



**HINDU COLLEGE  
UNIVERSITY OF DELHI**

**SUPPORTING DOCUMENT: 5.1.4**

**TIMELY REDRESSAL OF THE GRIEVANCES THROUGH APPROPRIATE COMMITTEES**

**ANNUAL REPORT OF THE COMMITTEE MONITORING THE ACTIVITIES AND NUMBER OF  
GRIEVANCES REDRESSED TO PROVE TIMELY REDRESSAL OF THE GRIEVANCES**



5.1.4 ANNUAL REPORT OF THE COMMITTEE MONITORING THE ACTIVITIES AND NUMBER OF GRIEVANCES REDRESSED TO PROVE TIMELY REDRESSAL OF THE GRIEVANCES

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प्राचार्य/Principal  
हिन्दू महाविद्यालय, दिल्ली-7  
Hindu College, Delhi-7

## INFORMATION DISPLAYED ON HINDU COLLEGE WEBSITE

**Link** <https://hinducollege.ac.in/committees.aspx>

The screenshot displays the Hindu College website interface. At the top, there is a navigation menu with links for Home, Governance, IQAC, Scholarships, OIP, Accreditation, Alumni Relations, RTI, Discipline, Internal Complaint Committee, and Anti Ragging. Below this is a banner area featuring the Hindu College logo and the text "HINDU COLLEGE UNIVERSITY OF DELHI". To the right of the banner, there are links for "Schedule for Review & Revision of Online Courses", "Online Fee Payment (UG/PG)", "Webmail", "COVID Response", "Online Fee Payment - ER / Improvement Papers / Add-on Course", "Online Content for Students", "Digital Links for Students", "Faculty E-mail", and "Contact Us". A search bar is also present. Below the banner is another navigation menu with links for About us, Academics, Research, Admissions, Students, Amenities, Infrastructure, Virtual Tour, Recruitment, and Grievance Redressal. The main content area is titled "HOME > HINDU COLLEGE COMMITTEES" and lists the following committees: Internal Complaint Committee, Anti Ragging Committee, Grievance Redressal Committee, Grievance Redressal Committee under the UCG (Grievance Redressal), SC/ST Cell, Nodal Public Grievances Officer, Nodal Officer Anti-Smoking, and Nodal Officer Foreign Student. On the right side, there is a section titled "Important Links" with links for Advertisement for the posts of Assistant Professors in various Departments, Internal Assessment, Time Tables, Scholarships, Teaching Roster, Non Teaching Roster, Tenders, University of Delhi, UGC, and Important Telephone Numbers. At the bottom, there is a footer with links for Quick Links, Important Links, Contact Us, and Return to Top.

# GRIEVANCE REDRESSAL COMMITTEE



**HINDU COLLEGE**  
UNIVERSITY OF DELHI

Schedule for Review & Revision of Online Courses | Online Fee Payment (UG/PG) | Webmail | COVID Response  
Online Fee Payment - ER / Improvement Papers / Add-on Course | Online Content for Students  
Digital Links for Students | Faculty E-mail | Contact Us

[About us](#) [Academics](#) [Research](#) [Admissions](#) [Students](#) [Amenities](#) [Infrastructure](#) [Virtual Tour](#) [Recruitment](#) [Grievance Redressal](#)

HOME > HINDU COLLEGE COMMITTEES

### Hindu College Committees

- [Internal Complaint Committee](#)
- [Anti Ragging Committee](#)
- [Grievance Redressal Committee](#)

S.No	Name	Mobile No.
1	Prof Shalini Suryanarayan (Officer)	9958755066
2	Sh. Vikram	9871519107
3	Sh. Rajesh Sharma	9810532980
4	Sh. Neeraj Sharma	9911907878

- [Grievance Redressal Committee under the UCG \(Grievance Redressal\)](#)
- [SC/ST Cell](#)
- [Nodal Public Grievances Officer](#)

### Important Links

- [Advertisement for the posts of Assistant Professors in various Departments](#)
- [Internal Assessment](#)
- [Time Tables](#)
- [Scholarships](#)
- [Teaching Roster](#)
- [Non Teaching Roster](#)
- [Tenders](#)
- [University of Delhi](#)
- [UGC](#)
- [Important Telephone Numbers](#)

[Return to Top](#)

