



ಬಾಷೂಜಿ ವಿದ್ಯಾಸಂಸ್ಥೆ (೦.)

ಸುವರ್ಣ ಮಹೋತ್ಸವ - 1958 - 2008

ಎ.ಆರ್.ಜಿ. ಕಲಾ ಮತ್ತು ವಾಣಿಜ್ಯ ಕಾಲೇಜು

ಪಿ.ಜಿ. ಬಡಾವಣೆ, ದಾವಣಗೆರೆ - 577 004. ಕರ್ನಾಟಕ - ಭಾರತ



## A.R.G. COLLEGE OF ARTS & COMMERCE

E-mail : bead\_argcdvg@yahoo.co.uk  
Web : www.beaargcdvg.org

P.J. Extension, Davangere - 577 004. Karnataka - India

Ph : (08192) 221210, 220955

Affiliated to : Davangere University

Recognised by UGC Under 2f & 12b

Re-accredited by NAAC with 'B' (CGPA 2.63, III Cycle)

Ref. No. ARGC/

Date : .....

**SAY NO TO RAGGING**

**Warning**  
**Ragging is a crime**



Ragging is strictly prohibited in the premises of college campus and hostel. An offence of ragging may be charged either on a written complaint by the affected or independent findings of the ragging committee. Any student affected by or subjected to ragging must lodge a written complaint in person to the Anti Ragging Committee.

### **Prevention of Sexual Harassment and Redressal Cell**

Sexual Harassment Redressal Cell is formed to provide a healthy and congenial atmosphere to the staff and students of the college. The cell aims at achieving gender equality, removal of gender bias, sexual harassment and other gender based violence. The cell organizes awareness programmes and campaigns on sexual harassment and gender discrimination. The cell looks into any complaint filed by students and staff about sexual harassment. It aims to promote gender equality and gender justice.

### **Women Empowerment Cell**

Women empowerment cell in the college works to empower the female students, teachers and staff. The cell takes all necessary measures to ensure their safety and dignity. With a view to womens' issues and problems, the cell aims at creating awareness of their right and duties by organizing awareness programs on gender sensitization. The main aim of the cell is to promote a culture of respect and equality for female gender.

  
**PRINCIPAL**  
**A.R.G. College of Arts & Commerce**  
**DAVANGERE - 577 004.**



ಬಾಷಾಜಿ ವಿದ್ಯಾಪೀಠ (೦.)  
ಸುಮರ್ಗ ಮಹೋತ್ಸವ - 1958 - 2008



ಎ.ಆರ್.ಜಿ. ಕಲಾ ಮತ್ತು ವಾಣಿಜ್ಯ ಕಾಲೇಜು

ಪಿ.ಜಿ. ಬಡಾವಣೆ, ದಾವಣಗೆರೆ - 577 004. ಕರ್ನಾಟಕ - ಭಾರತ

## A.R.G. COLLEGE OF ARTS & COMMERCE

E-mail : bead\_argcdvg@yahoo.co.uk  
Web : www.beaargcdvg.org

P.J. Extension, Davangere - 577 004. Karnataka - India

Ph : (08192) 221210, 220955

Affiliated to : Davangere University

Recognised by UGC Under 2f & 12b

Re-accredited by NAAC with 'B' (CGPA 2.63, III Cycle)

Ref. No. ARGC/

Date : .....

### Organisation wide awareness and undertakings on policies with Zero Tolerance:-

#### A. Prohibition of ragging in Educational institution Act 26, 1997 and Disciplinary Act:

Salient Features:

- Prohibition of Ragging within or outside the educational institution.
- Without permission no entry is allowed within the college campus.
- It is compulsory for all the students to carry identity cards and need to show the ID card when demanded.
- The warden of the Hostel of students to whom allotted by the government can visit for enquiry of the student as and when needed.
- Before leaving the government hostel it is necessary for a student to get permission from the warden.
- Follow the rules are regulations strictly.

#### B. Detention of students from internal and External Examination:

Salient Features:

- The student has to maintain atleast 75% attendance for the internals examination and Semester end examination as per university norms.
- Students involved in malpractice in the internal examination and semester end examination are debarred.

#### C. Reporting of teaching and Non-teaching staff:

Salient Features:

- Teaching and non-teaching staff must adhere to the code of conduct of the institution.
- Compulsory biometric attendance for both teaching and non-teaching staff within the stipulated time.
- Teaching and non-teaching staff required to follow the KCSR rules for leave and others.

