

## **Vishaka Guidelines**

**against**

## **Sexual Harassment at Workplace**

**Guidelines and norms laid down by the Hon'ble Supreme Court in Vishaka and Others Vs. State of Rajasthan and Others (JT 1997 (7) SC 384)**

**HAVING REGARD** to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

**TAKING NOTE** of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

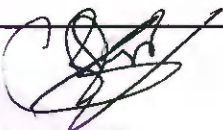
### **Duty of the Employer or other responsible persons in work places and other institutions**

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

### **Definition**


For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) **Physical contact and advances;**
- b) **A demand or request for sexual favours;**
- c) **Sexually coloured remarks;**
- d) **Showing pornography;**
- e) **Any other unwelcome physical, verbal or non-verbal conduct of sexual nature**



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Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

### **Preventive Steps**

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**

  
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### **Criminal Proceedings**

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

### **Disciplinary Action**

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

### **Complaint Mechanism**

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

### **Complaints Committee**

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

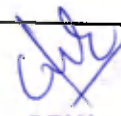
The Complaints Committee should be headed by a woman and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.

  
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The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.

### **Worker's Initiative**

Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

### **Awareness**

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

### **Third Party Harassment**

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

**The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.**

**These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.**



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## PROCEDURE TO BE FOLLOWED IN SEXUAL HARASSMENT CASES

### 1. PURPOSE

- 1.1 To establish that inappropriate behaviour of a sexual nature, and / or retaliation will not be tolerated at IPE and to set forth procedures for resolving such allegations.
- 1.2 To effectively implement the guidelines issued by the Hon'ble Supreme Court of India in *Vishaka v. State of Rajasthan* W.P. (Crl.) Nos. 666-70 of 1992, decided on 13.08.1997 and reported in (1997) 6 SCC 241 ["Guidelines"], and the Anti-Sexual Harassment Policy of IPE ["Policy"].

### 2. CONSTITUTION OF THE ANTI SEXUAL HARASSMENT COMMITTEE

- 2.1 The Management shall constitute an Anti Sexual Harassment Committee ["Committee"] when a complaint of sexual harassment is received from any woman employee.
- 2.2 "Employee" for the purpose of the Policy and the present Procedure means any person on the rolls of IPE, including those on deputation, contract, temporary, part time or working as consultants, even though they may not be employees for any other purpose.
- 2.3 In keeping with the Guidelines, the Committee shall be formed in accordance with the following conditions:
  - (i) The Committee shall have three (3) members;
  - (ii) At least two (2) of such members shall be women;
  - (iii) At least one member of the Committee shall be from an non-governmental organization ["NGO"] that operates on a secular non-profit basis and is involved in work concerning gender justice;
  - (iv) The Committee shall be headed by one member ["Chairperson"]; who shall mandatorily be a woman.

### 3. ROLE OF THE COMMITTEE

- 3.1 The Committee shall decide whether the facts contained in the complaint make out a case of "sexual harassment" in light of the definition contained in the Policy.
- 3.2 The Committee shall look into the truth of the allegations contained in the complaint.
- 3.3 The Committee shall look into the truth of any allegation of retaliation against / victimization of the complainant or any other person assisting her as a result of such complaint having been made or such assistance having been offered;
- 3.4 The Committee shall recommend the penalties / action to be taken against any person found guilty of having sexually harassed the complainant, up to and including termination, to the HR Department.
- 3.5 The Committee shall recommend the penalties / action to be taken against any person found guilty of having retaliated against / victimized the complainant or any other person assisting her as a result of such complaint having been made or such assistance having been offered.
- 3.6 The Committee shall recommend appropriate psychological, emotional and physical support (counselling, security and other assistance) for the victim to the HR Department.



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- 3.7 The Committee shall recommend the penalties / action to be taken against any person found guilty of having made false claims of having been sexually harassed, up to and including termination, to the HR Department.
- 3.8 The Committee shall monitor the follow-up action to be taken by the HR Department on receipt of the Report of the Committee.

#### 4. POWERS OF THE COMMITTEE

- 4.1 The Committee shall have the power to summon witnesses and call for documents or any information from any employee.
- 4.2 If the Committee has reason to believe that an employee is capable of furnishing relevant documents or information, it may direct such person to produce such documents or information by serving a notice in writing on that person, summoning the person, or calling for such documents or information at such place and within such time as may be specified in the written notice.
- 4.3 Where any relevant document or information is recorded or stored by means of a mechanical, electronic or other device, the Committee shall have the power to direct that the same be produced, or that a clear reproduction in writing of the same be produced.
- 4.4 Upon production of documents / information called for by it, the Committee shall have the power to (i) make copies of such documents / information or extracts there from; or (ii) retain such documents / information for such period as may be deemed necessary for purposes of the proceedings before it.
- 4.5 The Committee shall have the power to issue interim directions to / with regard to any person participating in the proceedings before it.
- 4.6 The Committee shall have the power to recommend the action to be taken against any person found guilty of (a) sexually harassing the complainant; (b) retaliating against / victimizing the complainant or any other person before it; and (c) making false charges of sexual harassment against the accused person.

#### 5. PROCEDURE TO BE FOLLOWED BEFORE THE COMMITTEE

- 5.1 The Management shall forward the written complaint to the Committee upon its formation.
- 5.2 The Committee may direct the complainant to prepare and submit a detailed statement of incidents if the written complaint lacks exactness and required particulars, within a period of two (2) days from such direction or such other time period that the Committee may decide.
- 5.3 The Committee shall direct the accused employee(s) to prepare and submit a written response to the complaint / allegations within a period of four (4) days from such direction or such other time period as the Committee may decide.
- 5.4 Each party shall be provided with a copy of the written statement(s) submitted by the other.
- 5.5 The Committee shall conduct the proceedings in accordance with the principles of natural justice and in keeping with the Guidelines and the Policy. It shall allow both parties reasonable opportunity of presenting their case. However, should the accused choose not to participate in the proceedings, the Committee shall continue *ex parte*.



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- 5.6 The Committee shall allow both parties to produce relevant documents and witnesses to support their case. Documents produced by either party shall be affixed with that party's signature to certify the document as original / true copy.
- 5.7 The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
- 5.8 The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
- 5.9 As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.
- 5.10 Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
- 5.11 The Committee shall make all endeavour to complete its proceedings within a period of fifteen (15) days from its formation.
- 5.12 The Committee shall record its findings in writing supported with reasons and shall forward the same with its recommendations, to the HR Department, within a period of five (5) days from completion of the proceedings before it. In case the Committee finds that the facts disclose the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report.
- 5.13 If, in the course of the proceedings before it, the Committee is satisfied that a *prima facie* case of sexual harassment is made out against the accused employee(s) and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, direct the transfer of such employee(s) from their present position, or even their suspension, pending the inquiry. Such decision shall be binding on the parties and shall be immediately implemented by the HR Department.
- 5.14 If, in the course of the proceedings before it, the Committee is satisfied that any person has retaliated against / victimized the complainant or any person assisting her as a result of the complaint having been made or such assistance having been offered, the Committee shall report the same in writing, to the HR Department, with reasons and with recommendations of the action to be taken against such person.
- 5.15 If, at the culmination of the proceedings before it, the Committee is satisfied that the complainant has knowingly brought false charges of sexual harassment against any person, it shall report the same in writing to the HR Department, with reasons and with recommendations of the action to be taken against such person.

**6. MISCELLANEOUS**

- 6.1 All proceedings, including the statements and other material adduced as evidence before the Committee shall be strictly confidential. The Committee shall take all steps to ensure that the parties before it and their representatives shall maintain strict confidentiality in all respects.
- 6.2 The decision of the Committee on any matter within its competence shall be considered final and no appeal / challenge to the same shall lie to any person / body in IPE.
- 6.3 The HR Department shall scrutinize the report and recommendations of the Committee and take appropriate action against the guilty person in accordance with the Guidelines, Policy, and gravity of the behaviour disclosed in the Committee's report.

  
DIRECTOR

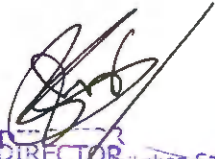
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- 6.4 In case the conduct disclosed in the Committee's report is of a nature that amounts to a criminal offence under the law of the land, appropriate action shall be initiated by the HR Department, for making a police complaint in respect of the same.
- 6.5 The HR Department shall scrutinize the report and recommendations of the Committee and take appropriate action to provide the victim with necessary psychological, emotional and physical support.
- 6.6 In case of sexual harassment of any woman employee by any person not employed by IPE, the HR Department shall take all steps necessary and reasonable to assist the affected woman employee in terms of providing her with psychological, emotional and physical support and enabling her to take recourse to the law.

  
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DCA/ACA/23

Date : 18/01/2021

NOTICE.

**SUBJECT:** Constitution of grievance committee to look into the complaints of Sexual Harassment for Female Employees at work places.

**REFERENCE:** 1. Supreme Court Judgement in the Vishaka Versus State of Rajasthan (1997.08.13)

2. MUHS Letter No. मआविवि/विगावि /मतनिस / 344 / 2017 Dated 16/06/2014.

3. MUHS Letter No. MUHS/L&G/MTNS/216/2015, dated – 21/07/2015.

This is to inform to all the teaching, Non teaching staff , students that as per the directives of the Maharashtra University of Health Science, Nashik through its letters (mentioned in the reference), the committee has been constituted with following members.

These members are deputed to look after the complaints related to the above subject, all the grievance should be conveyed to them and committee should consult to the undersigned as and when necessary.

All should note the same.

Committee:

01. Dr. Vrunda Kanjalkar.

- Chairman. *[Signature]*

02. Dr. Sanjay Sarode

- Member. *[Signature]*

03. Dr. Ruchi Kasat. .

- Member. *[Signature]*

04. Dr. Maya Mhaske. .

- Member. *[Signature]*

05. Dr. Seema Yasmeen.

- Member. *[Signature]*

06. Mr. S.N. Bulbule

- Member. *[Signature]*

*[Signature]*  
Dr. Lata Kale  
Acting Dean

*[Signature]*  
Dr. S.C. Bhojar  
Director

Copy to:

I/C-Academics,  
HOD – All depts.  
Notice Board.

**DIRECTOR**

Chhatrapati Shahu M.  
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Kanchan  
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Hospital  
1.



*[Signature]*  
DEAN

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Director  
Ministry of Health  
Government of India



Chhatrapati Shahu Maharaj Shikshan Sanstha's  
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Tel. No. 0240-6646464, 2376635, 2376248, Fax No. 2376655/6646222  
E-mail: office@csmsdental.com



DC/A/C/A/ 9/4

Date : 18/01/2022

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02. Dr. Maya Mhaske.
03. Dr. Sanjay Sarode.
04. Dr. Ruchi Kasat.
05. Dr. Seema Yasmeeen.
06. Mr. S.N. Bulbule

- Chairman.
- Member.
- Member.
- Member.
- Member.
- Member.

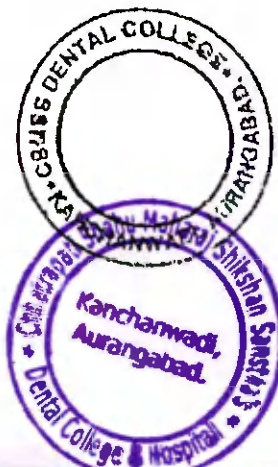
Dr. Lata Kale  
Acting Dean

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- Notice Board.

DIRECTOR

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Dr. S.C. Bhoyar

Director

DEAN/DIRECTOR  
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DEAN

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DCA/ACA/177

Date : 12/01/2022


## NOTICE.


### INTERNAL GRIEVANCE/COUNSELING COMMITTEE.

Following are the members of Internal Grievance/Counseling Committee at the college level to deal with the grievances of the students.

- |                         |             |   |
|-------------------------|-------------|---|
| 1. Dr. Lata Kale.       | - Chairman. |   |
| 2. Dr. Sanjay Sarode .  | - Member.   |   |
| 3. Dr.Vrunda Kanjalkar. | - Member.   |   |
| 4. Dr. Ujwala Sukhdeve. | - Member.   |  |
| 5. Dr. Ajay Magar       | - Member.   |   |

All the grievances should be conveyed to the above committee and the committee should consult to the undersigned as and when necessary.

  
Dr. Lata Kale  
Acting Dean

  
Dr.S.C.Bhojar  
Director

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- Notice Board.

  
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10



संस्कृत विश्वविद्यालय, काशी  
संस्कृत विभाग, काशी  
संस्कृत विश्वविद्यालय, काशी

संस्कृत विश्वविद्यालय, काशी  
संस्कृत विभाग, काशी  
संस्कृत विश्वविद्यालय, काशी



# भारत का राजपत्र

## The Gazette of India

असाधारण  
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No. 145]

NEW DELHI, THURSDAY, AUGUST 13, 2009/SRAVANA 22, 1931

भारतीय दन्त परिषद्

अधिसूचना

नई दिल्ली, 31 जुलाई, 2009

सं. डी. ई.-167-2008.—दंतचिकित्सक अधिनियम 1948 (1948 का 16) के खंड 20 के उप-खंड 2 की धारा (1) द्वारा प्रदत्त शक्तियों का तथा केरल उच्च न्यायालय, एरनाकुलम की रिट याचिका संख्या 30845/2003 के संबंध में दिनांक 24.6.2004 के निर्णय और आदेश के संदर्भ में अपील करने की विशेष इजाजत (दीवानी) संख्या (संख्याएँ) 24295/2004 में माननीय सर्वोच्च न्यायालय के दिनांक 16.5.2007 के आदेश द्वारा स्थापित राघवन समिति द्वारा जारी किए गए दिनांक 25.3.2009 के निर्देशों का प्रयोग करते हुए केन्द्रीय सरकार के पूर्व-अनुमोदन से भारतीय दंत्य परिषद् निम्न विनियम बनाती है:

1. लघु शीर्ष तथा प्रवर्तन

(i) इन विनियमों को दंत्य कालेजों में रैगिंग की बुराई पर रोक लगाने वाले डीसीआई विनियम, 2009 कहा जाएगा।

(ii) ये विनियम सरकारी राजपत्र में इनके प्रकाशन की तारीख से लागू हो जाएंगे।

2. दंतचिकित्सक अधिनियम, 1948 में तथा उसके अधीन बनाए गए तथा समय-समय पर यथासंशोधित किसी भी विनियम में निहित किसी भी बात के बावजूद दंत्य कालेजों के प्रबंधक वर्ग/प्रिन्सिपल का यह कर्तव्य और जिम्मेदारी होगी कि वह ऐसे कालेजों में प्रशिक्षण प्राप्त कर रहे यूजी/पीजी छात्रों को दंत्य शिक्षा प्रदान करने के लिए एक अनुकूल वातावरण का निर्माण करें और अपने दंत्य कालेजों में किसी भी प्रकार की रैगिंग को रोकने/निषिद्ध करने/रोक लगाने की दिशा में सभी आवश्यक उपाय करें ताकि छात्र विशाल यूजी/पीजी पाठ्यक्रम तथा इसके विभिन्न प्राचलों और दंत्य शिक्षा की अवधारणाओं का एक शांत तथा शांतिपूर्ण वातावरण में अध्ययन कर सकें क्योंकि दंत्य शिक्षा के लिए कठिन अध्ययन की जरूरत रहती है।

3. रैगिंग की विभिन्न कोटियां

माननीय सर्वोच्च न्यायालय द्वारा स्थापित राघवन समिति ने अन्य के साथ-साथ रैगिंग की निम्न कोटियों का उल्लेख किया है:

(i) रैगिंग के अनेक पक्ष होते हैं जिनके अन्य के साथ-साथ मनोवैज्ञानिक, सामाजिक, राजनैतिक, आर्थिक, सांस्कृतिक तथा शैक्षणिक आयाम होते हैं।

(ii) ऐसा कोई भी कार्य जो किसी छात्र के नियमित शैक्षणिक क्रियाकलाप को अवरुद्ध, विच्छिन्न अथवा विक्षुब्ध करता है, उसे रैगिंग के शैक्षणिक से संबंधित पक्ष समझा जाना चाहिए; इसी प्रकार किसी व्यक्ति अथवा वरिष्ठों के समूह को सौंपे गए किसी शैक्षणिक कार्य को पूरा करने के लिए कनिष्ठ छात्र की सेवाओं का शोषण भी शैक्षणिक संबंधी रैगिंग का एक पक्ष होता है।

