

ANTI RAGGING POLICY

1. This is called "Anti Ragging Policy" of the National Law University, Odisha, Cuttack. This is applicable to all the students of the University.
2. Ragging is a form of abuse on a student in an institution. To check the ills of ragging, National Law University, Odisha, Cuttack has constituted an Anti-Ragging Cell. The main objectives of the cell are as follows:
To Maintain and take action on abuse of Ragging.
To organize a sensitization programme to prevent the menace of ragging.

3. What Constitutes Ragging?

- a) Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- b) Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.
- c) Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
- d) Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- e) Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f) Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- g) 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.

- h) Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadist thrill from actively or passively participating in the discomfiture to fresher or any other student.
- i) Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher.

“Ragging shall not be tolerated and any act of ragging shall not go unnoticed and unpunished. Ragging in the University campus is absolutely banned and hence any student found guilty would attract severe disciplinary action and punishment of expulsion from University.”

4. Anti Ragging Committee:

- 1. Prof. B. Hydervali, Professor of Law
- 2. Prof. Sheela Rai, Professor of Law
- 3. Dr. Dolly Jabbal, Associate Professor of Law & Registrar (I/c),
- 4. Dr. A. Aruna Shree Laxmi, Associate Professor of Law
- 5. Dr. Kondaiah Jonnalagadda, Associate Professor of Law

5. Anti Ragging Squad:

- 1. Dr. Suvashree Panda, Assistant Professor of Political Science
- 2. Ms. Priyanka Anand, Assistant Professor of Law
- 3. Mr. Abhay Kumar, Assistant Professor of Law
- 4. Mr. Akash Kumar, Assistant Professor of Law
- 5. Mr. Mayank Tiwari, Assistant Professor of Law
- 6. Ms. Sigdha Singh, Research Associate/Teaching Assistant
- 7. Mr. Kapil Sharma, Research Associate/Teaching Associate

The University follows the UGC Regulation on ‘Curbing the menace of Ragging in Higher Education Institutions, 2009’ in letter and spirit.

**PREVENTION OF SEXUAL HARRASSMENT OF WOMEN AT WORK PLACE
(PREVENTION) PROHIBITION AND REDRESSAL) POLICY**

1. The University follows the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in letter and spirit. It has zero tolerance for such activity.
2. Sexual harassment is defined, as per the above-mentioned Act, as any unwelcome sexually determined behavior (whether directly or by implication) such as physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, or any other unwelcome physical verbal or non-verbal conduct of sexual nature. It also includes presence or occurrence of circumstances of implied or explicit promise of preferential treatment, threat of detrimental treatment or humiliating treatment likely to affect the lady employee's or student's health or safety may amount to sexual harassment.
3. The University has constituted the following Internal Complaints Committee (ICC) to look into any case of sexual harassment.

Women's Cell – National Law University, Orissa

S. N.	Name	Department	Designation	Contact Number	E-mail.ID
1.	Prof. Rita Ray	Adjunct Professor of Sociology	Chair Person	+91-9437120950	rutarat@nlu.ac.in
2.	Dr. Anup Kr. Patnaik	Visiting Professor of Law	Member	+91-9437002450	ak.patnaik@nluo.ac.in
3.	Dr. Subashree Panda	Asst. Professor of Law	Member	+91-8934803369	suvrashree@nluo.ac.in
4.	Ms. Suman Dash Bhattamishra	Asst. Professor of Law	Member	+91-9776965610	sumandash@nluo.ac.in
5.	Mr. Akash Kumar	Asst. Professor of Law	Member	+91-8085080696	
6.	Mr. Mayank Tiwari	Asst. Professor of Law	Member	+91-8895434716	Mayank.tiwari@nlu.ac.in
7.	Ms. Pratyusha Naidu	Advocate, High Court of Orissa	Advocate	+91-9437029800	Pratyusha.naidu@nluo.ac.in
8.	Ms. Lalitha Mishal	Social Worker	Social Worker	+91-9437488494	nawodisha@gmail.com
9.	Ms. Vinita Agarwal	2013/BBA.LLB./058	Student	+91-9437980216	13bba058@nluo.ac.in
10.	Mr. Shobhit Ahuja	2013/BBA.LLB./058	Student	+91-9457194338	13bba058@nluo.ac.in