#### D. Grievances submission and redressal:

Salient Features:

- Student's grievances are to be submitted to the SWO who is incharge of the committee.
- Action taken report must be submitted within the stipulated time based on the grievance.
- Information about the action taken should be communicated to the individual who has raised the grievance.

#### E. Faculty appraisal:

Salient Features:

- Every year the office superintendent maintains the API file of every faculty members.
- Each faculty member has to submit Confidential report to the management through the principal at the time of due date of annual increment.
- Faculty appraisal form carries a weightage of 200 score points focused on teaching and learning, research, innovation along with career advancement with respect to various activities.
- The faculty members must get minimum score points to get annual appraisal.

*[Signature]*  
PRINCIPAL  
A.R.G. College of Arts & Commerce  
DAVANGERE - 577 004.





ಬಾಸೂಜಿ ವಿದ್ಯಾಸಂಸ್ಥೆ (೦.)  
ಸುವರ್ಣ ಮಹೋತ್ಸವ - 1958 - 2008



ಎ.ಆರ್.ಜಿ. ಕಲಾ ಮತ್ತು ವಾಣಿಜ್ಯ ಕಾಲೇಜು  
ಪಿ.ಜಿ. ಬಡಾವಣೆ, ದಾವಣಗೆರೆ - 577 004. ಕರ್ನಾಟಕ - ಭಾರತ

## A.R.G. COLLEGE OF ARTS & COMMERCE

E-mail : bead\_argcdvg@yahoo.co.uk  
Web : www.beaargcdvg.org

P.J. Extension, Davangere - 577 004. Karnataka - India

Ph : (08192) 221210, 220955

Affiliated to : Davangere University

Recognised by UGC Under 2f & 12b

Re-accredited by NAAC with 'B' (CGPA 2.63, III Cycle)

Ref. No. ARG/

Date : .....

### Mechanism for submission of online/offline student's grievances, ragging and Women Harassment cases:

- A separate committee is set in the institution which is mandatory as per UGC guidelines to look into the issues raised by the student.
- The members are trained to handle the complaints properly.
- The person with law background is the members of the committee.
- Sessions are conducted for the students and faculty members about the awareness of ragging and women harassment cases and its consequences as per law.
- Both oral and written grievances are addressed by the institution.
- A suggestion / complaint box is placed in front of the office where the students and faculty members can drop their complaints or in person.
- Students are allowed to contact their HOD, Committee members or approach the head of the institution regarding the grievance personally by phone or direct.

  
PRINCIPAL  
A.R.G. College of Arts & Commerce  
DAVANGERE - 577 004.



ಬಾಸೂಜಿ ವಿದ್ಯಾಸಂಸ್ಥೆ (ರಿ.)  
ಸುವರ್ಣ ಮಹೋತ್ಸವ - 1958 - 2008



ಎ.ಆರ್.ಜಿ. ಕಲಾ ಮತ್ತು ವಾಣಿಜ್ಯ ಕಾಲೇಜು  
ಪಿ.ಜಿ. ಬಡಾವಣೆ, ದಾವಣಗೆರೆ - 577 004. ಕರ್ನಾಟಕ - ಭಾರತ

## A.R.G. COLLEGE OF ARTS & COMMERCE

E-mail : bead\_argcdvg@yahoo.co.uk  
Web : www.beaargcdvg.org

P.J. Extension, Davangere - 577 004. Karnataka - India

Ph : (08192) 221210, 220955

Affiliated to : Davangere University

Recognised by UGC Under 2f & 12b

Re-accredited by NAAC with 'B' (CGPA 2.63, III Cycle)

Ref. No. ARGC/

Date : .....

### Report on Anti Ragging, Student Grievance Redressal Cell and Prevention of Anti Sexual Harassment cell (POSH):-

During the five years period from 2017-18 to 2021-22, in the institution no cases on ragging and sexual harassment are been recorded either orally or in writing. Female students had the grievance of rest room which was brought to the notice of the head of the institution. To resolve this grievance, principal approached the management seeking permission to apply for grants to Regional Joint Director, Shivamogga for construction of extended rest room for women. Later, permission was granted with the estimation of Rs. 6,85,000.

Every year medical check up is conducted by the institution to resolve health issues any among the students.

The committee organises lectures of such issues to create awareness among the students for betterment and upliftment of the students.

  
PRINCIPAL,  
A.R.G. College of Arts & Commerce  
DAVANGERE - 577 004.