(iii) वरिष्ठ छात्रों द्वारा कनिष्ठ छात्र से पैसा खसोटना अथवा उसके ऊपर कोई जबरन खर्च का बोझ डालने के आर्थिक आयामों के लिए रैगिंग के निमित्त रैगिंग का एक पक्ष समझा जाना चाहिए।

(iv) किसी भी प्रकार का शारीरिक दुर्व्यवहार जिसमें यौन दुर्व्यवहार की सभी कोटियां समलैंगिक प्रहार, निर्वस्त्र करना, अश्लील तथा कामुक कृत्यों तथा चेष्टाओं के लिए मजबूर करना, स्वास्थ्य अथवा व्यक्ति को शारीरिक क्षति अथवा कोई अन्य खतरा पहुंचाना शामिल है, उसे आपराधिक आयामों वाली रैगिंग की कोटि में रखा जा सकता है।

2961 GU/2009

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DEAN

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- (v) मौखिक शब्दों, ई-मेल, स्नेल-नेल्स, द्वारा कोई भी कार्य अथवा दुर्यवहार, सार्वजनिक अपमान को भी रैगिंग के मनोवैज्ञानिक पक्षों के भीतर समझा जाना चाहिए। इस पक्ष में दूसरों को घबराने में सक्रिय अथवा निश्चेष्ट रूप में हिस्सा लेकर विकृत आनंद, प्रतिनिधिक अथवा पर-पीड़नशील रोमांच प्राप्त करना; उच्च शिक्षा में दाखिले तथा छात्रावासों में जीवन के लिए 'नए छात्रों' को तैयार करने में तत्परता की गैर-मौजूदगी को भी रैगिंग का एक मनोवैज्ञानिक पक्ष समझा जाना चाहिए—वरिष्ठों अथवा अजनबियों के साथ वैचारिक आंदोलन-प्रदान का सामना करने के कौशल माता-पिता द्वारा भी सिखाए जा सकते हैं। ऐसा कोई भी कृत्य जो छात्रों के मानसिक स्वास्थ्य अथवा आत्मविश्वास को प्रभावित करता है उसे भी रैगिंग के मनोवैज्ञानिक पक्ष के अर्थों में समझा जा सकता है।
- (vi) रैगिंग का राजनैतिक पक्ष इस तथ्य से उजागर होता है कि जो संस्थान प्रतिनिधित्व में छात्रों की लोकतांत्रिक सहभागिता को बढ़ावा देते हैं और संस्थान के निकायों के भीतर शासन और निर्णय लेने की प्रक्रिया में हिस्सा लेने के लिए छात्रों को पहचान प्रदान करते हैं, उनमें रैगिंग की घटनाएं कम होती हैं।
- (vii) रैगिंग के मानवाधिकार पक्ष के तहत वरिष्ठ छात्रों द्वारा कनिष्ठ छात्रों के साथ की गई अवमानना के जरिए उनके मानवीय सम्मान के मूल अधिकार को पहुंचाई गई क्षति शामिल होती है, जिसमें पीड़ितों द्वारा अक्सर आत्महत्या की चरम कार्रवाई कर ली जाती है।

4. रैगिंग पर रोक लगाने के लिए भारत के माननीय सर्वोच्च न्यायालय के निर्देश

एसएलपी संख्या 24295/2006 में माननीय सर्वोच्च न्यायालय द्वारा गठित राघवन समिति ने 7.5.2007 को माननीय सर्वोच्च न्यायालय को अपनी रिपोर्ट प्रस्तुत कर दी है। माननीय सर्वोच्च न्यायालय ने अपने दिनांक 16.5.2007 के आदेश में इस मामले में निम्न आदेश पारित किया है:

हमने शैक्षिक संस्थानों में रैगिंग की समस्या से निपटने के लिए उपचारात्मक उपाय सुझाने के वास्ते इस न्यायालय द्वारा गठित समिति की रिपोर्ट का परिशीलन कर लिया है। डॉ. आर. के. राघवन की अध्यक्षता वाली समिति ने एक विस्तृत रिपोर्ट प्रस्तुत की है। समिति के अनुसार समस्या से निपटने के लिए निम्न तत्वों पर बल दिए जाने की जरूरत है:

- (क) रैगिंग पर रोक लगाने की मूल जिम्मेदारी स्वयं शैक्षिक संस्थानों पर है।
- (ख) रैगिंग, उच्च शिक्षा के स्तर पर प्रतिकूल प्रभाव डालती है।
- (ग) इस बुराई पर रोक लगाने के लिए संस्थानों के वास्ते प्रोत्साहन उपलब्ध होने चाहिए और जो संस्थान ऐसा करने में असफल रहते हैं, उनके लिए हतोत्साहन होने चाहिए।
- (घ) शैक्षिक अध्ययन अथवा परिसर जीवन में दाखिले को किसी भी वयस्क नागरिक को देश के कानून के दंडिक प्रावधानों से प्रतिरक्षित नहीं कर देना चाहिए।
- (ङ) रैगिंग को स्कूल स्तर से मानवीय मूल्यों को आत्मसात कराने में असफलता के रूप में समझा जाना चाहिए।
- (च) छात्रों, विशेष रूप से संभावित रैगिंग करनेवालों की व्यवहार पद्धतियों की पहचान किए जाने की जरूरत है।
- (छ) किसी भी रोक को प्रभावी बनाने के लिए स्कूल, उच्च शैक्षिक संस्थानों, जिला प्रशासन, विश्वविद्यालय, राज्य तथा केन्द्रीय सरकारों की ओर से एकजुट प्रयास किए जाने की जरूरत है।
- (ज) इस प्रक्रिया में मीडिया और सिविल समाज को शामिल किया जाना चाहिए।

समिति ने कई सिफारिशें की हैं। संप्रति, हम ऐसा महसूस करते हैं कि निम्न सिफारिशें तनिक भी देरी लगाए बिना कार्यान्वित की जानी चाहिए:

- (1) जो दंड दिया जाए वह अनुकरणीय और इतना कठोर होना चाहिए कि इस तरह की घटनाओं की पुनरावृत्ति के विरुद्ध निवारक का काम कर सके।
- (2) रैगिंग की ऐसी प्रत्येक घटना के मामले में, जिसमें पीड़ित अथवा उसके माता-पिता/अभिभावक अथवा संस्थान का अध्यक्ष कार्रवाई के लिए संस्थान की व्यवस्था से संतुष्ट नहीं हैं संस्थान के अधिकारियों द्वारा निरपवाद रूप से स्थानीय पुलिस अधिकारियों के पास प्रथम इत्तला रिपोर्ट दर्ज कराई जानी चाहिए। स्थानीय पुलिस में एफआईआर दर्ज कराने के मामले में संस्थानगत प्राधिकारी की तरफ से किसी तरह की कमी अथवा लापरवाही अथवा जानबूझकर लगाई गई देरी को संस्थान के अधिकारियों की ओर से आपराधिक लापरवाही का एक कृत्य समझा जाएगा। यदि कोई पीड़ित अथवा उसके माता-पिता अथवा अभिभावक रैगिंग के बारे में सीधे ही पुलिस के पास एफआईआर दर्ज कराना चाहते हैं तो ऐसा करने से एफआईआर दायर करने की जो अपेक्षा संस्थानगत अधिकारी से की जाती है, वह उससे मुक्त नहीं हो जाएगा।
- (3) न्यायालयों को यह सुनिश्चित करने का प्रयास करना चाहिए कि रैगिंग से जुड़े मामलों की प्राथमिकता के आधार पर सुनवाई की जाए जिससे कि इस आशय का एक सही संदेश भेजा जा सके कि रैगिंग को सिर्फ हतोत्साहित ही नहीं किया जाना बल्कि उसके साथ सख्ती से निपटा जाना है।

इसके अलावा हम यह निदेश देते हैं कि राष्ट्रीय शैक्षिक अनुसंधान और प्रशिक्षण परिषद (एनसीईआरटी) तथा संबंधित राज्य शैक्षिक अनुसंधान और प्रशिक्षण परिषद (एससीईआरटी) द्वारा से रैगिंग संबंधित विषय को शैक्षिक पाठ्यचर्या में शामिल किए जाने की समीक्षा का प्रस्ताव लगाया जाना चाहिए। इस प्रश्न को 'मानव अधिकार' विषयों के शिक्षण में शामिल किया जा सकता है।

शैक्षिक संस्थानों द्वारा दाखिले के लिए जारी की जानी वाली विवरणिकाओं में यह स्पष्टतः निर्धारित किया जाना चाहिए कि यदि किसी प्रत्यागता को दाखिला मांगने वाला प्रार्थी पूर्व में रैगिंग से जुड़ा रहा है अथवा यदि बाद में ऐसा देखने में आता है कि वह रैगिंग में शामिल रहा है तो उसे शैक्षिक संस्थान में दाखिले से इंकार किया जा सकता है अथवा उसे निष्कासित किया जा सकता है।



संस्थानों द्वारा रैगिंग-विरोधी समितियाँ और दस्ते तत्काल स्थापित किए जाएंगे और स्थितिअनुसार समिति अथवा दस्ते का कार्य यह देखना होगा कि समिति की सिफारिशों का, विशेष रूप से जिनका उल्लेख ऊपर किया गया है निरपवाद रूप से अनुपालन किया जाता है और यदि ऐसा देखने में आता है कि कोई विचलन हुआ है तो ऐसा मामला तत्काल न्यायालय के ध्यान में लाया जाएगा। न्यायालय के आदेश के अनुसरण में गठित की गई समिति स्थापित की जाने वाली रैगिंग-विरोधी समितियों और दस्तों के कार्यकरण का मानीटरन करना जारी रखेगी। साथ ही वे उन सिफारिशों के कार्यान्वयन का भी मानीटरन करेंगी जिनके बारे में ऊपर उल्लेख किया गया है। "केरल विश्वविद्यालय बनाम परिषद, प्रिंसीपल कालेज, केरल के मामले में 2009 की सिविल याचिका संख्या 887 के संबंध में माननीय सर्वोच्च न्यायालय के दिनांक 8.5.2009 के निर्णय के उद्धरण दंत्य संस्थानों की जानकारी, मार्गदर्शन और उनके द्वारा कठोर अनुपालन के लिए संलग्नक ए के रूप में भी नथी किए गए हैं।"

(6) उद्देश्य: देश के भीतर दंत्य कालेजों/संस्थानों से विधि द्वारा निषिद्ध करके रैगिंग के सभी रूपों का उन्मूलन करना, इन विनियमनों के प्रावधानों का पालन करके इसकी पुनरावृत्ति को रोकना और रैगिंग में शामिल होने वाले व्यक्तियों को इन विनियमनों में अथवा लागू समुचित विधि में यथाउपबंधित दंड देना।

6. परिभाषाएं: इन विनियमनों के प्रयोजनों के लिए:

6.1 "संस्थान/कालेज" का आशय ऐसे दंत्य कालेज/संस्थान से है जो देश में दंत्य चिकित्सा प्रदान करने के प्रयोजन से दंत्य चिकित्सक अधिनियम, 1948 तथा उसके अधीन बनाए गए समय-समय पर यथासंशोधित विनियमों के प्रावधानों के अधीन स्थापित किया गया हो।

6.2 "संस्थान का अध्यक्ष" का आशय दंत्य कालेज/संस्थान के "प्रिंसीपल/संकाय अध्यक्ष" (अथवा उसे जिस किसी भी पदनाम से बुलाया जाए से है)।

6.3 "रैगिंग" का आशय मौखिक अथवा लिखित शब्दों द्वारा अथवा किसी ऐसे आचरण अथवा किसी ऐसे कार्य से है जिसका प्रभाव किसी/छात्र को सताने, अथवा उसके साथ उग्रतापूर्ण बरताव अथवा व्यवहार करने, ऐसे उपद्रवी अथवा अनुशासनहीन क्रियाकलापों में प्रवृत्त होने से है जो खीज, कष्ट अथवा मनोवैज्ञानिक क्षति पहुंचाता हो या ऐसी संभावना हो अथवा जो किसी नए छात्र अथवा कनिष्ठ छात्र के भीतर भय अथवा आशंका पैदा करता हो अथवा छात्रों से कोई ऐसा कार्य या ऐसा कोई निष्पादन करने को कहना जोकि ऐसा छात्र सामान्य जीवनक्रम में नहीं करेगा और जिससे ऐसे छात्र के भीतर शर्म अथवा परेशानी उत्पन्न होने अथवा पैदा किए जाने का इतना प्रभाव पड़ता हो कि किसी नए छात्र अथवा कनिष्ठ छात्र के शरीर अथवा मानस पर प्रतिकूल प्रभाव पड़ता हो।

7. रैगिंग के दंडनीय घटक

- रैगिंग के लिए दुष्चरण
- रैग करने के लिए आपराधिक षड़यंत्र
- गैर-कानूनी जनसमूह और रैगिंग के दौरान बलवा
- रैगिंग के माध्यम से शालीनता और नीतिशास्त्र का उल्लंघन
- शरीर को क्षति, चोट अथवा गंभीर चोट पहुंचाना
- गैर-कानूनी अवरोध
- गैर-कानूनी परिरोध
- आपराधिक बल का प्रयोग
- प्रहार और साथ ही यौन प्रहार अथवा यहां तक कि अप्राकृतिक अपराध
- खसोट
- आपराधिक अतिचार
- संपत्ति के विरुद्ध अपराध
- आपराधिक अभित्रास
- पीड़ित/पीड़ितों के विरुद्ध उपयुक्त में से कोई एक अथवा सभी अपराध करने का प्रयास
- भौतिक अथवा मनोवैज्ञानिक अवमानना
- "रैगिंग" की परिभाषा से निसृत अन्य सभी अपराध

8. संस्थान के स्तर पर रैगिंग का प्रतिषेध करने के लिए उपाय

8.1 संस्थान रैगिंग को कानून के अधीन महिलाओं के विरुद्ध बलात्कार तथा अन्य अत्याचारों तथा अनुसूचित जातियों/अनुसूचित जनजातियों के व्यक्तियों के विरुद्ध दुर्यवहार वी बराबर का संज्ञानात्मक अपराध मानते हुए तथा सभी संस्थानों में सभी रूपों में रैगिंग का प्रतिषेध करते हुए केन्द्रीय सरकार अथवा राज्य सरकारों के अधिनियम का, यदि कोई हो तो, अथवा अधिनियमित किया गया हो तो उसके प्रावधानों का कड़ाई से अनुपालन करेगा।

8.2 समूचे संस्थान में जिसमें उसके विभाग, घटक यूनिट, उसके सभी परिसर (शैक्षणिक, आवासीय, खेलकूद, कैटीन आदि) चाहे वे परिसर के भीतर स्थित हों या उससे बाहर स्थित हों तथा छात्रों के परिवहन के सभी साधनों में चाहे वह सार्वजनिक हों अथवा निजी शामिल हैं रैगिंग पर उसके सभी रूपों पर पाबंदी लगाई जाएगी।

8.3 जो लोग रैगिंग तथा/अथवा रैगिंग के दुष्चरण के दोषी पाए जाएंगे उनके विरुद्ध संस्थान कठोर कार्रवाई करेगा।

9. संस्थान के स्तर पर रैगिंग के निवारण के उपाय

9.1 दाखिलों से पूर्व:

9.1.1 दाखिलों से संबंधित विज्ञापन में इस आशय का स्पष्ट उल्लेख होगा कि संस्थान में रैगिंग पर पूरी पाबंदी है तथा यदि कोई व्यक्ति रैगिंग तथा/अथवा रैगिंग के दुष्चरण के लिए दोषी पाया जाएगा तो वह समुचित रूप से दंडनीय होगा।

9.1.2 ये विनियम अभ्यर्थियों के लिए दाखिला अनुदेश पुरिस्का को विवरणिका में पूरी तरह से छापे जाएंगे जिनमें संलग्नक-1, भाग-I तथा भाग-II निर्दिष्ट किए जाएंगे।

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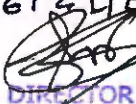