## **GRIEVANCE REDRESSAL COMMITTEE UNDER THE UGC (GRIEVANCE REDRESSAL) REGULATIONS, 2012**

<b>Grievance Redressal Committee under the UGC (Grievance Redressal)</b>			
<b>Grievance Redressal Committee under the UGC (Grievance Redressal) Regulations, 2012.</b>			
<b>S. No.</b>	<b>Name</b>		
1.	Sh. Ashwini Shankar (Chairman)	Member Governing Body Hindu College Delhi - 110007	
2.	Dr. Vijaya Sati (Member)	Associate Professor Department of Hindi Hindu College Delhi - 110007	8587093235 vijaysati_@rediffmail.com
3.	Dr. Suroopa Mukherjee (Member)	Associate Professor Department of English Hindu College Delhi - 110007	9818029882 suroopa.mukherjee@gmail.com
4.	Ms. Shivani Jindal (Student Representative)	B. Sc. (H) Botany – IIInd year, Hindu College Delhi - 110007	8447643894 jindalshivani1996@gmail.com

**SC/ST Cell**

**Nodal Public Grievances Officer**

## ANNUAL GENDER SENSITIZATION ACTION PLAN 2021-22

Link of Annual Gender Sensitization Action plan on Hindu College website:

<https://hinducollege.ac.in/download/IQAC/gender%20sensitization.pdf>

### Annual Gender Sensitization Action Plan 2021 – 2022

The Gender Sensitization Committee was appointed with the assistance of the Women Development Cell, Hindu College and the Hindu College Queer Collective (HCQC). The committee has a zero-tolerance policy against gender exploitation and takes preventive measures to ensure a respectful place for individuals across the gender spectrum. It routinely organises gender sensitization workshops and make every effort to address the causal sexism/queerphobia in the department.

The committee functions independently of the union and in tandem with the Women Development Cell, Hindu College and the Hindu College Queer Collective (HCQC) from time to time to ensure healthy methods of preventing, sensitising and combating issues related to sexual harassment.

The following action plans were taken during the academic year 2021-22:-

Goal/Target	Participants	Action Plan
Gender Sensitization/Awareness	Students & Faculty	<p>Interactive Sessions with experts/Enlightening Talks/Screening of films</p> <p>Specific Action Plans:-</p> <ul style="list-style-type: none"> <li>-To conduct a gender sensitization survey</li> <li>-To conduct gender audit</li> <li>- To organize a motivating talk on "Transgender Theories and decolonisation"</li> <li>-To conduct a workshop on Psycho-politics of gender and sexuality (queer and heterosexual) and update on analytical tools offered by psychoanalysis and discourse analysis to be organized by Women's Development Cell</li> <li>-To conduct the screening of the short film JUICE which would depict the deep-rooted patriarchy in society. The idea is to help the students get to know each other and create a safe and inclusive space for everyone</li> <li>-To help students connect with the alumnus working in the area of Gender, Development and Globalization</li> </ul>
Gender Diversity	Women Scientists and Women Research Scholars	-To organize a meeting on Gender Diversity Study for Women Scientists in Chemical Sciences in collaboration with Royal Society of Chemistry

Creation of Gender Sensitive Infrastructure and Facilities	Students and Staff	<ul style="list-style-type: none"> <li>-To install more sanitary pad dispensing machines</li> <li>-Create more gender-neutral washrooms</li> <li>-To increase facilities in the Girls' Common Room</li> </ul>
Creation of Entrepreneurship Opportunities sensitive to Gender Discrimination, and Gender Rights	Students	-to initiate start-ups or entrepreneurship programs that are gender-sensitive, gender equitable, and focus on empowering women by various societies of the college such as Enactus, Hindu Consulting Group (HCG), Entrepreneurship Cell, Hindu College Innovation Council, Finance and Investment Cell etc.
Events focussing on gender diversity and inclusivity	Faculty and Students	-To organize a "Going Global Workshop" on Green Chemistry Education Today with a strong focus on gender equity, diversity as well as inclusivity.
Integrating Theory and Praxis – Putting Gender Equity in Praxis	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>-To foster awareness of gender equity by organizing workshops</li> <li>- To initiate panel discussions and group discussions for deliberating on real world concerns and lived experiences of students and staff</li> <li>-To organize self-defence workshops for women</li> </ul>

