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Office of The Principal

Jhargram Raj College, Govt. of West Bengal

P.O. & Dist.-Jhargram, Pin-721507

Memo No. 456/AR-1

Dated: 02.09.2026

ADVISORY ON ANTI-RAGGING, SEXUAL HARASSMENT AND GENDER-BASED VIOLENCE FOR ALL STUDENTS, FACULTY MEMBERS AND STAFF OF JHARGRAM RAJ COLLEGE

All students, faculty members and staff of Jhargram Raj College are hereby advised to maintain a safe, respectful, inclusive and discrimination-free environment within the College campus, hostels and all College-related activities.

1. Zero Tolerance towards Ragging

- Ragging in any form, whether physical, verbal, psychological, online or otherwise, is **strictly prohibited**.
- No student shall intimidate, humiliate, threaten, harass or subject another student to any form of ragging.
- Students are advised not to participate in, encourage, support or remain silent spectators to any incident of ragging.
- Any incident or apprehension of ragging should be reported immediately to the **Anti-Ragging Committee/Anti-Ragging Squad or the College Authority**.
- Strict disciplinary and legal action may be taken against persons found involved in ragging, as per applicable rules and regulations.

2. Prevention of Sexual Harassment

- Sexual harassment of any student, faculty member or staff is **strictly prohibited**.
- Unwelcome physical contact, sexual remarks, gestures, messages, jokes, advances, stalking, inappropriate online communication, display or circulation of sexually explicit material, or any other unwelcome conduct of a sexual nature shall not be tolerated.
- All members of the College community are expected to respect personal boundaries, dignity, privacy and consent.
- Any person experiencing or witnessing sexual harassment should report the matter promptly to the **Internal Complaints Committee (ICC)** or the appropriate College authority.

3. Prevention of Gender-Based Violence and Discrimination

- The College is committed to ensuring **gender equality, dignity, safety and equal opportunity** for all.
- Any form of physical, verbal, psychological, sexual or online violence, intimidation, discrimination or abuse based on gender is strictly prohibited.
- Students and employees are expected to treat one another with dignity, courtesy and mutual respect.
- No person shall be subjected to discrimination, humiliation or harassment because of their gender or gender expression.


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4. Responsibilities of Students, Faculty Members and Staff

All members of the College community are requested to:

- Maintain a **fear-free, ragging-free and harassment-free campus.**
- Respect the dignity, privacy and personal boundaries of others.
- Avoid abusive, threatening, offensive or discriminatory language and behaviour.
- Refrain from circulating objectionable photographs, videos, messages or other content through social media or digital platforms.
- Immediately bring any incident, threat or apprehension of ragging, sexual harassment or gender-based violence to the notice of the appropriate College authority.
- Cooperate with the College authorities and designated committees in maintaining campus safety and discipline.

5. Confidentiality and Support

Students and employees who face or witness any such incident are encouraged to seek help without fear of intimidation or retaliation. The College authorities and designated committees shall take appropriate steps in accordance with applicable rules and procedures, while maintaining confidentiality to the extent permitted by law.

IMPORTANT

Ragging, sexual harassment and gender-based violence are serious misconduct and may attract disciplinary as well as legal action under applicable laws and regulations.

Let us work together to ensure that Jhargram Raj College remains a safe, inclusive, respectful, gender-sensitive and ragging-free institution for everyone.


02/9/2026

PRINCIPAL

JHARGRAM RAJ COLLEGE

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