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- 9.2.6 नए छात्रों को रैगिंग की घटनाओं के बारे में, चाहे पीड़ितों के रूप में यहां तक कि गवाहों के रूप में सूचित करने को प्रोत्साहित किया जाएगा।
- 9.3 शैक्षणिक वर्ष के अंत में
- 9.3.1 प्रत्येक शैक्षणिक वर्ष के अंत में प्रिन्सिपल/संकाय अध्यक्ष उन छात्रों के माता-पिता/अभिभावकों को जोकि पहला वर्ष पूरा कर रहे हैं एक पत्र भेजेगा जिसमें उन्हें रैगिंग से संबंधित विधि और दंडों के बारे में सूचित किया जाएगा और उनसे अनुरोध किया जाएगा कि वे अपने बच्चों से, जब वे अगले शैक्षणिक सत्र के शुरू में वापिस आएँ तो रैगिंग में प्रवृत्त न होने के लिए कहें।
- 9.3.2 प्रत्येक शैक्षणिक सत्र के अंत में संस्थान 'परामर्शी' सेल की स्थापना करेगा जिसमें आगामी शैक्षणिक वर्ष के परामर्शदाता शामिल होंगे। परामर्शदाताओं के स्तरों अथवा टियरों की संख्या उतनी ही होगी जितना संस्थान में बच्चों की संख्या है अर्थात् 6 नए छात्रों के लिए एक परामर्शदाता तथा निम्न स्तर के 6 परामर्शदाताओं के लिए उच्चतर स्तर का एक परामर्शदाता।
- 9.4 समितियों की स्थापना और उनके कार्य
- 9.4.1 रैगिंग-विरोधी समिति  
रैगिंग-विरोधी समिति संस्थान के अध्यक्ष की अध्यक्षता में काम करेगी और उसमें संकाय सदस्यों, माता-पिता, छात्रों में नए छात्रों की श्रेणी के छात्रों और वरिष्ठ छात्रों और गैर-शिक्षण स्टाफ के प्रतिनिधि शामिल होंगे। यह समिति रैगिंग-विरोधी दस्तों/की सिफारिशों पर विचार करेगी और दोषी पाए जाने वालों के विरुद्ध उपयुक्त दंड निर्धारित करने के साथ-साथ समुचित निर्णय लेगी।
- 9.4.2 रैगिंग-विरोधी दस्ता  
रैगिंग-विरोधी दस्ता संस्थान के अध्यक्ष द्वारा नामित किया जाएगा जिसमें आवश्यकता के अनुसार प्रतिनिधित्व रहेगा और परिसर समुदाय के विभिन्न खंडों के सदस्य शामिल होंगे। यह दस्ता सतर्कता निरीक्षण और चौकसी के कार्य करेगा। इसे सदैव सचल, सतर्क और सक्रिय रखा जाएगा तथा इसे संभावित रैगिंग के स्थानों का निरीक्षण करने और छात्रावासों तथा अन्य संभावित स्थलों पर औचक छापा मारने के अधिकार दिए जाएंगे। यह दस्ता रैगिंग की घटनाओं की जांच करेगा और रैगिंग-विरोधी समिति को सिफारिश भेजेगा तथा उपयुक्त समिति के मार्गदर्शन में काम करेगा।
- 9.4.3 रैगिंग पर मानीटरन सेल  
संस्थान में रैगिंग पर एक मानीटरन सेल होगा जोकि दिशा-अनुकूलन कार्यक्रम, परामर्शी सत्र आदि आयोजित करने के अनुदेशों के कार्यान्वयन के संबंध में तथा रैगिंग की घटनाओं, वार्डनों और अन्य कार्मिकों आदि को पेश आ रही समस्याओं के संबंध में रैगिंग-विरोधी समितियों, दस्तों और परामर्शी सेलों के क्रियाकलापों का समन्वय करेगा। यह सेल उनके द्वारा किए गए रैगिंग-विरोधी उपायों के प्रचार के लिए किए गए उपायों की समीक्षा भी करेगा, प्रति वर्ष अभ्यर्थियों/छात्रों और उनके माता-पिता-तथा अभिभावकों से प्रतिज्ञाओं की प्राप्ति की परस्पर जांच करेगा और संस्थान के स्तर पर रैगिंग-विरोधी उपायों के कार्यान्वयन को सुविधापूर्ण बनाने के लिए कार्रवाई की शुरुआत करने के मामले में अग्रणी प्रवर्तक होगा।
- 9.5 अन्य उपाय
- 9.5.1 प्रत्येक शैक्षणिक सत्र के शुरू में प्रत्येक छात्र द्वारा अर्थात् नए छात्रों और साथ ही वरिष्ठों द्वारा उपर्युक्त विनियमों के पैरा 9.1.4, 9.1.5 और 9.1.7 में उल्लिखित संलग्नक प्रस्तुत किए जाएंगे।
- 9.5.2 संस्थान नए शैक्षणिक वर्ष के पहले तीन महीनों के दौरान छात्रों के लिए व्यावसायिक परामर्शदाताओं द्वारा नियमित और नियतकालिक मनोवैज्ञानिक परामर्श और दिशा-अनुकूलन (नए छात्रों के लिए अलग से और साथ ही वरिष्ठों के साथ संयुक्त रूप से) की व्यवस्था करेगा। यह व्यवस्था संस्थान तथा विभाग/पाठ्यक्रम स्तर पर की जाएगी। इस तरह के सत्रों में माता-पिता और अध्यापकों को भी शामिल किया जाएगा।
- 9.5.3 ऊपर 9.1.9 में बताए अनुसार महत्वपूर्ण स्थलों पर पोस्टर लगाने के अलावा संस्थान श्रुत्य-दृश्य सहायक सामग्री, परामर्श सत्रों, कार्यशालाओं, छात्रों के बीच चित्रकला और डिजाइन प्रतियोगिताओं के माध्यम से तथा अन्य ऐसी विधियों द्वारा जो वह उचित समझे रैगिंग के विरोध में व्यापक प्रचार के लिए उपाय करेगा।
- 9.5.4 वार्डनों की नियुक्ति यूजीसी अथवा संबंधित विश्वविद्यालय अथवा राज्य सरकार के किसी अन्य सक्षम प्राधिकारी द्वारा पद के लिए निर्धारित पात्रता मानदंडों के अनुसार की जाएगी जो अनुशासन बनाए रखने के अधिकार तथा नियंत्रण पक्षों और साथ ही क्लासरूम स्थितियों से बाहर युवकों को परामर्श देने और उनके साथ बातचीत करने के सुकोमल कौशल को भी परिचायक होंगे। ये वार्डन हर समय उपलब्ध रहेंगे और उन्हें मोबाइल फोन मुहैया कराए जाएंगे। संस्थान रैगिंग की बुराई पर रोक लगाने में प्रवृत्त वार्डनों तथा अन्य अधिकारियों के अधिकारों और परिलक्षियों की समीक्षा करेगा और उसमें समुचित बढ़ोतरी करेगा।
- 9.5.5 छात्रावासों में तैनात किए गए सुरक्षा कार्मिक वार्डनों के सीधे नियंत्रण में होंगे और उनका आकलन वार्डनों द्वारा किया जाएगा।
- 9.5.6 निजी वाणिज्यिक रूप से प्रबंधित लाज और होस्टल स्थानीय पुलिस अधिकारियों के यहां पंजीकृत कराए जाएंगे और यह काम संस्थान के अध्यक्ष की सिफारिश पर अनिवार्यतः किया जाएगा। स्थानीय पुलिस, स्थानीय प्रशासन तथा संस्थान के अधिकारी रैगिंग की परिभाषा में आने वाली घटनाओं पर निगह सुनिश्चित रखेंगे तथा ऐसे स्थलों पर रैगिंग की घटना होने पर कार्रवाई करने के लिए उसी प्रकार जिम्मेदार होंगे जैसेकि परिसर के भीतर हुई घटनाओं के लिए होते हैं। इस तरह के निजी छात्रावासों के प्रबंधकवर्ग अपने परिसर में होने वाले रैगिंग के मामलों की सूचना न देने के लिए जिम्मेदार होंगे।
- 9.5.7 संस्थान के अध्यक्ष रैगिंग-विरोधी दस्तों की सिफारिश के संबंध में तत्काल कार्रवाई करेंगे। यदि परिस्थितियों की दृष्टि से यह जरूरी हो तो वह स्वतः भी कार्रवाई करेगा/करेगी।
- 9.5.8 जो नए छात्र पीड़ितों के रूप में अथवा गवाहों के रूप में रैगिंग की घटनाओं की सूचना नहीं देंगे उन्हें भी समुचित रूप से दंडित किया जाएगा।

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Kanchanwadi, Aurangabad.



  
DEAN

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- 9.1.3 "विवरणिका" तथा दाखिले संबंधी अन्य दस्तावेजों में सर्वोच्च न्यायालय तथा/अथवा यथाप्रयोज्य केन्द्रीय अथवा राज्य सरकारों के सभी निर्देश शामिल किए जाएंगे जिससे कि अभ्यर्थियों और उनके माता-पिता/अभिभावकों को रैगिंग के प्रतिषेध तथा उसके परिणामों के बारे में संवेदीकृत किया जा सके। यदि संस्थान संबंधन प्रदान करने वाला विश्वविद्यालय है तो वह अपने अधीन संस्थानों के लिए अपनी "विवरणिका" में इस तरह की जानकारी शामिल करना अनिवार्य बना देगा।
- 9.1.4 दाखिले/नामांकन के लिए आवेदन फार्म में इस आशय की एक मुद्रित प्रतिज्ञा होगी जो बेहतर हो कि हिंदी/अंग्रेजी दोनों भाषाओं में तथा एक ऐसी प्रादेशिक भाषा में हो जिससे संस्थान तथा अभ्यर्थी परिचित हों (अंग्रेजी रूपांतरण संलग्नक-I, भाग-II) में दिया गया है, जिसे अभ्यर्थी द्वारा भरा जाएगा और हस्ताक्षर किए जाएंगे कि वह रैगिंग के प्रतिषेध से संबंधित विधि और साथ ही उसके दंडों से अवगत है और साथ ही इस आशय की भी कि उसे किसी संस्थान द्वारा निष्कासित तथा/अथवा दाखिले से विवर्जित नहीं किया गया है और यह कि यदि वह रैगिंग तथा/अथवा रैगिंग के दुष्परण का दोषी पाया जाता/जाती है तो उसे समुचित रूप से दंडित किया जाएगा।
- 9.1.5 आवेदन-पत्र में इस आशय की भी एक मुद्रित प्रतिज्ञा होगी जोकि बेहतर हो अंग्रेजी/हिंदी में तथा एक ऐसी प्रादेशिक भाषा में हो जिससे संस्थान तथा माता-पिता/अभिभावक परिचित हों (अंग्रेजी रूपांतरण संलग्नक-I, भाग-II) में दिया गया है) जिस पर अभ्यर्थी के माता-पिता/अभिभावक इस संबंध में हस्ताक्षर करेंगे कि यह भी इस विषय से संबंधित विधि से परिचित है और वह यदि उनका बच्चा रैगिंग तथा/अथवा रैगिंग के दुष्परण का दोषी पाया जाता है तो उसे दिए जाने वाले दंड से सहमत होगा।
- 9.1.6 दाखिले के लिए आवेदन-पत्र के साथ स्थिति अनुसार स्कूल लीविंग प्रमाण-पत्र/अंतरण प्रमाण-पत्र/प्रवास प्रमाण-पत्र/चरित्र प्रमाण-पत्र के रूप में एक दस्तावेज संलग्न किया जाएगा जिसमें प्रार्थी के व्यवहार पर एक रिपोर्ट शामिल होगी जिससे कि संस्थान तदुपरांत ऐसे छात्र के बारे में जिसके मामले में इस संबंध में नकारात्मक प्रविष्टि हो, एक गहन निगरानी रख सकता है।
- 9.1.7 छात्रावास में दाखिले के इच्छुक छात्र को छात्रावास के लिए अपने आवेदन-पत्र के साथ संलग्नक-II (दोनों भाग) के रूप में एक अतिरिक्त आश्वासन देना होगा।
- 9.1.8 शैक्षणिक सत्र के आरंभ में संस्थान का अध्यक्ष संस्थान में रैगिंग को रोकने के लिए किए जाने वाले उपायों तथा अपराधियों का पता लगाने और उन्हें समुचित रूप से दंडित करने के लिए किए जाने वाले उपायों के बारे में चर्चा करने के लिए होस्टल वार्डनों, छात्रों, माता-पिता/अभिभावकों, संकाय, जिला प्रशासन के प्रतिनिधियों जिनमें पुलिस शामिल है जैसे विभिन्न कार्मिकों/एजेंसियों की एक बैठक आयोजित करेगा और उसे संबोधित करेगा।
- 9.1.9 कुल मिलाकर समुदाय को तथा विशेष रूप से छात्रों को रैगिंग के अमानवीय प्रभाव तथा रैगिंग में प्रवृत्त होने वाले व्यक्तियों के प्रति संस्थान के रवैये से अवगत कराने के लिए सभी विभागों, छात्रावासों तथा अन्य भवनों और अन्य अतिसंवेदनशील स्थानों पर सभी नोटिस बोर्डों पर बड़े-बड़े पोस्टर (बेहतर हो यदि विधि के प्रावधानों, दंडों आदि के लिए अलग-अलग रंगों से युक्त बहुरंगी हो) सुस्पष्ट रूप से प्रदर्शित किए जाएंगे। इस तरह के कुछ पोस्टर कतिपय अतिसंवेदनशील स्थानों में स्थायी प्रकृति के होंगे।
- 9.1.10 संस्थान रैगिंग का प्रतिषेध करने वाली विधि तथा रैगिंग के नकारात्मक पक्षों तथा रैगिंग पर पाबंदी लगाने और उसके दोषी पाए गए छात्रों के विरुद्ध किसी भी भय अथवा पक्षपात के बिना दंडित करने के संस्थान के संकल्प के बारे में समुचित प्रचार करने के लिए मीडिया से अनुरोध करेगा।
- 9.1.11 संस्थान सभी अतिसंवेदनशील स्थानों की पहचान करेगा तथा उन्हें समुचित रूप से प्रकाशित करेगा और तैनाती करेगा।
- 9.1.12 संस्थान अपने परिसर में विशेष रूप से अतिसंवेदनशील स्थानों में कड़ी सुरक्षा रखेगा। यदि जरूरी होगा तो शैक्षणिक सत्र के शुरू के महीनों के दौरान देर रात को या तड़के ऐसे बिंदुओं पर गहन पुलिस कार्रवाई का आश्रय लेगा।
- 9.1.13 संस्थान नए शैक्षणिक वर्ष के आरंभ होने से पहले छुट्टियों के समय का प्रयोग पोस्टरों, लीफलेटों, संगोष्ठियों, नुक्कड़ नाटक आदि के माध्यम से रैगिंग के विरुद्ध व्यापक प्रचार अभियान शुरू करने के लिए करेगा।
- 9.1.14 संस्थान के संकाय/विभाग/यूनिट शैक्षणिक वर्ष के आरंभ से काफी पहले प्रवेश की प्रक्रिया के मुख्य लक्ष्यों और उद्देश्यों की सुस्पष्ट भावना सहित एक प्रवेशकालीन व्यवस्था रखेंगे (जिसमें वे शामिल होंगे जो प्रत्याशा करते होंगे, छात्रों के किसी वर्ग के किन्हीं विशेष जरूरतों का पता लगाने और उनकी पूर्ति के लिए योजना बनाना शामिल है)।
- 9.2 दाखिल होने पर
- 9.2.1 संस्थान में दाखिल होने वाले प्रत्येक नए छात्र को एक छपा हुआ लीफलेट दिया जाएगा जिसमें इस आशय के ब्यौरे दिए होंगे कि उसे विभिन्न प्रयोजनों के लिए सहायता तथा मार्गदर्शन के वास्ते कब और किसके साथ संपर्क करना है (वार्डनों, संस्थान के अध्यक्ष, रैगिंग-विरोधी समितियों, संबंधित जिला और पुलिस अधिकारियों सहित), ऐसे व्यक्तियों/अधिकारियों आदि के पते और टेलीफोन नंबर दिए होंगे जिससे कि नए छात्र को ऐसे मामलों में मदद के लिए वरिष्ठों की तरफ न देखना पड़े और उनके प्रति आभारी न होना पड़े और उनके कहने पर सही या गलत काम न करने पड़े। इस तरह की कार्रवाई से नए छात्रों की अपने वरिष्ठों के प्रति निर्भरता कम हो जाएगी।
- 9.2.2 संस्थान उपर्युक्त लीफलेट के माध्यम से नए छात्रों को उनके प्रवेश और दिशा-अनुकूलन की व्यवस्था के बारे में समझाएगा जोकि उन्हें छात्रों के रूप में पूरी तरह समाकूलित किए जाने के एक प्रभावी और कारगर साधन को बढ़ावा
- 9.2.3 संस्थान उपर्युक्त लीफलेट नए छात्रों को संस्थान के प्रमाणिक छात्रों के रूप में उनके अधिकारों की बात भी बताएगा और उन्हें इस आशय के स्पष्ट अनुरोध देगा कि उन्हें अपनी इच्छा के विरुद्ध कुछ भी नहीं करना चाहिए, भले ही इस बात की वरिष्ठों ने आदेश दिए हों और यह कि उन्हें किसी बात से डरना नहीं चाहिए क्योंकि संस्थान उनकी चिंता करता है और