## ANNUAL GENDER SENSITIZATION ACTION PLAN 2020-21

LINK: <https://hinducollege.ac.in/download/IQAC/gender%20sensitization.pdf>

### ANNUAL GENDER SENSITIZATION ACTION PLAN 2020-21

S.No.	Goal	Target Participants	Plan of Action
1.	Foster Awareness of Gender Related Policy	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold Orientation Sessions about Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013</li> <li>- Organize Training Program for Gender Sensitization</li> <li>- Organize Seminars and Talks on gender related laws and policies</li> </ul>
2.	Create more Gender Sensitive Infrastructure and Facilities	Staff (Teaching and Non-Teaching) and Administration	<ul style="list-style-type: none"> <li>- Install more sanitary pad dispensing machines</li> <li>- Assign a few gender-neutral washrooms</li> <li>- Maintain and increase facilities in the Girls' Common Room</li> <li>- Have more inclusive community spaces on campus</li> </ul>
3.	Sensitivity to Gender Discrimination and Women's Rights	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold seminars/conferences on women's rights and empowerment</li> <li>- Training Sessions to sensitize staff</li> <li>- Hold interactive sessions with invited experts</li> <li>- Hold outreach and extension sessions with NGOs and external organizations</li> </ul>
4.	Integrate Theory and Praxis – Putting Gender Equity in Praxis	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold workshops to foster awareness of gender equity</li> <li>- Hold panel discussions and group discussions to deliberate on real-world concerns and lived experiences of students and staff</li> <li>- Hold self-defense workshops for women</li> </ul>
5.	Create Effective ways of Allyship with LGBTQIA+ Concerns	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold events during Pride Month to increase sensitization to Queer and LGBTQIA+ concerns</li> <li>- Hold interactive sessions and talks</li> <li>- Hold workshops on ally sensitization</li> </ul>
6.	Understanding Gender, Sexuality, and	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold workshops, training programs, and seminars</li> </ul>

	Queerness		<ul style="list-style-type: none"> <li>- Hold add-on or short term courses to increase gender sensitization</li> </ul>
7.	Foster Historicity by Raising Awareness about the Political History of Queer and Gender Equity Movements	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold exhibitions to sensitize attendees about the history of the struggle for gender rights and queer rights</li> <li>- Hold seminars and colloquium sessions with invited experts</li> </ul>
8.	Create Entrepreneurship Opportunities that are Sensitive to Gender Discrimination, and Gender Rights	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Mobilize societies like Enactus, Hindu Consulting Group (HCG), Entrepreneurship Cell, Hindu College Innovation Council, Finance and Investment Cell etc. to initiate start-ups or entrepreneurship programs that are gender-sensitive, gender-equitable, and focus on empowering women and other marginalized gender groups</li> <li>- Encourage more outreach activities by societies like NSS Hindu College</li> </ul>

## SAMPLE REPORT FOR ANTI RAGGING COMMITTEE

हिन्दू महाविद्यालय  
(दिल्ली विश्वविद्यालय)  
दिल्ली – 110007  
दूरभाष: 011-27667184  
फैक्स: 011-27667284  
ई-मेल: [principal@hinducollege.org](mailto:principal@hinducollege.org)  
[www.hinducollege.ac.in](http://www.hinducollege.ac.in)



Anti Ragging  
Hindu College  
University of Delhi  
Delhi – 110007  
Phone : 011-27667184  
FAX : 27667284  
E-mail : [principal@hinducollege.org](mailto:principal@hinducollege.org)  
[www.hinducollege.ac.in](http://www.hinducollege.ac.in)

### HINDU COLLEGE University of Delhi

Date: 11.08.2020

Time: 2:00 PM

#### Anti-Ragging Committee

##### Minutes of the Meeting

A Meeting of Anti-Ragging Committee was held on 11<sup>th</sup> August, 2020 to discuss about some of the matters that needed urgent attention of the members and future actions related to promote a holistic environment in college.

The following members were present.

1. Dr Rameshwar Rai – Chairperson
2. Dr. Reena Jain
3. Dr Anita Rajpal
4. Dr Anuradha Sharma
5. Dr Sumit Nandan
6. Dr N. Santaerus Singh

The meeting commenced with the principal welcoming all the members and which was immediately followed by the display of the agenda which primarily included the following points:

- Discussion on function and objective of anti-ragging committee
- Summarizing the past activities of the anti-ragging committee during the academic year 2019-2020
- Planning of future activities which would include briefing of conduct of an online etiquette to students in view of the online classes and actions to be taken regarding the current complaint cases

In the context of various points of discussion, firstly the members were once again briefed about their roles and responsibilities. Chairperson of the committee appreciated the committee members for their efforts in controlling various ragging related matters during the previous academic session. Also due thanks were extended to the wardens of the hostels for the services provided. For monitoring different areas of the campus and hostels at different time schedules,




it was suggested by one of the eminent committee members that groups should be formed among the committee members once the offline classes commenced. Also the committee unanimously took the decision of displaying the contact numbers of all the anti-ragging committee members on the college as well as hotel notice boards in case of any emergency.

