture a climate of respect and inclusivity for all.

Please Note:

- The above policy is a preliminary draft and is subject to discussion, revision, and refinement based on stakeholder feedback and institutional requirements. A detailed discussion on the same is imperative with Adv. Malegaonkar before implementation.
- The policy shall be developed in consonance with the provisions of the COEP Technological University Act. This ensures that the anti-ragging measures not only comply with statutory requirements but also reflect the institution's commitment to fostering a safe and conducive learning environment as mandated by its governing legislation.
- Separate and distinct rules pertaining to the Anti-Ragging Act will be formulated and integrated within the broader framework of institutional policies. These rules will delineate specific guidelines, procedures, and disciplinary measures tailored to combatting ragging effectively, ensuring clarity and consistency in addressing incidents within the COEP Technological University community.
- The Anti-Ragging Policy of the COEP Technological University shall not have an overriding effect on the provisions of the Maharashtra Prohibition of Ragging Act, 1999, and the University Grants Commission (UGC) Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009. Both these acts shall remain fully applicable to the institution, and this policy is designed to complement and adhere to the stipulations set forth therein.