- 9.5.9 शैक्षणिक वर्ष के पहले तीन महीनों के दौरान संस्थान द्वारा हर पखवाड़े में छात्रों के पहले वर्ष के बैच (नए छात्र) के बीच अनामित यादृच्छिक सर्वेक्षण किया जाएगा जिससे कि इस बात का सत्यापन किया जा सके और परस्पर जांच की जा सके कि क्या परिसर वस्तुतः रैगिंग से मुक्त या नहीं। इस तरह के सर्वेक्षण करने के लिए संस्थान स्वयं अपनी प्रविधि तैयार कर सकता है।
- 9.5.10 प्रमाण प्रस्तुत करने का भार रैगिंग करने वाले पर रहेगा और पीडित पर नहीं रहेगा।
- 9.5.11 जब कभी रैगिंग के किसी मामले की सूचना दी जाती है तो संस्थान पुलिस/स्थानीय अधिकारियों के पास एक एफआईआर दायर करेगा लेकिन पुलिस/स्थानीय अधिकारियों की तरफ से किसी कार्रवाई का इंतजार किए बिना अपनी स्वयं की जांच तथा अन्य उपाय जारी रखेगा। घटना होने के एक सप्ताह के भीतर उपचारात्मक कार्रवाई शुरू की जाएगी और पूरी कर ली जाएगी।
- 9.5.12 संस्थान द्वारा छात्रों को जारी किए गए प्रवास/अंतरण प्रमाण-पत्र में सामान्य आचरण और व्यवहार के अलावा इस आशय की एक प्रविष्टि होगी कि क्या छात्र को रैगिंग करने अथवा रैगिंग के लिए दुष्चरणा के वास्ते दंडित किया गया है अथवा नहीं और साथ ही क्या छात्र ने लगातार हिंसात्मक अथवा आक्रामक व्यवहार अथवा दूसरों को क्षति पहुंचाने की प्रवृत्ति का परिचय दिया है।
- 9.5.13 रैगिंग को रोकना अथवा उसके विरुद्ध कार्रवाई करना संस्थान में अधिकारियों अथवा कार्मिकों जिनमें संकाय भी शामिल होगा के सभी स्तरों और वर्गों की सामूहिक जिम्मेदारी होगी और वह मात्र रैगिंग को रोकने के लिए गठित की गई किसी विशिष्ट निकाय/समिति की जिम्मेदारी नहीं होगी।
- 9.5.14 विश्वविद्यालयों को छोड़कर संस्थानों के अध्यक्ष उस विश्वविद्यालय के उप-कुलपति को जिसके साथ संस्थान को संबंधन अथवा विश्वविद्यालय की मान्यता प्राप्त है रैगिंग-विरोधी उपायों के अनुपालन की रिथिति के संबंध में नए शैक्षणिक वर्ष के पहले तीन महीनों के दौरान साप्ताहिक रिपोर्टें और उसके बाद प्रति माह रिपोर्टें भेजेगे। प्रत्येक विश्वविद्यालय का उप-कुलपति विश्वविद्यालय की बाबत संबंधन प्रदान करने वाले विश्वविद्यालय के मामले में रैगिंग संबंधी मानीटरन सेल की रिपोर्टों सहित कुलपति को पाक्षिक रिपोर्टें भेजेगा।
- 9.5.15 क्लासरूमों, सेमिनार हॉलों, पुस्तकालय आदि को छोड़कर होस्टलों तथा परिसरों में मोबाइल फोन और सार्वजनिक फोन की सुलभता अबाधित रहेगी।
- 9.6 नए छात्रों और वरिष्ठों के बीच स्वस्थ वैचारिक आदान-प्रदान को प्रोत्साहित करने के लिए उपाय
- 9.6.1 संस्थान पाठ्यक्रम प्रभारी, छात्र सलाहकार, बार्डन तथा कुछ वरिष्ठ छात्रों सहित उपयुक्त समितियां स्थापित करेगा जिससे कि नए छात्रों और वरिष्ठ छात्रों के बीच स्वस्थ वैचारिक आदान-प्रदान का सक्रिय रूप से मानीटरन, प्रोत्साहन और विनियमन किया जा सके।
- 9.6.2 दाखिलों के शीघ्र बाद और बेहतर हो कि शैक्षणिक सत्र के आरंभ होने के पहले दो सप्ताहों के भीतर वरिष्ठ सदस्यों तथा संकाय द्वारा मिलकर प्रत्येक विभाग में नए छात्रों की स्वागत पार्टियां आयोजित की जाएं जिससे कि एक-दूसरे का समुचित परिचय प्राप्त हो सके और जहां नए छात्रों की प्रतिभाएं संकाय की उपस्थिति में खुलकर सामने आ सकें और इस प्रकार अपनी हीन भावना से, यदि कोई हो तो, मुक्ति पाने में और अपने अवरोधों को दूर करने में उनकी मदद की जा सके।
- 9.6.3 मूल्यांकन और संकाय नियुक्तियों की वास्तविक प्रक्रियाओं से संबंधित मामलों को छोड़कर संस्थान सभी मामलों में छात्रों को सहयोजित करके छात्र-संकाय वैचारिक आदान-प्रदान को बढ़ावा देगा जिससे कि छात्र ऐसा महसूस करें कि वे संस्थान के कार्यों का प्रबंध करने में और फलतः संस्थान के उत्तम कार्य/निष्पादन के लिए संस्थान को जो गौरव प्रदान किया जाता है उसके लिए भी जिम्मेदार भागीदार हैं।
- 10: अनुपालन सुनिश्चित करने के लिए मानीटरन तंत्र
- 10.1 भारतीय दंत्य परिषद में भी एक रैगिंग-विरोधी सेल होगा जोकि रैगिंग-विरोधी उपायों के प्रभावी कार्यान्वयन के लिए जानकारी का संग्रह करने तथा मानीटरन करने और संस्थान स्तरीय समितियों के साथ समन्वय करने के लिए सचिवालयी सहायता प्रदान करने के वास्ते एक संस्थानगत तंत्र के रूप में होगा।
- 10.2 यदि डीसीआई को यह पता चलता है कि किसी संस्थान ने उसके यहां हुए रैगिंग के किसी मामले के संबंध में झूठी/जाली रिपोर्ट प्रस्तुत की है अथवा डीसीआई को किसी दंत्य संस्थान में हुई रैगिंग के बारे में कोई शिकायत प्राप्त होती है तो डीसीआई वास्तविक स्थिति का सत्यापन करने के लिए स्वयं अपना तथ्य-अन्वेषण दल भेजेगा। टीए/डीए अथवा यदि कोई अन्य वित्तीय खर्च किया जाएगा तो उसका भुगतान संबंधित संस्थान द्वारा नियमों के अनुसार किया जाएगा।

11.

11.1 संस्थान के स्तर पर

संस्थान की रैगिंग-विरोधी समिति द्वारा स्थापित अभिचार की प्रकृति और गंभीरता के आधार पर संस्थान के स्तर पर रैगिंग के लिए दोषी पाए गए व्यक्तियों पर निम्नांकित सजाएँ दंडों में से कोई एक अथवा दंडों का कोई एक मिश्रण लगाया जाएगा:

कक्षाओं में उपस्थित होने और शैक्षणिक अभिचार से निवृत्त।

सूत्रप्रवृत्ति/अध्येतावृत्ति तथा अन्य काम/प्रकृतियों/व्यक्तियों को

किसी प्रयोग/प्रयोग अथवा अन्य मूल्यांकन प्रक्रिया में बैठने से विवर्जित किया जाना।

किसी क्षेत्रीय राष्ट्रीय अथवा अंतरराष्ट्रीय प्रतिष्ठान/दूरनिर्मित, युवा महोत्सव आदि में संस्थान के प्रतिनिधित्व करने से

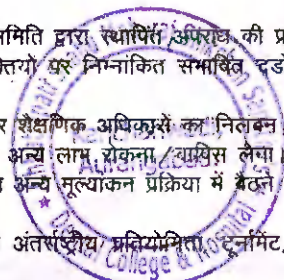
विवर्जित किया जाना।

  
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- 11.1.10 25000 रुपए से लेकर एक लाख रुपए तक का जुमाना।
- 11.1.11 सामूहिक दंड: जब रैगिंग करने या रैगिंग के लिए दुष्करण करने वाले व्यक्ति की पहचान न की जा सके तो संस्थान सामूहिक दंड का रास्ता अपना सकता है।
- 11.2 संबन्धनप्राप्त संस्थानों के बारे में विश्वविद्यालय के स्तर पर यदि कोई संस्थान इन विनियमों के प्रावधानों का अनुपालन नहीं करता है तथा रैगिंग पर प्रभावी रूप से रोक लगाने में असमर्थ रहता है तो विश्वविद्यालय उसके ऊपर इनमें से कोई एक अथवा दंडों का कोई एक मिश्रण लगाएगा:
- 11.2.1 संबन्धन तथा/अथवा संस्थान को दिए गए अन्य अधिकारों की समाप्ति।
- 11.2.2 संस्थान में अध्ययन के किसी कार्यक्रम में भाग लेने वाले किन्हीं छात्रों को विश्वविद्यालय की किसी डिग्री/डिप्लोमा प्राप्त करने के लिए प्रस्तुत करने से संस्थान को रोकना।
- 11.2.3 विश्वविद्यालय द्वारा प्रदत्त अनुदान, यदि कोई हो तो, रोकना।
- 11.2.4 संस्थान को विश्वविद्यालय के माध्यम से प्रदत्त किन्हीं अनुदानों को, यदि कोई हो तो, रोकना।
- 11.2.5 विश्वविद्यालय के अधिकारों के भीतर कोई अन्य उपयुक्त दंड।
- 11.3 प्रबंध स्तर पर संस्थान के प्राधिकारी/प्रबंधक वर्ग (ट्रस्ट सोसायटी आदि) विशेष रूप से संस्थान का अध्यक्ष यह सुनिश्चित करने के लिए जिम्मेदार होगा कि संस्थान में रैगिंग की कोई घटना न हो। यदि रैगिंग की कोई घटना घटती है तो वह प्रबंधक वर्ग/अध्यक्ष ऐसे व्यक्ति/व्यक्तियों के विरुद्ध तत्काल और उपयुक्त कार्रवाई करेगा जिनके कर्तव्य की लापरवाही से यह घटना हुई। तदनंतर अध्यक्ष को नियुक्त करने वाला पदनामित अधिकारी अध्यक्ष के विरुद्ध तत्काल और उपयुक्त कार्रवाई करेगा।
- 11.4 डीसीआई के स्तर पर यदि कोई संस्थान रैगिंग पर रोक लगाने में असफल रहता है तो भारतीय दंत्य परिषद निम्न दंडों में से कोई एक अथवा दंडों का कोई एक मिश्रण लगाएगी:
- 11.4.1 दंत्य चिकित्सा अधिनियम, 1948 के खंड 16ए के अधीन संस्थान के विरुद्ध मान्यता समाप्त करने की कार्रवाई शुरू करना।
- 11.4.2 संस्थान की दाखिला क्षमता में उतनी कमी करना जितना परिषद उचित समझे।
- 11.4.3 अगले आदेश होने तक संस्थान में और आगे दाखिले बंद करना।
- 11.4.4 यूजी/पीजी दंत्य पाठ्यक्रमों के संबंध में अनुमति का नवीकरण बंद करना।
- 11.4.5 संबंधित संस्थान पर इस तरह लगाए गए दंडों से संबंधित सूचना सभी संबंधितों की जानकारी के लिए डीसीआई के वेबसाइट पर प्रस्तुत करना।
12. डीसीआई को रिपोर्टों की प्रस्तुति प्रत्येक संस्थान निम्न समय-सूची के अनुसार निर्धारित प्रपत्र (संलग्नक-11) में अपनी रिपोर्टें सचिव, भारतीय दंत्य परिषद, एयान-ए-गालिब मार्ग, कोटला रोड, नई दिल्ली-110002 को प्रस्तुत करेगा।
- 12.1 जिस वर्ष में दाखिला किया जाता है ऐसे प्रत्येक वर्ष की 31 अक्टूबर तक, जिसमें इन विनियमों के विनियम 9.1 तथा 9.2 के कार्यान्वयन के संबंध में संस्थान द्वारा की गई कार्रवाई दर्शाई गई होगी, जिसके न किए जाने पर दोषी संस्थान के विरुद्ध विनियम 11.4 में निर्दिष्ट कार्रवाई की जाएगी, तथा
- 12.2 पिछले शैक्षणिक सत्र के संबंध में निर्धारित प्रपत्र में (संलग्नक-11) प्रति वर्ष 30 अप्रैल तक, जिसमें उसके प्रत्येक कालम के सामने दी गई अपेक्षित जानकारी दर्शाई गई हो जिसके न किए जाने पर दोषी संस्थान के विरुद्ध विनियम 11.4 में उल्लिखित कार्रवाई शुरू की जाएगी।

मेजर जनरल (सेवानिवृत्त) डॉ. पी. एन. अवस्थी, सचिव

[विज्ञापन III/4/असा./98/09]

संलग्नक-1, भाग-1

अभ्यर्थी/छात्र द्वारा प्रतिज्ञा

1. मैंने.....सुपुत्र/सुपुत्री श्री/श्रीमती/सुश्री.....रैगिंग का प्रतिषेध करने वाली विधि और इस संबंध में माननीय सर्वोच्च न्यायालय तथा केन्द्रीय/राज्य सरकार के निर्देशों को सावधानीपूर्वक पढ़ और समझ लिया है।
2. मुझे दंत्य कालेजों में रैगिंग की बुराई पर रोक लगाने वाले डीसीआई विनियम, 2009 की एक प्रति मिल गई है और मैंने उसे सावधानीपूर्वक पढ़ लिया है।
3. मैं एतद्द्वारा यह प्रतिज्ञा करता हूँ कि
- मैं ऐसे किसी व्यवहार अथवा कृत्य में प्रवृत्त नहीं होऊंगा जो रैगिंग की परिभाषा के तहत आता हो।
  - मैं रैगिंग के किसी भी रूप में अथवा उसके दुष्करण में अथवा उसके प्रसार में हिस्सा नहीं लूंगा।
  - मैं किसी को भी शारीरिक अथवा मनोवैज्ञानिक रूप में कोई क्षति अथवा कोई अन्य नुकसान नहीं पहुंचाऊंगा।
4. मैं एतद्द्वारा यह स्वीकार करता हूँ कि यदि मैं रैगिंग के किसी पक्ष का दोषी पाया गया तो मुझे उपयुक्त डीसीआई विनियमों तथा/अथवा लागू विधि के उपबंधों के अनुसार दंडित किया जा सकता है।
5. मैं एतद्द्वारा इस बात की पुष्टि करता हूँ कि मुझे दाखिले के लिए किसी संस्थान द्वारा निष्कासित अथवा विवर्जित नहीं किया गया है।

वर्ष.....के.....महीने के.....दिन को हस्ताक्षरित

नाम

पता

हस्ताक्षर

  
DIRECTOR

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## संलग्नक-I, भाग-II

## माता-पिता/अभिभावक द्वारा प्रतिज्ञा

1. मैंने ..... जोकि ..... का पिता/माता/अभिभावक हूँ रैगिंग का प्रतिषेध करने वाली विधि और इस संबंध में माननीय सर्वोच्च न्यायालय तथा केन्द्रीय सरकार/राज्य सरकार के निर्देशों और साथ ही दंत्य कालेजों में रैगिंग की बुराई पर रोक लगाने वाले डीसीआई विनियमों को सावधानीपूर्वक पढ़ और समझ लिया है।
2. मैं आपको विश्वास दिलाता/दिलाती हूँ कि मेरा पुत्र/पुत्री रैगिंग के किसी भी कृत्य में प्रवृत्त नहीं होगा/होगी।
3. मैं एतद्वारा इस बात की पुष्टि करता/करती हूँ कि यदि वह रैगिंग के किसी भी पक्ष का दोषी पाया गया/पाई गई तो उसे उपर्युक्त डीसीआई विनियमों तथा/अथवा लागू विधि के उपबंधों के अनुसार दंडित किया जा सकता है।
- वर्ष ..... के ..... महीने के ..... दिन को हस्ताक्षरित  
नाम ..... पता ..... हस्ताक्षर .....