It was decided to hold a special workshop on Anti-Ragging Measures in the next upcoming week as soon as college reopens in the offline mode after pandemic.

The meeting concluded with a vote of thanks.

Sd/-  
Principal

  
प्राचार्य/Principal  
हिन्दू महाविद्यालय, दिल्ली-7  
Hindu College, Delhi-7

## SAMPLE PROOF OF A GRIEVANCE REDRESSAL

Charu Kumar <charu65@gmail.com>  
Principal Hindu College

Reply all | v

ICC Report Case 1.pdf  
59 KB

ICC committee Minutes ...  
115 KB

ICC commit:  
42 KB

Dear Mam

Please find enclosed the Report and the Minutes of the meetings of ICC held with respect to the above mentioned case.  
The hard copy will be submitted in the office soon with the signatures of all other members as well.

Regards  
Dr Charu Kumar

On Tue, Oct 6, 2020 at 10:56 AM Charu Kumar <charu65@gmail.com> wrote:  
Dear Mam

Please find attached the 'Report' of ICC team and the 'Minutes of the meetings' of ICC held in reference to the case mentioned.

Regards  
Dr Charu Kumar  
Presiding Officer  
ICC

On Mon, Oct 5, 2020 at 10:38 AM Principal Hindu College <principal@hinducollege.org> wrote:  
Dear Dr. Charu Kumar,

I have been directed to convey that the ICC report in the complaint of the student, which was sent to you on 8.9.2020, is pending for a long time now. Kindly expedite the proceedings to submit the report latest by tomorrow i.e 6.10.2020 by 12.00 noon.

Warm regards

<https://mex09.emailsrvr.com/owa/projection.aspx>

1/2

**SAMPLE REPORT OF TIMELY REDRESSAL OF STUDENT GRIEVANCES (2019-20)**

5.1.4 Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year 2019-2020

Total grievances received	No. of grievances redressed	Average number of days for grievance redressal
06	04 [2 withdrawn]	60 days (apprx.)

