

SHREE BP MEMORIAL INSTITUTE OF NURSING & PARAMEDICAL SCIENCES



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Anti Ragging Policy

Preamble

Shree B. P. Memorial Institute of Nursing and Paramedical Sciences is committed to providing a safe, respectful, disciplined and congenial academic environment to all its students. The Institute believes that every student has the right to pursue education and professional training without fear, humiliation, harassment, intimidation or discrimination.

Ragging, in any form, is strictly prohibited in the Institute. The Institute follows a Zero-Tolerance Policy towards Ragging and will take appropriate disciplinary action against any student found involved in ragging, whether directly or indirectly.

This Policy will apply to all students of the Institute and will be implemented in accordance with applicable laws, regulations, directions and guidelines issued by Bihar University of Health Sciences (B U H S), Indian Nursing Council (I N C), competent authorities and other regulatory bodies from time to time.

Objective of the Policy

The primary objective of this Policy is to prevent ragging and to ensure that students are able to study, live and undergo clinical training in an environment of dignity, mutual respect and professional discipline.

The Institute will take proactive measures to create awareness among students, particularly newly admitted students regarding the prohibition of ragging and the consequences of involvement in such activities.

Definition and Meaning of Ragging

Ragging means any act, conduct, behaviour, words or activities by one or more students, whether individually or collectively, which causes or is likely to cause physical, psychological or emotional harm, fear, apprehension, humiliation, embarrassment or discomfort to another student.

Ragging may occur in physical, verbal, psychological, social or electronic/digital form. An act shall not be considered acceptable merely because it is described as a joke, introduction, friendship activity or customary interaction between senior and junior students.

Ragging includes, but is not limited to:

- Forcing a junior student to introduce himself / herself in a humiliating or objectionable manner.
- Using abusive, insulting, obscene or derogatory language
- Making a student perform any act against his / her will.
- Threatening, intimidating or humiliating a student.
- Physical assault, pushing, hitting or causing bodily injury.
- Making inappropriate comments relating to appearance, caste, religion, gender, family or personal circumstances.
- Forcing students to sing, dance, dress or behave in a humiliating manner.
- Demanding money, food, personal belongings or any other favour.
- Preventing a student from attending classes or participating in academic activities.
- Harassing a student in the hostel or during clinical training.
- Taking or circulating photographs / videos intended to humiliate or harass a student.
- Cyberbullying, threatening or humiliating students through WhatsApp, social media or other digital platforms.

Zero-Tolerance Approach

The Institute will maintain a strict Zero-Tolerance Approach towards Ragging. No student will be permitted to participate in, encourage, instigate, assist or facilitate ragging in any manner.

A student who directly commits an act of ragging as well as a student who assists, encourages, instigates or knowingly participates in such activity may be subject to disciplinary action.

The fact that a student claims that the activity was intended merely for entertainment, introduction or enjoyment shall not by itself be accepted as a justification.

Scope and Applicability

This Policy will apply to all students of the Institute, including students enrolled in ANM, GNM and B.Sc. (Nursing) programmes, as well as students undergoing clinical training, internship or other academic activities.

The Policy will apply irrespective of whether the incident takes place on or off the Institute premises, provided that the incident has a connection with the Institute, its students, hostel, academic activities, clinical training or Institute-sponsored programmes.

The Policy will particularly apply to:

- Institute campus and classrooms.
- Laboratories, library and other academic areas.
- Hostel and hostel premises.
- Canteen, playground and common areas.
- Hospitals and clinical training areas.
- Institute transportation.
- Educational tours, camps and excursions.
- Cultural, sports and other Institute programmes.
- Online and social media platforms where the activity is connected with Institute students.

Responsibilities of Students

Every student is expected to maintain professional and respectful behaviour towards fellow students. Senior students are expected to guide and support junior students rather than intimidate, harass or humiliate them.

Every student will:

- Respect the dignity, privacy and personal rights of other students.
- Refrain from any form of ragging.
- Report any incident or suspected incident of ragging to the appropriate authority.
- Co-operate with any inquiry conducted by the Institute.
- Not threaten or retaliate against a student who reports an incident.
- Maintain appropriate conduct during hostel stay and clinical training.

Students are encouraged to approach any faculty member, Hostel Warden, Principal or member of the Anti-Ragging Committee if they experience or witness any incident of ragging.

Prevention and Awareness

The Institute will take reasonable and proactive measures to prevent ragging. Anti-ragging awareness will form an important part of the student induction and orientation programme.

The Institute has undertaken following preventive measures:

- Display anti-ragging notices at prominent locations.
- Conduct anti-ragging awareness and sensitisation programmes.
- Inform students and parents about the Anti-Ragging Policy at the time of admission.
- Obtain the prescribed anti-ragging undertakings / declarations from students and parents.
- Maintain appropriate supervision in hostels and other vulnerable areas.
- Provide opportunities for junior students to interact with faculty and authorities.
- Periodically review the effectiveness of anti-ragging measures.

Anti-Ragging Committee

The Institute has constituted an Anti-Ragging and Squad Committee for the prevention and monitoring of ragging.

Reporting of Ragging

Student has to report immediately, who experiences or witnesses ragging is encouraged. A complaint may be made directly to the Principal, faculty member, Hostel Warden, Anti-Ragging Committee or any other authorised person designated by the Institute.