## संलग्नक-II

शैक्षिक संस्थानों में रैगिंग के विरुद्ध उपायों के संबंध में भारत के माननीय सर्वोच्च न्यायालय के निर्देशों का मानीटरन करने के लिए प्रपत्र

क्रम संख्या	संस्थान का नाम, पूरा पता और टेलीफोन नंबर		
	प्रिंसीपल/संकायाध्यक्ष का नाम और उनका सीधा संपर्क नंबर		
	कार्रवाई		
1.	क्या रैगिंग-विरोधी दस्तों का गठन किया गया?	हां/नहीं	
2.	क्या रैगिंग-विरोधी समिति का गठन किया गया?	हां/नहीं	
3.	क्या विवरणिका में रैगिंग के विरुद्ध संभावित कार्रवाई का उल्लेख किया गया है?	संक्षिप्त विवरण प्रस्तुत करें (विवरणिका की एक प्रति संलग्न की जाए)	
4.	जिन अधिकारियों के साथ संपर्क किया जाना है-क्या नए छात्रों को उनके नाम, टेलीफोन नंबर उपलब्ध करा दिए गए हैं?	-वही-	
5.	क्या छात्रों को समय पर सूचित करने के लिए होस्टल (होस्टलों) में टेलीफोन (सेन और लैंडलाइन) की निर्बाध सुलभता प्रदान की गई है?	-वही-	
6.	क्या वरिष्ठों को परामर्श दिया गया है?	-वही-	
7.	क्या नए छात्रों को परामर्श दिया गया है?	-वही-	
8.	क्या नए छात्रों के लिए दिशा-अनुकूलन पाठ्यक्रम आयोजित किए गए हैं?	-वही-	
9.	रैगिंग-विरोधी दस्ते	9(क) गठन की तारीख 9(ख) सदस्यों के नाम तथा उनके संपर्क टेलीफोन नंबर 9(ग) छात्रों की संख्या 9(घ) छात्रों की आवृत्ति 9(ङ) औचक छात्र 9(च) दस्ते द्वारा किए गए अन्य उपाय 9(छ) पकड़े गए मामलों की संख्या 9(ज) अनुवर्ती कार्रवाई के रूप में की गई कार्रवाई	
10.	रैगिंग-विरोधी समिति	10(क) गठन की तारीख 10(ख) सदस्यों के नाम तथा उनके संपर्क टेलीफोन नंबर 10(ग) छात्रों की संख्या 10(घ) छात्रों की आवृत्ति 10(ङ) औचक छात्र 10(च) दस्ते द्वारा किए गए अन्य उपाय 10(छ) पकड़े गए मामलों की संख्या 10(ज) अनुवर्ती कार्रवाई के रूप में की गई कार्रवाई	

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14.	क्या दाखिले से पूर्व सभी छात्रों से प्रतिज्ञाएं प्राप्त हो गई थी? (संलग्नक-1, भाग-I) के अनुसार	हां/नहीं	
15.	क्या दाखिले से पूर्व सभी माता-पिता/अभिभावकों से प्रतिज्ञाएं प्राप्त हो गई थी? (संलग्नक-1, भाग-II) के अनुसार	हां/नहीं	

मोहर सहित प्रिंसीपल के हस्ताक्षर

संलग्नक-ए

केरल विश्वविद्यालय बनाम परिषद, प्रिंसीपल्स कालेजेज, केरल तथा अन्य के मामले में 2009 की सिविल याचिका संख्या 887 पर माननीय सर्वोच्च न्यायालय के दिनांक 8.5.2009 के निर्णय के उद्धरण

- प्रत्येक संस्थान को 'नए छात्रों' को आगे के जीवन के लिए, विशेष रूप से होस्टलों के जीवन के साथ समायोजित करने के वास्ते तैयार करने के उद्देश्य से दाखिले के समय व्यावसायिक परामर्शदाताओं की नियुक्ति करनी चाहिए अथवा उनकी सहायता प्राप्त करनी चाहिए।
- स्थितिअनुसार पहले सप्ताह या दूसरे सप्ताह के बाद वरिष्ठ छात्रों के आगमन पर निम्नानुसार और आगे दिशा-अनुकूलन कार्यक्रम आयोजित किए जाने चाहिए (i) किसी व्यावसायिक परामर्शदाता द्वारा 'नए छात्रों' और वरिष्ठों—दोनों के लिए संयुक्त संवेदीकरण कार्यक्रम और परामर्श; (ii) 'नए छात्रों' और वरिष्ठों का संयुक्त दिशा-अनुकूलन कार्यक्रम जिसे संस्थान के प्रिंसीपल/अध्यक्ष तथा रैगिंग-विरोधी समिति द्वारा संबोधित किया जाएगा; (iii) बड़े पैमाने पर सांस्कृतिक, खेलकूद तथा अन्य क्रियाकलापों का आयोजन जिससे कि 'नए छात्रों' और वरिष्ठों को संकाय सदस्यों की उपस्थिति में वैचारिक आदान-प्रदान करने का एक मंच उपलब्ध कराया जा सके; (iv) होस्टल में वार्डन को सभी छात्रों को संबोधित करना चाहिए; वह कालेज के संकाय के दो कनिष्ठ सहकर्मियों को अस्थायी अवधि के लिए आवासीय ट्यूटर बनकर वार्डन की सहायता करने का अनुरोध कर सकता है;
- प्रत्येक संस्थान में एक रैगिंग-विरोधी समिति और एक रैगिंग-विरोधी दस्ता होना चाहिए। रैगिंग-विरोधी दस्ते और साथ ही रैगिंग-विरोधी समिति—दोनों के सदस्यों में स्तरों और लैंगिक दृष्टि से एक वैविध्यपूर्ण मिश्रण होना जरूरी है। संस्थान के स्तर पर रैगिंग-विरोधी समिति के सदस्यों में सिविल और पुलिस प्रशासन, स्थानीय मीडिया, युवा कार्यों में प्रवृत्त गैर-सरकारी संगठनों के प्रतिनिधि, संकाय सदस्यों के प्रतिनिधि, माता-पिता के प्रतिनिधि, नए छात्रों की श्रेणी और साथ ही वरिष्ठों, गैर-शिक्षण स्टाफ के प्रतिनिधि शामिल होने चाहिए तथा समिति की अध्यक्षता संस्थान के अध्यक्ष को करनी चाहिए।
- इसके विपरीत रैगिंग-विरोधी दस्ता सतर्कता, निरीक्षण और चौकसी के कार्य करने वाला एक निकाय होना चाहिए और वह समुचित रूप से एक छोटा निकाय होना चाहिए जिसे संस्थान के अध्यक्ष द्वारा ऐसे प्रतिनिधियों सहित नामित किया जाना चाहिए जिन्हें दस्ते को सदैव सचल धौकस और सक्रिय बनाए रखने की दृष्टि से जरूरी समझा जाए। इस दस्ते को होस्टलों तथा अन्य संभावित स्थलों पर औचक छापा डालने को कहा जा सकता है और उसे रैगिंग के संभावित स्थलों का निरीक्षण करने के अधिकार दिए जाने चाहिए। इस दस्ते में कोई बाहरी प्रतिनिधि शामिल नहीं होना चाहिए और उसके सदस्यों में कैंबल परिसर समुदाय के विभिन्न वर्गों के व्यक्ति ही शामिल होने चाहिए।
- शिक्षण संस्थानों के बीच शांति और व्यवस्था का अतिक्रमण करने वाले अथवा शांति को अथवा लोक-शांति को भंग करने वाले मामलों को छोड़कर, जिन पर देश के दांडिक विधियों के तहत कार्रवाई की जानी चाहिए अनुशासन से जुड़े सभी मामले परिसर में हल कर लिए जाने चाहिए।
- विश्वविद्यालय के स्तर पर रैगिंग की बाबत एक मानीटरन सेल होना चाहिए जिसे अपने अधिकार-क्षेत्र के अधीन संबंधनप्राप्त कालेजों तथा संस्थानों के साथ समन्वय करना चाहिए। इस सेल को संस्थान के अध्यक्षों से रैगिंग-विरोधी समितियों, रैगिंग-विरोधी दस्ते, संस्थान के स्तर पर परामर्शदाता सेलों के क्रियाकलापों के बारे में, दिशा-अनुकूलन कार्यक्रम, परामर्श सत्र आयोजित करने, रैगिंग की घटनाओं, वार्डनों तथा अन्य अधिकारियों को पेश आ रही समस्याओं के संबंध में अनुदेशों के अनुपालन के बारे में रिपोर्टें मंगानी चाहिए। साथ ही इसे जिला स्तर की रैगिंग-विरोधी समिति के निर्णयों की अद्यतन जानकारी रखनी चाहिए। मानीटरन सेल को रैगिंग-विरोधी उपायों का प्रचार करने, रैगिंग क्रियाकलापों से दूर रहने अथवा उल्लंघन करने पर दंडित होने की तत्परता के विषय में प्रति वर्ष माता-पिता और छात्रों से प्रतिज्ञाएं मंगाने की दिशा में संस्थानों द्वारा किए गए प्रयासों की समीक्षा भी करनी चाहिए; और उसे संस्थान के स्तर पर रैगिंग-विरोधी उपायों के कार्यान्वयन को सुविधापूर्ण बनाने के प्रयोजन से सविधियों अथवा अध्यादेशों अथवा उप-विधियों को संशोधित करने के वास्ते विश्वविद्यालय के समुचित प्राधिकारियों की ओर से कार्रवाई शुरू किए जाने में अग्रणी प्रवर्तक की भूमिका निभानी चाहिए।
- परिसर से बाहर निजी न्यायिक रूप से प्रबंधित लाजों अथवा छात्रावासों की बढ़ती हुई संख्या को दृष्टिगत रखते हुए इस तरह के होस्टलों और प्रबंधकवर्ग को स्थानीय पुलिस अधिकारियों के यहां पंजीकरण कराना होगा तथा ऐसे होस्टल शुरू करने अथवा पंजीकृत कराए जाने के लिए अनुमति की अनुशंसा अनिवार्यतः शैक्षिक संस्थानों के अध्यक्षों द्वारा की जानी चाहिए। स्थानीय पुलिस, स्थानीय प्रशासन—दोनों के लिए और साथ ही संस्थानगत अधिकारियों के लिए भी यह जरूरी होना चाहिए कि वे रैगिंग की परिभाषा के अधीन आने वाली घटनाओं पर नजर रखना सुनिश्चित करें। ऐसे परिसरों में रैगिंग के मामलों की सूचना न देने की जिम्मेदारी ऐसे निजी होस्टलों के प्रबंधकवर्ग पर होगी। ऐसे परिसरों में होने वाली रैगिंग की घटना के संबंध में कार्रवाई करने के लिए स्थानीय प्राधिकारी और साथ ही संस्थानगत अधिकारी दोनों उसी तरह जिम्मेदार होंगे जैसेकि वे परिसर के भीतर होने वाली घटनाओं के लिए होते हैं।

29/05/09-3

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WP No. 30845/2003 of the High Court of Kerala at Ernakulam, Dental Council of India, with the previous approval of the Central Government, hereby makes the following Regulations :-

1. **Short title and commencement:-**

- (i) These Regulations may be called the DCI Regulations on Curbing the Menace of Ragging in Dental Colleges, 2009.
- (ii) They shall come into force from the date of their publication in the Official Gazette.

2. Notwithstanding anything contained in the Dentists Act, 1948 and any of the regulations made thereunder as amended from time to time, it shall be the duty and responsibility of Management/Principal of the Dental Colleges to create a conducive atmosphere for imparting dental education to the UG/PG Dental students undergoing training in such colleges and take all necessary steps to prevent/prohibit/curb ragging of any type in their Dental Colleges to enable students to study the vast UG/PG Dental Course and its various parameters and concepts of dental education in a calm and peaceful atmosphere as the dental education requires grueling studies.

3. **Various Types of Ragging:-**

The Raghvan Committee constituted by the Hon'ble Supreme Court has, inter-alia, mentioned the following types of ragging:-

- (i) Ragging has several aspects with, among others, psychological, social, political, economic, cultural, and academic dimensions.
- (ii) Any act that prevents, disrupts or disturbs the regular academic activity of a student should be considered with in the academics related aspect of ragging; similarly, exploiting the services of a junior student for completing the academic tasks assigned to an individual or a group of seniors is also an aspect of academics related ragging prevalent in many institutions, particularly in the professional institutions in medicine.
- (iii) Any act of financial extortion or forceful expenditure burden put on a junior student by senior students should be considered an aspect of ragging for ragging economic dimensions.
- (iv) Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person can be put in the category of ragging with criminal dimensions.
- (v) Any act or abuse by spoken words, emails, snail-mails, public insults should be considered with in the psychological aspects of ragging. This aspect would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to others; the absence of preparing 'freshers' in the run up to their admission to higher education and life in hostels also can be ascribed as a psychological aspect of ragging – coping skills in interaction with seniors or strangers can be imparted by parents as well. Any act that affects the mental health and self-confidence of students also can be described in terms of the psychological aspect of ragging.
- (vi) The political aspect of ragging is apparent from the fact that incidents of ragging are low in institutions which promote democratic participation of students in representation and provide an identity to students to participate in governance and decision making within the institute bodies.
- (vii) The human rights perspective of ragging involves the injury caused to the fundamental right to human dignity through humiliation heaped on junior students by seniors; often resulting in the extreme step of suicide by the victims.

4. **Directions of the Hon'ble Supreme Court of India Regarding Curbing the Menace of Ragging:-**

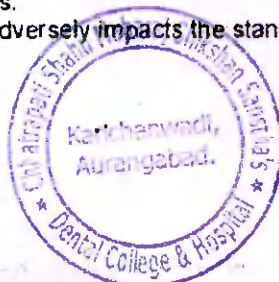
The Raghvan Committee constituted by the Hon'ble Supreme Court in SLP No. 24295/2006 has submitted its detailed report to the Hon'ble Supreme Court on 7.5.2007. The Hon'ble Supreme Court vide its Order dated 16.5.2007 has passed the following Order in the matter:-

"We have perused the Report of the Committee constituted pursuant to this Court's order to suggest remedial measures to tackle with the problem of ragging in educational institutions. An elaborate report has been submitted by the Committee headed by Dr. R.K. Raghavan. According to the Committee, the following factors need to be focused to tackle with the problem:-

- (a) Primary responsibility for curbing ragging rests with academic institutions themselves.
- (b) Ragging adversely impacts the standards of higher education.