*[Signature]*

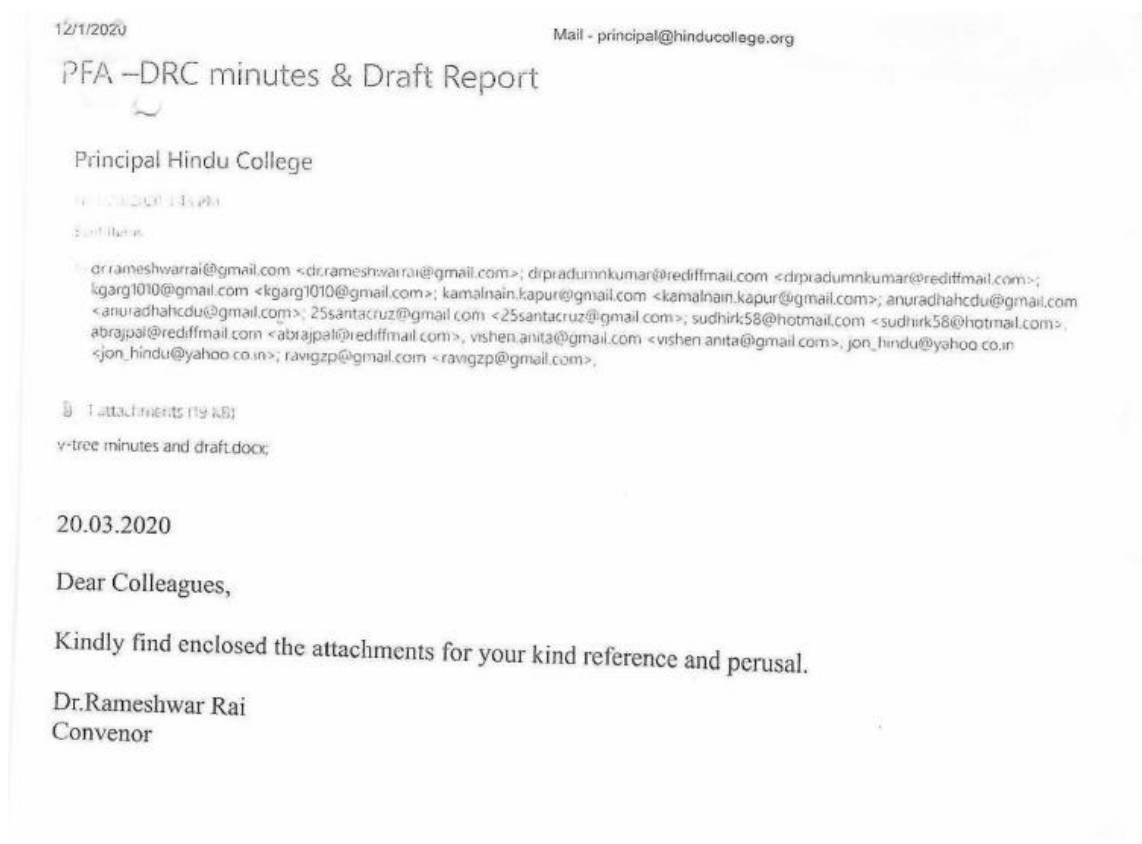
**SAMPLE REPORT OF TIMELY REDRESSAL OF STUDENT GRIEVANCES 2018-19**

5.1.4 Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year 2018-2019

Total grievances received	No. of grievances redressed	Average number of days for grievance redressal
02	02 (at [at withdrawal])	65 days (apprx.)

*[Signature]*

## SAMPLE –DRC MINUTES AND REPORT



20.3.2020

**Draft Report by Disciplinary Resource Committee regarding  
February, 14, 2020**

1. History: Valentine Day event also known as Valentine day 'puja' or 'Damdami Mai puja' was close to a decade old observation that was turned into an annual tradition by the boys' Hostel. The event was centered around exaggeration, innuendo and mildly sexualized overtones. With the coming of girls' hostel and critical review of the event in last few years, its tone had started to change. For example, in past few years women and queer were also involved. This year, the administration made a sincere and sustained intervention to radically reform the event by bringing both the girls' hostel and boys' hostel to a common and consensual platform. The administration's efforts were successful barring an attempt to sabotage the success by putting a poster by some mischievous (wedding photo of Bollywood couple) elements.

The committee identified these elements and has their apology letters.

2. The Committee also heard the complainants and arrived at the conclusion that most of them were aggrieved at the mischievous attempt mentioned above. There were no complains about any violence at the collective or individual level.
3. The Committee felt that Girls Hostel's residents and girls students of the college at large by all means should consider themselves to be part of a safe and a gender bias free environment. To further ensure that such an environment is maintained throughout and particularly on sensitive days like Valentine day. The committee recommends that in coming years administration's initiative of reforming the event through common, consensual, collective participation of both the hostels should be further strengthened.
4. The Committee further reiterates that people who have tendered apology letters be under vigilance of administration and any further wrong doing by them would bring a considerably harsher punishment including suspension to them.

Anti Ragging Policy

### ICC Report

- 1) Date of Complaint: 02/09/2019 (received on 08/09/2020) through e-mail.
- 2) Date of Incident: 10/02/2020
- 3) Persons Involved:

Complainant- Ms. [REDACTED] (English (H) IInd Year),  
Roll number 1022

Respondent- Mr. [REDACTED]


- 4) Nature of Allegation:  
Ms. [REDACTED] alleges sexual harassment in college premises.


- 5) ICC Committee Findings/Decision:

As per University Grants Commission Regulations on Sexual Harassment, 2015, as notified in 2016, Page 16, serial number 7, a written complaint is required to be submitted within 3 months from the date of the incident and in case of a series of incidents within a period of 3 months from the date of the last incident.

Keeping in view the regulations regarding prerequisite of the time frame to make a complaint, it was discussed and decided that the case cannot be technically processed further for an official registration. The committee hence decided not to admit the complaint. The case was discussed with Ms. Bharati Baveja (the nominated member on the committee) and she affirmed the decision.

Hence the case is being closed.

  
Dr Charu Kumar  
Presiding Officer  
ICC, Hindu College  
6/10/2020.

  
प्राचार्य/Principal  
हिन्दू महाविद्यालय, दिल्ली-7  
Hindu College, Delhi-7