A complaint may be made by:

- The student who has been subjected to ragging.
- A fellow student or witness.
- Parent/Guardian.
- Faculty or staff member.
- Any other person having credible information regarding the incident.

Where necessary, the Institute may initiate action on the basis of information received even if the affected student has not submitted a formal written complaint.

Immediate Action on Receiving a Complaint

On receiving information regarding an incident of ragging, the Institute will take appropriate steps to ensure the safety and well-being of the affected student.

Depending upon the nature and seriousness of the allegation, the Institute may:

- Ensure immediate safety of the affected student.
- Separate the affected student from the alleged perpetrators.
- Inform the parents / guardians, wherever appropriate.

- Conduct a preliminary inquiry.
- Preserve relevant evidence such as messages, photographs, videos or other records.
- Take appropriate interim measures where necessary.
- Refer the matter to the competent authority / police where the incident may involve a criminal offence.

Disciplinary Action

Ragging will be treated as serious misconduct. A student found guilty of ragging may be subjected to disciplinary action depending upon the nature, seriousness and circumstances of the incident and in accordance with applicable rules and regulations.

Depending upon the circumstances, disciplinary action may include:

- Written warning.
- Written apology.
- Counselling.
- Fine, where permissible.
- Suspension from classes.
- Suspension or removal from hostel.
- Debarment from Institute activities.
- Withholding of academic privileges.
- Cancellation of admission.
- Expulsion or rustication from the Institute.
- Reporting the matter to the police or other competent authority where required.

The Institute may take action against each student individually according to his / her established role in the incident.

Serious Forms of Ragging

Acts involving physical violence, sexual harassment, criminal intimidation, extortion, confinement, serious injury, destruction of property, forced consumption of substances or other conduct potentially amounting to a criminal offence will be treated as particularly serious.

In such cases, the Institute may take disciplinary action as well as refer the matter to the appropriate law-enforcement or statutory authority, wherever required by law.

Ragging through Electronic and Social Media

Ragging is not limited to physical interaction. Any act of harassment, intimidation or humiliation carried out through electronic or digital means will also fall within the scope of this Policy.

This includes the use of:

- WhatsApp or other messaging applications.
- Instagram, Facebook or other social media platforms.
- Electronic messages, calls or emails.
- Photographs, videos or recordings.
- Fake accounts or groups created for harassment.
- Threatening, abusive or humiliating digital communications.

The Institute may take appropriate disciplinary action where such conduct is connected with its students or activities.

Protection of Complainants and Witnesses

The Institute will make reasonable efforts to protect students who report ragging or co-operate with an inquiry from intimidation, harassment or retaliation.

No student will be threatened, victimised or subjected to adverse treatment merely because he / she has reported an incident, provided information or participated in an inquiry.

The Institute will also make reasonable efforts to maintain confidentiality of complaints and proceedings, subject to applicable law and the requirements of a fair inquiry.

False or Malicious Complaints

Students are encouraged to report genuine incidents of ragging without fear. However, knowingly making a false or malicious complaint may itself constitute misconduct and may attract appropriate disciplinary action.

At the same time, a complaint will not be treated as false merely because the allegation could not ultimately be established after inquiry.

Hostel and Clinical Training

The Institute will pay particular attention to prevention of ragging in hostels and during clinical training, where students may spend considerable time outside regular classroom settings.

Hostel Wardens, faculty members and clinical supervisors will remain vigilant and will immediately report any suspected incident of ragging to the appropriate Institute authority.

Senior students will not use their position, seniority or influence to intimidate or harass junior students in the hostel, hospital or clinical training environment.

Student and Parent Undertaking

Every student and parent / guardian will be required to give the prescribed anti-ragging undertaking at the time of admission or as required by the applicable regulatory authority.

The student will undertake that he / she will not participate in, encourage, instigate, assist or support ragging in any form and will comply with the Anti-Ragging Policy and disciplinary rules of the Institute.

The parent / guardian will also undertake to support the Institute in maintaining a ragging-free environment and to ensure that the student complies with the applicable rules.

Role of Faculty and Staff

All faculty members, wardens and staff members have a responsibility to remain alert to signs of ragging and to report any suspected incident immediately.

Faculty members are expected to encourage an environment of mutual respect and healthy interaction between senior and junior students. Any information suggesting the occurrence of ragging will be brought promptly to the notice of the Principal or Anti-Ragging Committee.

Compliance with Applicable Regulations

This Policy will be interpreted and implemented in accordance with the applicable laws, regulations, notifications, directions and guidelines issued from time to time by the Government, competent statutory authorities, Bihar University of Health Sciences (B U H S), Indian Nursing Council (I N C) and other applicable regulatory bodies.

Institutional Declaration

Shree B. P. Memorial Institute of Nursing and Paramedical Sciences is committed to maintaining a Ragging-Free Campus.

The Institute considers mutual respect, discipline, dignity, safety and professional conduct to be fundamental values of nursing and paramedical education. Every student, faculty member, staff member and other person associated with the Institute is expected to co-operate in maintaining an environment free from ragging and harassment.

Ragging in any form is strictly prohibited.

Principal
S B P M I N P M S, Bettiah