  
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- ऊपर बताए अनुसार निजी होस्टलों का पंजीकरण करने के अलावा, ऐसे कस्बों अथवा शहरों को, जहां शैक्षिक संस्थान स्थित है संकाय सदस्यों के बीच सेक्टरों के रूप में आबंटित कर दिया जाना चाहिए ताकि वे चौकसी रख सकें और परिसर के बाहर तथा जिस मार्ग से 'नए छात्र आते-जाते हैं, उस मार्ग में होने वाली रैगिंग की घटनाओं की रिपोर्ट कर सकें।
- वार्डन हर समय सुलभ होने चाहिए और इसलिए यह जरूरी है कि वे टेलीफोन तथा संचार के अन्य माध्यमों पर उपलब्ध रहें। संस्थानों द्वारा वार्डनों को मोबाइल फोन अवश्य जारी किए जाने चाहिए और टेलीफोन नंबर के व्योरो का व्यापक रूप से प्रचार किया जाना चाहिए। इसी प्रकार संस्थान अध्यक्षों, संकाय सदस्यों, रैगिंग-विरोधी समितियों के सदस्यों, जिला और उप-मंडल अधिकारियों तथा जहां प्रासंगिक हो वहां राज्य अधिकारियों जैसे अन्य अधिकारियों के टेलीफोन नंबरों का भी व्यापक प्रचार किया जाना चाहिए ताकि जरूरतमंद व्यक्ति आपातक स्थिति में उनसे संपर्क कर सकें अथवा सहायता मांग सकें।
- रैगिंग अथवा रैगिंग के दुष्प्रेरण में प्रवृत्त न होने की प्रतिज्ञा प्राप्त करने के लिए प्रत्येक शैक्षणिक सत्र के आरंभ में प्रत्येक छात्र को बांटी गई विवरणिकाओं अथवा बुकलेट अथवा लीफलेट में रोकथाम की कार्ययोजना तथा निवारण की विधियां शामिल होंगी।
- शैक्षणिक संस्थान यह सुनिश्चित करेंगे कि प्रत्येक होस्टल में एक पूर्णकालिक वार्डन हो जोकि होस्टल के भीतर अथवा कम से कम उसके अत्यंत निकट स्थान पर रहता हो।
- संस्थानों को पूर्णकालिक वार्डनों के पद के लिए आवश्यक प्रोत्साहन देने चाहिए जिससे कि उपयुक्त अभ्यर्थियों को आकर्षित किया जा सके।
- प्रत्येक छात्र तथा उसके माता-पिता/अभिभावकों द्वारा प्रतिज्ञात शपथ-पत्रों में से एक डाटाबेस तैयार किया जाएगा, ये शपथ-पत्र इलेक्ट्रॉनिक ढंग से स्टोर किए जाएंगे और उनमें प्रत्येक छात्र से संबंधित विवरण शामिल होंगे। यह डाटाबेस प्राप्त हुई रैगिंग की शिकायतों की रिकार्ड के रूप में भी काम करेगा।
- जो संस्थान रैगिंग की रोकथाम में सामयिक उपाय नहीं करते और रैगिंग में प्रयुक्त व्यक्तियों को दंड नहीं देते उनके संस्थानों के अध्यक्षों/प्रशासकों के लिए दंडिक कार्रवाई। ऐसे संस्थान अध्यक्ष/प्रशासन के सदस्य/संकाय सदस्यों/गैर-शिक्षण स्टाफ जो रैगिंग की शिकायतों के प्रति उदासीन अथवा असंवेदनशील अभिवृत्ति का प्रदर्शन करते हैं उनके विरुद्ध दंडिक कार्रवाई के अलावा विभागीय जांच भी शुरू की जा सकती है।
- रैगिंग की बुराइयों तथा उसकी रोकथाम के संबंध में केवल छात्रों को ही नहीं बल्कि संकाय को भी संवेदीकृत किया जाना जरूरी है। गैर-शिक्षण स्टाफ जिसमें प्रशासनिक स्टाफ, संविदागत कर्मचारी, सुरक्षा स्टाफ आदि शामिल रहते हैं उन्हें रैगिंग की बुराइयों और परिणामों के बारे में नियमित रूप से संवेदीकृत किया जाना चाहिए।
- संस्थान/विभाग का प्रिंसीपल अथवा अध्यक्ष संस्थान के प्रत्येक कर्मचारी से जिसमें शिक्षण तथा गैर-शिक्षण स्टाफ के सदस्य, परिसर में कैंटीन चलाने अथवा चौकदारी स्टाफ के रूप में अथवा भयनों, लान आदि के सफाई अथवा रखरखाव के लिए नियुक्त संविदागत श्रमिक शामिल हैं से इस आशय का एक आश्वासन प्राप्त करेगा कि वे उनकी जानकारी में आने वाले रैगिंग के किसी भी मामले की तत्काल रिपोर्ट देगा। स्टाफ के जो सदस्य रैगिंग की जो रिपोर्ट देंगे उनकी सराहना के रूप में जारी किए जाने वाले प्रमाण-पत्र जोकि उनकी सर्विस रिकार्ड का हिस्सा बनेंगे के वारंते सेवा नियमों में प्रावधान किया जाएगा।
- यह देखने में आता है कि कालेज की कैंटीन और होस्टल के मेस भी ऐसे स्थान हैं जहां अक्सर रैगिंग की घटनाएं होती हैं। कैंटीनों/मेस के नियोक्ताओं/कर्मचारियों को कड़ी निगाह रखने और रैगिंग की घटनाओं की, यदि कोई हो तो, कालेज अधिकारियों को रिपोर्ट करने के लिए आवश्यक अनुदेश दिए जाएंगे।
- नए छात्रों के प्रत्येक बैच को छोटे-छोटे समूहों में बांटा जाएगा और ऐसा प्रत्येक समूह स्टाफ के एक सदस्य को आबंटित किया जाएगा। स्टाफ का यह सदस्य संस्थान में नए छात्र को पेश आ रही समस्याओं/कठिनाइयों के बारे में, यदि कोई हो तो, जानने के लिए दैनिक आधार पर समूह के प्रत्येक सदस्य के साथ व्यक्तिगत रूप से बातचीत करेगा और जरूरी सहायता उपलब्ध कराएगा।
- होस्टल में दाखिल होने वाले नए छात्रों के मामले में समूह के प्रभारी अधिकारी की यह जिम्मेदारी होगी कि वह होस्टल के वार्डन के साथ समन्वय स्थापित करे और होस्टल के जिन कमरों में समूह के सदस्य रह रहे हैं उनमें औचक दौरे करें।
- नए छात्रों को, जहां कहीं संभव होगा एक अलग होस्टल ब्लॉक में रखा जाएगा और जहां ऐसी सुविधाएं उपलब्ध न हो वहां कालेज/संस्थान यह सुनिश्चित करेगा कि नए छात्रों के निवास पर वरिष्ठों की आवाजाही का वार्डनों, सुरक्षा गार्डों और कालेज स्टाफ द्वारा कड़ाई से मॉनिटरिंग किया जाए।
- रैगिंग की घटनाएं अधिकतर कालेज में क्लास खत्म होने के बाद होस्टलों में घटती है। होस्टल परिसरों में रैगिंग के विरुद्ध 24 घंटे की चौकसी उपलब्ध कराई जाएगी।

DIRECTOR

Chhatrapati Shahu Maharaj Shikshan Sanstha's  
Dental College & Hospital  
Kanchanwadi, Aurangabad.

DENTAL COUNCIL OF INDIA

NOTIFICATION

New Delhi, the 31st July, 2009

DEAN

Chhatrapati Shahu Maharaj Shikshan Sanstha's  
Dental College & Hospital  
Kanchanwadi, Aurangabad.

- (c) Incentives should be available to institutions for curbing the menace and there should be disincentives for failure to do so.
- (d) Enrolment in academic pursuits or a campus life should not immunize any adult citizen from penal provisions of the laws of the land.
- (e) Ragging needs to be perceived as failure to inculcate human values from the schooling stage.
- (f) Behavioural patterns among students, particularly potential 'raggers', need to be identified.
- (g) Measures against ragging must deter its recurrence.
- (h) Concerted action is required at the level of the school, higher educational institution, district administration, university, State and Central Governments to make any curb effective.
- (i) Media and the Civil Society should be involved in this exercise.

The Committee has made several recommendations. For the present, we feel that the following recommendations should be implemented without any further lapse of time:-

- (1) The punishment to be meted out has to be exemplary and justifiably harsh to act as a deterrent against recurrence of such incidents.
- (2) Every single incident of ragging where the victim or his parent/guardian or the Head of institution is not satisfied with the institutional arrangement for action, a First Information Report must be filed without exception by the institutional authorities with the local police authorities. Any failure on the part of the institutional authority or negligence or deliberate delay in lodging the FIR with the local police shall be construed to be an act of culpable negligence on the part of the institutional authority. If any victim or his parent/guardian of ragging intends to file FIR directly with the police, that will not absolve the institutional authority from the requirement of filing the FIR.
- (3) Courts should make an effort to ensure that cases involving ragging are taken up on a priority basis to send the correct message that ragging is not only to be discouraged but also to be dealt with sternness.

In addition, we direct that the possibility of introducing in the educational curriculum a subject relating to ragging shall be explored by the National Council of Educational Research and Training (NCERT) and the respective State Council of Educational Research and Training (SCERT). This aspect can be included in the teaching of the subjects "Human Rights".

In the prospectus to be issued for admission by educational institutions, it shall be clearly stipulated that in case the applicant for admission is found to have indulged in ragging in the past or if it is noticed later that he has indulged in ragging, admission may be refused or he shall be expelled from the educational institution.

The Central Government and the State Governments shall launch a programme giving wide publicity to the menace of ragging and the consequences which follow in case any student is detected to have been involved in ragging.

It shall be the collective responsibility of the authorities and functionaries of the concerned institution and their role shall also be open to scrutiny for the purpose of finding out whether they have taken effective steps for preventing ragging and in case of their failure, action can be taken; for example, denial of any grant-in-aid or assistance from the State Governments.

Anti-ragging committees and squads shall be forthwith formed by the institutions and it shall be the job of the committee or the squad, as the case may be, to see that the committee's recommendations, more particularly those noted above, are observed without exception and if it is noticed that there is any deviation, the same shall be forthwith brought to the notice of this Court.

The committee constituted pursuant to the order of this Court shall continue to monitor the functioning of the anti-ragging committees and the squads to be formed. They shall also monitor the implementation of the recommendations to which reference has been

5. **Objective:-**

To root out ragging in all its forms from dental colleges/institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

6. **Definitions:-** For the purposes of these Regulations:-

6.1 "institution/college" means any dental college/institution established in accordance with provisions of the Dentists Act, 1948 and regulations made thereunder as amended from time to time, for the purpose of imparting dental education in the country.

6.2 "Head of the institution" means the 'Principal/Dean' (or by whatever designation may be called) of the dental college/institution.

6.3 "Ragging" means any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.

7. **Punishable ingredients of Ragging:-**

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or even unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;
- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences flowing from the definition of "Ragging".

8. **Measures for prohibition of ragging at the institution level:-**

8.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.

8.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students, whether public or private.

8.3 The institution shall take strict action against those found guilty of ragging and/or abetting ragging.

9. **Measures for prevention of ragging at the institution level:-**9.1 **Before admissions:-**

9.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 11 below).

9.1.2 These Regulations shall be printed in full, indicating Annexure-I, Part-I & Part-II, in the brochure of admission/instruction booklet for candidates.

29 6 2015

Chhatrapati Shahu Maharaj Shikshan Sanstha's  
Dental College & Hospital  
Kanchanwadi, Aurangabad,



*[Signature]*  
DEAN

Chhatrapati Shahu Maharaj Shikshan Sanstha's  
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- 9.1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and/or the Central or State Governments as applicable, so that the candidates and their parents/guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 9.1.4 The application form for admission/enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure-I, Part-I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not found been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.
- 9.1.5 The application form shall also contain printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/guardian (English version given in Annexure-I, Part-II), to be signed by the parent/guardian of the applicant to the effect that he/she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 9.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/Character Certificate, as the case may be, which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 9.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure-I (both Parts) along with his/her application for hostel accommodation.
- 9.1.8 At the commencement of the academic session, the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 9.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 9.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 9.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 9.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 9.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 9.1.14 The faculties/departments/units of the institution shall have induction



DIRECTOR

measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action to facilitate the implementation of anti ragging measures at the level of the institution.

9.5 **Other measures:-**

- 9.5.1 The Annexures mentioned in 9.1.4, 9.1.5 and 9.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.
- 9.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/course levels. Parents and teachers shall also be involved in such sessions.
- 9.5.3 Apart from placing posters mentioned in 9.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 9.5.4 Wardens shall be appointed as per the eligibility criteria laid down by UGC or any other competent authority of the concerned University/the State Govt. for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 9.5.5 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 9.5.6 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 9.5.7 The Head of the institution shall take immediate action on receipt of the recommendations of the Ant-Ragging Squad. He/She shall also take action suo motto if the circumstances so warrant.
- 9.5.8 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 9.5.9 Anonymous random surveys shall be conducted across the 1st year batch of students (freshers) every fortnight by the institution on during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.
- 9.5.10 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 9.5.11 The institution shall file an FIR with the police/local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/local authorities. Remedial action shall be initiated and completed within one week of the incident itself.
- 9.5.12 The Migration/Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or

  
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## 9.2 On admission:-

- 9.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 9.2.2 The institution, through the leaflet mentioned above, shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 9.2.3 The leaflet mentioned above shall also tell the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 9.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 9.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 9.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

## 9.3 At the end of the academic year:-

- 9.3.1 At the end of every academic year the Principal/Dean shall send a letter to the parents/guardians of the students who are completing the first year, informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 9.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

## 9.4 Setting up of Committees and their functions:-

## 9.4.1 The Anti-Ragging Committee:-

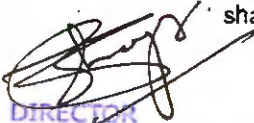
The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.

## 9.4.2 The Anti-Ragging Squad:-

The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.

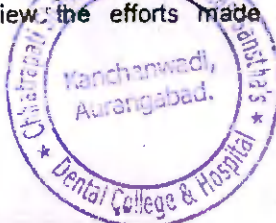
## 9.4.3 Monitoring Cell on Ragging:-

The institution shall have a Monitoring Cell on Ragging to coordinate with activities of the Anti-Ragging Committees, Squads and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by them to publicize anti-ragging



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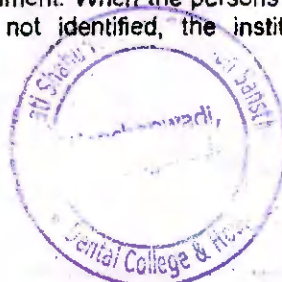


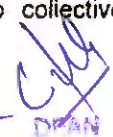

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- faculty, and not merely that of the specific body/committee constituted for prevention of ragging.
- 9.5.14 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 9.5.15 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.
- 9.6 **Measures for encouraging healthy interaction between freshers and seniors:-**
- 9.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 9.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 9.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the affairs of the institution and consequently the credit due to the institution for good work/performance is due to them as well.
10. **Monitoring Mechanism to ensure compliance:-**
- 10.1 The Dental Council of India shall also have an Anti-Ragging Cell within the Council as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with institution level Committees for effective implementation of anti-ragging measures.
- 10.2 In case the DCI observe that any institution has submitted false/forged report in respect of any case of ragging taken place in their institution or DCI receive any complaint of ragging taken place in any dental institutions, the DCI may depute its fact finding-team to verify the factual position. The TA/DA or other financial implication if any shall be paid, as per rules, by the concerned institution.
11. **Punishments:-**
- 11.1 **At the institution level:**  
Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:
- 11.1.1 Suspension from attending classes and academic privileges
- 11.1.2 Withholding/withdrawing scholarship/fellowship and other benefits
- 11.1.3 Debarring from appearing in any test/examination or other evaluation process
- 11.1.4 Withholding results
- 11.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 11.1.6 Suspension/expulsion from the hostel
- 11.1.7 Cancellation of admission
- 11.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 11.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 11.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 11.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

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- 11.2 **At the university level in respect of institutions affiliated to:-**  
If an institution fails to comply with any of the provisions of these Regulations and fails to curb ragging effectively, the university shall impose any one or any combination of the following penalties on it:
- 11.2.1 Withdrawal of affiliation and/or other privileges conferred on it  
11.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university  
11.2.3 Withholding grants allocated to it by the university, if any  
11.2.4 Withholding any grants channelised through the university to the institution, if any  
11.2.5 Any other appropriate penalty within the powers of the university
- 11.3 **At the Management level:-**  
The authorities/Management (Trust, Societies, etc.) of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Management/Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.
- 11.4 **At the DCI level:-**  
If an institution fails to curb ragging, the Dental Council of India shall impose any one or any combination of the following penalties on it:
- 11.4.1 To initiate the derecognition process against the institution under section 16A of the Dentists Act, 1948.  
11.4.2 To reduce the admission capacity of the institution to the extent to which the Council deem fit.  
11.4.3 To stop further admission in the institution till further orders.  
11.4.4 To stop renewal of permission in respect of UG/PG Dental Courses.  
11.4.6 To post the information regarding penalties so imposed on the concerned institution on the website of DCI for information of all concerned.
12. **Submission of Reports to DCI:-**  
The each and every institution shall submit its reports in prescribed format (**Annexure-II**) to the Secretary, Dental Council of India, Aiwan-E-Galib Marg, Kotla Road, New Delhi-110002, as per the following time schedule:-
- 12.1 by 31<sup>st</sup> October of every year in which admissions are made, indicating the action taken by institution for implementation of Regulation 9.1 and 9.2 of these Regulations failing which action referred to in Regulation 11.4 would be initiated against defaulting institution; and  
12.2 by 30<sup>th</sup> April of every year in respect of the previous academic session, in the prescribed format (**Annexure-II**), indicating the requisite information against each column thereof, failing which action mentioned in Regulation 11.4 would be initiated against defaulting institution.

Maj. Gen. (Retd.) Dr. P. N. AWASTHI, Secy.

[ ADVT III/4/Exty/98/ 09 ]

/Az/Menace of Ragging Regulation-09- for publication/17.05.2009

**ANNEXURE-I, Part-I****UNDERTAKING BY THE CANDIDATE/STUDENT**

1 D/o. of Mr./Mrs./Ms. \_\_\_\_\_  
carefully read and fully understood the law prohibiting ragging and the directions of the Hon'ble Supreme Court and the Central/State Government in this regard.

2 I have received a copy of the DCI Regulations on Curbing the Menace of Ragging in Dental Colleges, 2009, and have carefully gone through it.

Sl. No. have

DEAN



provisions of the DCI Regulations mentioned above and/or as per the law in force.

5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year

Signature

Name:

Address:

**ANNEXURE-I, Part-II**

**UNDERTAKING BY PARENT/GUARDIAN**

1. I, \_\_\_\_\_ F/o.  
M/o. G/o \_\_\_\_\_, have carefully read and fully understood the law prohibiting ragging and the directions of the Hon'ble Supreme Court and the Central/State Government in this regard as well as the DCI Regulations on Curbing the Menace of Ragging in Dental Colleges, 2009.

2. I assure you that my son/daughter/ward will not indulge in any act of ragging.

3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the DCI Regulations mentioned above and/or as per the law in force.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year

Signature

Name:

Address:

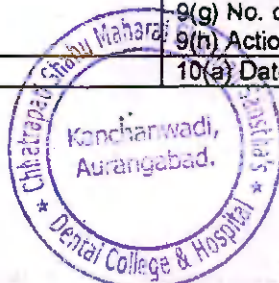
**ANNEXURE-II**

**Proforma for monitoring the directions of Hon'ble Supreme Court of India on measures against Ragging in educational Institutions.**

S. No.	Name of the Institution and complete address and telephone nos.	
	Name of the Principal/Dean with their Direct contact nos.	
	<b>Action</b>	
1.	Whether Anti Ragging Squads were constituted?	Yes / No
2.	Whether Anti Ragging Committee were constituted?	Yes / No
3.	Whether prospectus mention possible actions against Ragging?	Give brief details (Copy of the Prospectus be enclosed)
4.	Whether names, telephone nos. of authorities to be contacted have been publicized/made available to Freshers.	- Do -
5.	Whether students are allowed free access to phones (Cell & Landline) in hostel(s) for timely reporting.	- Do -
6.	Whether Seniors counselled.	- Do -
7.	Whether Freshers counselled.	- Do -
8.	Whether orientation courses for Freshers conducted.	- Do -
9.	Anti Ragging Squads	9(a) Date of formation 9(b) Name of Member and their contact nos. 9(c) No. of raids 9(d) Frequency of raids 9(e) Surprise raids 9(f) Other measures taken by the squad 9(g) No. of cases detected 9(h) Action taken as follow up
10.	Anti Ragging Committee	10(a) Date of formation

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		10(b) Name of Member and their contact nos. 10(c) No. of raids 10(d) Frequency of raids 10(e) Surprise raids 10(f) Other measures taken by the squad 10(g) No. of cases detected 10(h) Action taken as follow up	
11.	Inquiry(ies) Conducted.		
12.	Punishment meted out.	12(a) Suspension 12(b) Rustication 12(c) Expulsion	
13.	No. of F.I.R.(s) lodged by Institution with details.		
14.	Whether Undertaking received from all the Students before the admission? (As per Annexure I, Part I)	Yes / No	
15.	Whether Undertaking received from all the Parent/Guardian before the admission? (As per Annexure I, Part II)	Yes / No	

Signature of Principal with Stamp

/Az/ Menace of Ragging Regulation-09-H&amp;E-for publication/13.8.09



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सत्यमेव जयते

# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

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PART III—Section 4

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DENTAL COUNCIL OF INDIA

ADDENDUM

New Delhi, the 2nd September, 2009

In continuation to Dental Council of India's Notification dated 31st July, 2009 published in issue No. 145 of Gazette of India, Part III, Section 4, Extraordinary on 13th August, 2009.

"Annexure-A

EXTRACTS OF THE JUDGMENT OF HON. SUPREME COURT DATED 8.5.2009 IN CIVIL PETITION NO 887 OF 2009 IN THE MATTER OF UNIVERSITY OF KERALA VS. COUNCIL, PRINCIPALS COLLEGES, KERALA AND OTHERS.

- Every institution should engage or seek the assistance of professional counsellors at the time of admissions to counsel 'freshers' in order to prepare them for the life ahead, particularly for adjusting to the life in hostels.
- On the arrival of senior students after the first week or after the second week as the case may be, further orientation programmes must be scheduled as follows (i) joint sensitization programme and counselling of both 'freshers' and seniors by a professional counsellor; (ii) joint orientation programme of 'freshers' and seniors to be addressed by the Principal/Head of the institution, and the anti-ragging committee; (iii) organisation on a large scale of cultural, sports and other activities to provide a platform for the 'freshers' and seniors to interact in the presence of faculty members; (iv) in the hostel, the warden should address all students; may request two junior colleagues from the college faculty to assist the warden by becoming resident tutors for a temporary duration;
- Every institution must have an Anti-Ragging Committee and an Anti-Ragging Squad. It is essential to have a diverse mix of membership in terms of levels as well as gender in both the Anti-Ragging Squad as well as the Anti-Ragging Committee. The Anti-Ragging Committee at the level of the institution should consist of the representatives of civil and police administration, local media, Non Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the 'freshers' category as well as seniors, non-teaching staff and should be headed by the Head of the Institution.

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- The Anti Ragging Squad, in contrast, should be a body with vigil, oversight and patrolling functions and should appropriately be a smaller body which should be nominated by the Head of the institution with such representation as considered necessary to keep it mobile, alert and active at all times. The Squad may be called upon to make surprise raids on hostels and other hot spots and should be empowered to inspect places of potential ragging. The Squad should work under the overall guidance of the Anti-Ragging Committee. The Squad should not have any outside representation and should only consist of members belonging to the various sections of the campus community.
- All matters of discipline within teaching institutions, must be resolved within the campus – except those impinging on law and order or breach of peace or public tranquility, all of which should be dealt with under the penal laws of the land.
- At the level of the University, there should be a monitoring Cell on Ragging, which should coordinate with the affiliated colleges and institutions under its domain. The Cell should call for reports from the Heads of institutions in regard to the activities of the Anti-Ragging Committees, Anti-Ragging Squads, Mentoring Cells at the level of the institution, the compliance with instructions on conducting orientation programmes, counselling sessions, the incidents of ragging, the problems faced by wardens or other officials. It should also keep itself abreast of the decisions of the District level Anti-Ragging Committee. This Monitoring Cell should also review the efforts made by institutions to publicize anti-ragging measures, soliciting of undertaking from parents and students each year to abstain from ragging activities or willingness to be penalized for violations; and should function as the prime mover for initiating action on the part of the appropriate authorities of the university for amending the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti-ragging measures at the level of the institution.
- In the light of the increasing number of private commercially managed lodges or hostels outside campuses, such hostels and management must be registered with the local police authorities and permission to start such hostels or register them must necessarily be recommended by the Heads of educational institutions. It should be mandatory for both local police, local administration as well the institutional authorities to ensure vigil on incidents that may come with in the definition of ragging. Managements of such private hostels should be responsible for non-reporting of cases of ragging in such premises. Local authorities as well as the institutional authorities should be responsible for action in the event of ragging in such premises, just as they would be for incidents within campuses.
- Besides registering private hostels as stated above, the towns or cities where educational institutions are located should be apportioned as sectors among faculty members, so that they could maintain vigil and report any incidents of ragging outside campuses and en route while 'freshers' commute.

Wardens must be accessible at all hours and therefore it is important that they be available on telephone and other modes of communication. Wardens must be issued mobile phones by the institutions and the details of their telephone number must be widely publicised. Similarly, the telephone numbers of the other important functionaries – Heads of institutions, faculty members, members of the anti-ragging committees, district and sub-divisional authorities and state authorities where relevant, should also be widely disseminated for the needy to get in touch or seek help in emergencies.

- The brochures or booklet/leaflet distributed to each student at the beginning of each

- The database shall be created out of affidavits affirmed by each student and his/her parents/guardians, which affidavits shall be stored electronically, and shall contain the details of each student. The data base shall also function as a record of ragging complaints received.
- Penal consequences for the heads of the institutions/ administrations of the institutions who do not take timely steps in the prevention of ragging and punishing those who rag. In addition to penal consequences, departmental enquiries be initiated against such head of the institutions/ member of the administration/ faculty members / non teaching staff who display an apathetic or insensitive attitude towards complaints of ragging.
- Not only the students, but also the faculty who must be sensitized towards the ills of ragging, and the prevention thereof. Non teaching staff, which includes administrative staff, contract employees, security staff etc., have to be regularly sensitized towards the evils and consequences of ragging.
- The Principal or Head of the Institution/Department shall obtain an undertaking from every employee of the institution including teaching and non-teaching members of staff, contract labour employed in the premises either for running canteen or as watch and ward staff or for cleaning or maintenance of the buildings/lawns etc. that he/she would report promptly any case of ragging which comes to his/her notice. A provision shall be made in the service rules for issuing certificates of appreciation to such members of the staff who report ragging which will form part of their service record.
- It is seen, that college canteens and hostel messes are also places where ragging often takes place. The employers/employees of the canteens/mess shall be given necessary instructions to keep strict vigil and to report the incidents of ragging to the college authorities if any.
- Each batch of freshers should be divided into small groups and each such group shall be assigned to a member of the staff. Such staff member should interact individually with, each member of the group on a daily basis for ascertaining the problems/difficulties if any faced by the fresher in the institution and extending necessary help.
- In the case of freshers admitted to a hostel it shall be the responsibility of the teacher in charge of the group to coordinate with the warden of the hostel and to make surprise visits to the rooms in the hostel where the members of the group are lodged.
- Freshers shall be lodged in a separate hostel block, wherever possible, and where such facilities are not available, the college/institution shall ensure that seniors access to freshers accommodation is strictly monitored by wardens, security guards and college staff.
- A ragging takes place mostly in the hostels after the classes are over in the college. A round the clock vigil against ragging in the hostel premises shall be provided.

Maj. Gen. (Retd.) Dr. P. N. AWASTHI, Secy.

[ADVT III/4/98/09-Exty.]

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## Central Government Act

### The DCI Regulations on Curbing the Menace of Ragging in Dental Colleges, 2009

#### THE DCI REGULATIONS ON CURBING THE MENACE OF RAGGING IN DENTAL COLLEGES, 2009I

##### 1 Short title and commencement. -

(i) These regulations may be called the DCI Regulations on Curbing the Menace of Ragging in Dental Colleges, 2009.

(ii) They shall come into force from the date<sup>1</sup> of their publication in the Official Gazette.

2 Notwithstanding anything contained in the Dentists Act, 1948 and any of the regulations made thereunder as amended from time to time, it shall be the duty and responsibility of Management/Principal of the Dental Colleges to create a conducive atmosphere for imparting dental education to the UG/PG Dental students undergoing training in such colleges and take all necessary steps to prevent/prohibit/curb ragging of any type in their Dental Colleges to enable students to study the vast UG/PG Dental Course and its various parameters and concepts of dental education in a calm and peaceful atmosphere as the dental education requires gruelling studies.

3 Various Types of Ragging. -The Raghvan Committee constituted by the Hon'ble Supreme Court has, inter alia, mentioned the following types of ragging:-

(i) Ragging has several aspects with, among others, psychological, social, political, economic, cultural, and academic dimensions.

(ii) Any act that prevents, disrupts or disturbs the regular academic activity of a student should be considered within the academics related aspect of ragging; similarly, exploiting the services of a junior student for completing the academic tasks assigned to an individual or a group of seniors is also an aspect of academics related ragging prevalent in many institutions, particularly in the professional institutions in medicine.

(iii) Any act of financial extortion or forceful expenditure burden put on a junior student by senior students should be considered an aspect of ragging for ragging economic dimensions.

(iv) Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person can be put in the category of ragging with criminal dimensions.

(v) Any act or abuse by spoken words, emails, snail-mails, public insults should be considered with in the psychological aspects of ragging. This aspect would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to others; the absence of preparing 'freshers' in the run up to their admission to higher education and life in hostels also can be ascribed as a psychological aspect of ragging - coping skills in interaction with seniors or strangers can be imparted by parents as well. Any act that affects the mental health and self-confidence of students also can be described in terms of the psychological aspect of ragging.

(vi) The political aspect of ragging is apparent from the fact that incidents of ragging are low in institutions which promote democratic participation of students in representation and provide an identity to students to participate in governance and decision making within the institute bodies.

User Queries  
 what is ragging  
 dental  
 anti-ragging  
 anti ragging  
 hostel  
 anti ragging committee  
 dci  
 warden  
 abetment  
 Academic Session  
 "affiliation"  
 ragging cases  
 dental council  
 Transfer certificate  
 prospectus  
 dentist  
 ban  
 chancellor

(vii) The human rights perspective of ragging involves the injury caused to the fundamental right to human dignity through humiliation heaped on junior students by seniors; often resulting in the extreme step of suicide by the victims.

4 Directions of the Hon'ble Supreme Court of India Regarding Curbing the Menace of Ragging. -The Raghvan Committee constituted by the Hon'ble Supreme Court in SLP No. 24295/2006 has submitted its detailed report to the Hon'ble Supreme Court on 7-5-2007. The Hon'ble Supreme Court vide its Order dated 16-5-2007 has passed the following Order in the matter:- We have perused the Report of the Committee constituted pursuant to this Court's order to suggest remedial measures to tackle with the problem of ragging in educational institutions. An elaborate report has been submitted by the Committee headed by Dr. R.K. Raghavan. According to the Committee, the following factors need to be focused to tackle with the problem:-

- (a) Primary responsibility for curbing ragging rests with academic institutions themselves.
- (b) Ragging adversely impacts the standards of higher education.
- (c) Incentives should be available to institutions for curbing the menace and there should be disincentives for failure to do so.
- (d) Enrolment in academic pursuits or a campus life should not immunize any adult citizen from penal provisions of the laws of the land.
- (e) Ragging needs to be perceived as failure to inculcate human values from the schooling stage.
- (f) Behavioural patterns among students, particularly potential 'raggers', need to be identified.
- (g) Measures against ragging must deter its recurrence.
- (h) Concerted action is required at the level of the school, higher educational institution, district administration, university, State and Central Governments to make any curb effective.
- (i) Media and the Civil Society should be involved in this exercise.

The Committee has made several recommendations. For the present, we feel that the following recommendations should be implemented without any further lapse of time:-

- (1) The punishment to be meted out has to be exemplary and justifiably harsh to act as a deterrent against recurrence of such incidents.
- (2) Every single incident of ragging where the victim or his parent/guardian or the Head of institution is not satisfied with the institution arrangement for action, a First Information Report must be filed without exception by the institutional authorities with the local police authorities. Any failure on the part of the institutional authority or negligence or deliberate delay in lodging the FIR with the local police shall be construed to be an act of culpable negligence on the part of the institutional authority. If any victim or his parent/guardian of ragging intends to file FIR directly with the police, that will not absolve the institutional authority from the requirement of filing the FIR.
- (3) Courts should make an effort to ensure that cases involving ragging are taken up on a priority basis to send the correct message that ragging is not only to be discouraged but also to be dealt with sternness. In addition, we direct that the possibility of introducing in the educational curriculum a subject relating to ragging shall be explored by the National Council of Educational Research and Training (NCERT) and the respective State Council of Educational Research and Training (SCERT). This aspect can be included in the teaching of the subjects 'Human Rights'. In the prospectus to be issued for admission by educational institutions, it shall be clearly stipulated that in case the applicant for admission is found to have indulged in ragging in the past or if it is noticed later that he has indulged in ragging, admission may be refused or he shall be expelled from the educational institution. The Central Government and the State Governments shall launch a programme giving wide publicity to the menace of ragging and the consequences which follow in case any student is detected to have been involved in ragging. It shall be the collective responsibility of the authorities and functionaries of the concerned institution and their role shall also be open to scrutiny for the purpose of finding out whether they have taken effective steps for preventing

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ragging and in case of their failure, action can be taken; for example, denial of any grant-in-aid or assistance from the State Governments. Anti-ragging committees and squads shall be forthwith formed by the institutions and it shall be the job of the committee or the squad, as the case may be, to see that the committee's recommendations, more particularly those noted above, are observed without exception and if it is noticed that there is any deviation, the same shall be forthwith brought to the notice of this Court. The committee constituted pursuant to the order of this Court shall continue to monitor the functioning of the anti-ragging committees and the squads to be formed. They shall also monitor the implementation of the recommendations to which reference has been made above. \*Extracts of the judgment of Hon'ble Supreme Court dated 8-5-2009 in Civil Petition No. 887 of 2009 in the matter of University of Kerala v. Council, Principal Colleges, Kerala are also enclosed at Annexure-A for information, guidance and strict compliance by the dental institutions.

5 Objective. -To root out ragging in all its forms from dental colleges/institutions in the country by prohibiting it by law preventing its occurrence by following the provisions of these regulations and punishing those who indulge in ragging as provided for in these regulations and the appropriate law in force.

6 Definitions. -For the purposes of these regulations,-

6.1 "institution/college" means any dental college/institution established in accordance with provisions of the Dentists Act, 1948 and regulations made thereunder as amended from time to time, for the purpose of imparting dental education in the country.

6.2 "Head of the Institution" means the Principal/Dean (or by whatever designation may be called) of the dental college/institution.

6.3 "Ragging" means any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.

7 Punishable Ingredients of Ragging. -. Abetment to ragging;. Criminal conspiracy to rag;. Unlawful assembly and rioting while ragging;. Public nuisance created during ragging;. Violation of decency and morals through ragging;. Injury to body, causing hurt or grievous hurt;. Wrongful restraint;. Wrongful confinement;. Use of criminal force;. Assault as well as sexual offences or even unnatural offences;. Extortion;. Criminal trespass;. Offences against property;. Criminal intimidation;. Attempts to commit any or all of the above mentioned offences against the victim(s);. Physical or psychological humiliation;. All other offences flowing from the definition of "Ragging".

8 Measures for prohibition of ragging at the institution level. -

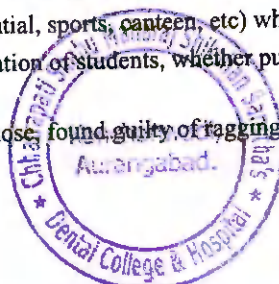
8.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.

8.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students, whether public or private.

8.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

  
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9 Measures for prevention of ragging at the institution level. - HTML PUBLIC "-//W3C//DTD HTML 4.01 Transitional//EN" "http://www.w3.org/TR/html4/loose.dtd" 10 Monitoring Mechanism to ensure compliance. - HTML PUBLIC "-//W3C//DTD HTML 4.01 Transitional//EN" "http://www.w3.org/TR/html4/loose.dtd" 11 Punishments. -

(11) 1 At the institution level: Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:-

(11) 1.1 Suspension from attending classes and academic privileges.

(11) 1.2 Withholding/withdrawing scholarship/fellowship and other benefits.

(11) 1.3 Debarring from appearing in any test/examination or other evaluation process.

(11) 1.4 Withholding results.

(11) 1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.

(11) 1.6 Suspension/expulsion from the hostel.

(11) 1.7 Cancellation of admission.

(11) 1.8 Rustication from the institution for period ranging from 1 to 4 semesters.

(11) 1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

(11) 1.10 Fine ranging between Rupees 25,000 and Rupees 1 lakh.

(11) 1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

(11) 2 At the university level in respect of institutions affiliated to.- If an institution fails to comply with any of the provisions of these regulations and fails to curb ragging effectively, the university shall impose any one or any combination of the following penalties on it:-

(11) 2.1 Withdrawal of affiliation and/or other privileges conferred on it.

(11) 2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university.

(11) 2.3 Withholding grants allocated to it by the university, if any.

(11) 2.4 Withholding any grants channelised through the university to the institution, if any.

(11) 2.5 Any other appropriate penalty within the powers of the university.

(11) 3 At the Management level.- The authorities/Management (Trust, Societies, etc.) of the institution, particularly the Head of the Institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Management/Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

(11) 4 At the DCI level.- If an institution fails to curb ragging, the Dental Council of India shall impose any one or any combination of the following penalties on it:-

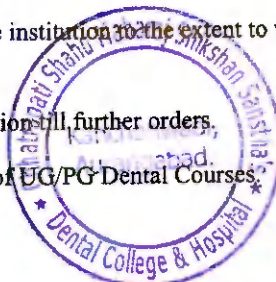
(11) 4.1 To initiate the derecognition process against the institution under section 16A of the Dentists Act, 1948.

(11) 4.2 To reduce the admission capacity of the institution to the extent to which the Council deem fit

(11) 4.3 To stop further admission in the institution till further orders.

(11) 4.4 To stop renewal of permission respect of UG/PG-Dental Courses.

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(11) 4.6 To post the information regarding penalties so imposed on the concerned institution on the website of DCI for information of all concerned.

HTML PUBLIC "-//W3C//DTD HTML 4.01 Transitional//EN"

"http://www.w3.org/TR/html4/loose.dtd" 12 Submission of Report to DCI. - The each and every institution shall submit its reports in prescribed format ( Annexure II ) to the Secretary, Dental Council of India, Aiwan-E-Galib Marg, Kotla Road, New Delhi-110002, as per the following time schedule:-

(12) 1 by 31st October of every year in which admissions are made, indicating the action taken by institution for implementation of Regulations 9.1 and 9.2 of these Regulations failing which action referred to in Regulation 11.4 would be initiated against defaulting institution; and

(12) 2 by 30th April of every year in respect of the previous academic session, in the prescribed format ( Annexure II ), indicating the requisite information against each column thereof, failing which action mentioned in Regulation 11.4 would be initiated against defaulting institution.

## 2. 1 Before admissions

2. 1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. regulation 11 below).

2. 1.2 These regulations shall be printed in full, indicating Annexure I, Part I and Part II, in the brochure of admission/instruction booklet for candidates.

2. 1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and/or the Central or State Governments as applicable, so that the candidates and their parents/guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.

2. 1.4 The application form for admission/enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not found been expelled and/or debarred from admission by any institution and that he/she if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

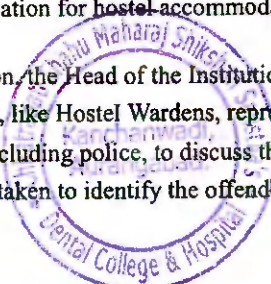
2. 1.5 The application form shall also contain printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/guardian (English version given in Annexure I, Part II), to be signed by the parent/guardian of the applicant to the effect that he/she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/her ward in case the latter is found guilty of ragging and/or abetting ragging.

2. 1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/Migration Certificate/Character Certificate, as the case may be, which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.

2. 1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/her application for hostel accommodation.

2. 1.8 At the commencement of the academic session, the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the institution and steps to be taken to identify the offenders and punish them suitably.

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2. 1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicoloured with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.

2. 1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.

2. 1.11 The institution shall identify, properly illuminate and man all vulnerable locations.

2. 1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.

2. 1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.

2. 1.14 The faculties/departments/units of the institution shall have induction arrangements (including those which anticipate, identify and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

## 2. 2 On admission

2. 2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.

2. 2.2 The institution, through the leaflet mentioned above, shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.

2. 2.3 The leaflet mentioned above shall also tell the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.

2. 2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.

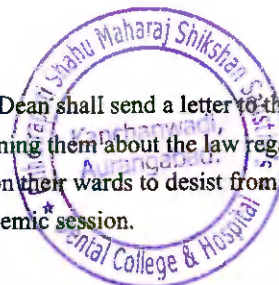
2. 2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.

2. 2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

## 2. 3 At the end of the academic year

2. 3.1 At the end of every academic year the Principal/Dean shall send a letter to the parents/guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.

Kanchanwadi, Aurangabad.



*[Signature]*  
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9.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

#### 9.4 Setting up of Committees and their functions

9.4.1 The Anti-Ragging Committee. -The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers category as well as seniors and non-teaching staff. It shall consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.

9.4.2 The Anti-Ragging Squad. -The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.

9.4.3 Monitoring Cell on Ragging. -The institution shall have a Monitoring Cell on Ragging to coordinate with activities of the Anti-Ragging Committees, Squads and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counselling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by them to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action to facilitate the implementation of anti-ragging measures at the level of the institution.

#### 9.5 Other measures

9.5.1 The Annexures mentioned in 9.1.4, 9.1.5 and 9.1.7 of these regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.

9.5.2 The institution shall arrange for regular and periodic psychological counselling and orientation students (for freshers separately, as well as jointly with seniors) by professional counsellors during the first three months of the new academic year. This shall be done at the institution and department/course levels. Parents and teachers shall also be involved in such sessions.

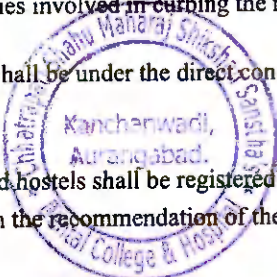
9.5.3 Apart from placing posters mentioned in 9.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counselling sessions, workshops, painting and design competitions among students and other methods as it deems fit.

9.5.4 Wardens shall be appointed as per the eligibility criteria laid down by UGC or any other competent authority of the concerned University/the State Govt. for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counselling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.

9.5.5 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.

9.5.6 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution.

DIRECTOR



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Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.

2. 5.7 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/She shall also take action suo motto if the circumstances so warrant.

2. 5.8 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.

2. 5.9 Anonymous random surveys shall be conducted across the 1st year batch of students (freshers) every fortnight by the institution on during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

2. 5.10 The burden of proof shall lie on the perpetrator of ragging and not on the victim.

2. 5.11 The institution shall file an FIR with the police/local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/local authorities. Remedial action shall be initiated and completed within one week of the incident itself.

2. 5.12 The Migration/Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.

2. 5.13 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/committee constituted for prevention of ragging.

2. 5.14 The Heads of institutions other than universities shall submit weekly reports to the Vice-Chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice-Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.

2. 5.15 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

2. 6. Measures for encouraging healthy interaction between freshers and seniors

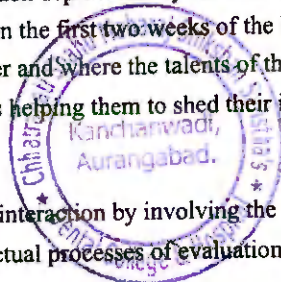
2. 6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.

2. 6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.

2. 6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty

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appointments, so that the students shall feel that they are responsible partners in managing the affairs of the institution and consequently the credit due to the institution for good work/performance is due to them as well.


**10. 1** The Dental Council of India shall also have an Anti-Ragging Cell within the Council as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with institution level Committees for effective implementation of anti-ragging measures.

**10. 2** In case the DCI observe that any institution has submitted false/forged report in respect of any case of ragging taken place in their institution or DCI receive any complaint of ragging taken place in any dental institutions, the DCI may depute its fact finding-team to verify the factual position. The TA/DA or other financial implication if any shall be paid, as per rules, by the concerned institution.


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1. Came into force on 13-8-2009.

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**DIRECTOR**  
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Kanchanwadi, Aurangabad.



  
**DEAN**  
Chhatrapati Shahu Maharaj Shikshan Sanstha's  
Dental College & Hospital  
Kanchanwadi, Aurangabad.



DCA/ACA/ 2

Date : 18/01/2021

**NOTICE.**  
**ANTIRAGGING COMMITTEE.**

Following are the members of Antiragging Committee at the college level to deal with the problems related to the ragging.

- |                                     |                          |
|-------------------------------------|--------------------------|
| 1. Dr. Sanjay Sarode.               | - Chairman. - 9921551399 |
| 2. Dr. Asha Kaibande.<br>9570125957 | - Member.                |
| 3. Dr. Ashok Chatse                 | - Member. 92221551       |
| 4. Dr. Deepmala Deore.              | - Member. 9766215740     |
| 5. Dr. Seema Pendharkar             | - Member. 92035540       |
| 6. Dr. Amar Kingoankar.             | - Member. - 9767155566   |

All the grievances should be conveyed to the above committee and the committee should consult to the undersigned as and when necessary.

*(Signature)* - 9822521949  
 Dr. Lata Kale  
 Acting Dean

*(Signature)*  
 Dr. S.C. Bhojar  
 Director

Copy to:

- I/C-Academics, -
- HOD - All depts.
- Notice Board.

*(Signature)*  
 DIRECTOR  
 Chhatrapati Shahu Maharaj Shikshan Sanstha's  
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 Kanchanwadi, Aurangabad.



*(Signature)*  
 DEAN  
 Chhatrapati Shahu Maharaj Shikshan Sanstha's  
 Dental College & Hospital  
 Kanchanwadi, Aurangabad.

SECRET  
The Department of Defense  
Washington, D.C. 20301-1500



DIRECTOR  
Department of Defense  
Washington, D.C. 20301-1500





**DENTAL COLLEGE & HOSPITAL**  
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E-mail: [office@csmssdental.com](mailto:office@csmssdental.com)


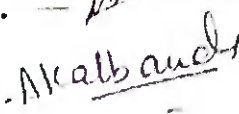
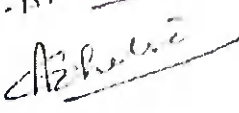





DCA/ACA/11


Date : 18/01/2022

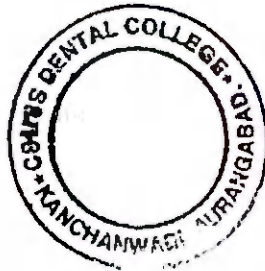
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| 2. Dr. Asha Kalbhande.  | - Member.    |
| 3. Dr. Ashok Chatse     | - Member.   |
| 4. Dr. Deepmala Deore.  | - Member.  |
| 5. Dr. Seema Pendharkar | - Member.  |
| 6. Dr. Amar Kingoankar. | - Member.  |

All the grievances should be conveyed to the above committee and the committee should consult to the undersigned as and when necessary.


  
Dr. Lata Kale  
Acting Dean



  
Dr. S.C. Bhoyar  
Director  
DEAN/DIRECTOR  
C.S.M.S.S. Dental College & Hospital  
Kanchanwadi, Aurangabad.

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- HOD - All depts.
- Notice Board.

  
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Kanchanwadi, Aurangabad.



  
DEAN  
Chhatrapati Shahu Maharaj Shikshan Sanstha's  
Dental College & Hospital  
Kanchanwadi, Aurangabad.



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