



# **PRANANATH COLLEGE (AUTONOMOUS),** **KHORDHA, ODISHA**

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**NAAC 3<sup>rd</sup> Cycle  
Accreditation**

## **CRITERION WISE CONTENT**

**COLLEGE WITH POTENTIAL  
FOR EXCELLENCE (CPE)**

### **CRITERION V-STUDENT SUPPORT AND PROGRESSION**

#### **Key Indicators 5.1: Student Support**

#### **Metrics: 5.1.4**

#### **Supporting Documents Attached:**

- 1. Minutes of the Meetings**
- 2. Reports of the Grievance Committee**

**(2018-19, 2019-20, 2020-21,2021-22,2022-23)**

REPORTS OF GRIEVANCE  
COMMITTEE

ANTI SEXUAL

HARASSMENT CELL

P.N. AUTONOMOUS COLLEGE,

KHORDHA

*Pranath*  
*25.6.24*

Principal  
Prananath College (Autonomous)  
Khordha

As per the guidelines of UGC and Supreme court an Anti-sexual Harassment Committee be established by the college to provide a healthy atmosphere to the students of the college. Anti-sexual Harassment Committee deals with issues relating to sexual harassment. The committee is formed to prevent sexual assault, rape and other related crimes on girls students. With regard to the Supreme court Judgement and guidelines issued in 1997 to provide for the effective environment of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grant Commission (UGC) has issued circulars since 1998, to all the Universities, advising them to establish a permanent cell and committee; to develop guidelines to combat sexual harassment, violence against women and ragging at the Universities and colleges. Keeping the above guidelines in view "Prananath Autonomous College" has constituted a meeting committee against sexual harassment.

The Supreme Court of India, in a landmark Judgement in August 1997 stated that every instances of sexual harassment is a violation of "Fundamental Rights" under Article 19(1)(g). Another Supreme Court Judgement in January 1999 has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated the sexual harassment "is a violation of the fundamental right to gender equality and the right of the liberty and life". Based on these, Utkal University, to which the college is affiliated, made it mandatory for the affiliated and constituent college to adhere to following from the year 2009-2019.

Prananath Autonomous College, Khordha has committed itself to provide a congenial and conducive environment, in which students, teachers and non-teaching staffs can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to aware of the commitment to the rights to freedom of

opposes any form of gender discrimination and violence.

## DECLARATION OF POLICY :

P.N. college (Autonomous) Khorolha, shall value the dignity of individuals, enhance the development of its human resources, guarantee full respect for human rights, ensures the enforcement of "Fundamental Rights" under Articles 14, 15, and 21, of the constitution of India, and uphold the dignity of workers, employees, applicants for employment, student of undergoing training, instruction or education. Towards this end all forms of sexual harassment in the employment, education training environment are hereby declared unlawful.

## OBJECTIVES OF THE POLICY

- 1 → To fulfill the directive of the Supreme Court as per the Utal University in respect of implementing a policy against sexual harassment in the institution.
- 2 → To evolve a Mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in institution.
- 3 → To ensure the implementation of the policy in letter and through proper reporting of the complaints and their follow-up procedure.
- 4 → To provide an environment free of gender based discrimination.
- 5 → To ensure equal access of all facilities and participation in activities of college.
- 6 → To create a secure physical and social environment that raise awareness about sexual harassment.

25/12/24

**GOAL:** Prevention of sexual harassment to ensure safe environment for girls students for the studies.

Anti sexual harassment cell assures all complaints of students, teaching and non-teaching staffs are treated with dignity and respect and all the complaints should be maintained confidential.

**FALSE REPORTING:** Intentionally making a false report or providing false information is grounded for indiscipline.

**JURISDICTION:** The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made.

1. By a member of institution against any other member irrespective of whether the harassment is alleged to have taken place within or outside the campus.
2. By an outsider against a member of the college or by a member of the college against an outsider if the sexual harassment is alleged to have taken place within campus.
3. By a member of the college against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such case the committee shall recommend that the college authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

25-6-24

# MINUTES OF MEETINGS

ANTI-SEXUAL HARASSMENT CELL - 2019-20

PRANANATHI COLLEGE AUTONOMOUS, KHORDHA

date: 11/01/2020

Venue: Principal office.

## MINUTES OF MEETING

- \* Discussion regarding conducting a program for the students.
- \* The members of the committee decided to conduct a program on regarding gender sensitization.

NAME OF THE INCHARGE STAFF

SIGNATURE

1. Dr. Shyamsudan Das
2. Dr. Rajendra Nath Mishra
3. Dr. Binduchree Mishra
4. Dr. Nandita Chhotray
5. Dr. Manita Pattnaik
6. Dr. Sunita Tripathy
7. Lt. Asima Satapathy
8. Prof. Sunil Ranjan Kari

11.1.20

Sunita Tripathy  
Satapathy

23-6-24

11.01.2020

# MINUTES OF MEETINGS

PRANANATH AUTONOMOUS COLLEGE, KHORDHA

Date : 30/03/2021

Venue :

## MINUTES OF MEETING :-

- \* Discussion was made to conduct a program for the student.
- \* The members ~~the~~ committee decided to conduct a program on regarding "Mental Health challenges faced by students and Remedies."
- \* The chief guest of the program was decided and confirmed.

NAME OF IN-CHARGE STAFF

SIGNATURE

1. Dr. Nandita Chhotray.
2. Prof. Prasanna K. Sahoo
3. Prof. Ashok K. Pradhan.
4. Dr. Sunita Tripathy
5. Capt. Asima Satapathy.

Sunita Tripathy  
Satapathy

25.6.21

11.01.2023

# ANTI SEXUAL HARASSMENT CELL - 2021-22

PRANANATH AUTONOMOUS COLLEGE, KHORDHA

Date :- 18/10/2021

## MINUTES OF MEETINGS

Venue :-

### MINUTES OF MEETING

→ Discussion regarding conducting a program for the students.

→ The members of the committee decided to conduct a program on regarding ~~the~~ "Gender Sensitization".

NAME OF INCHARGE STAFF

SIGNATURE

1. Dr. Mausumi Konungo
2. Mr. Pradip Ku. Sahoo
3. Mr. Ashok Ku. Pradhan
4. Dr. Nandita Chhotaray
5. Dr. Sunita Tripathy
6. Capt. Azima Satapathy

Sunita Tripathy  
Satapathy

Partipathy  
11.01.2023

Dr. Azima  
25.10.21

Principal  
Prananath College (Autonomous)  
Khordha



Programme :- Gender Sensitization

Venue :- P.N (Autonomous) College, Principal office

Date :- 19/08/22

## MINUTES OF MEETINGS

Time :- 2:30 PM

### MINUTES OF MEETING

Meeting of the anti-sexual harassment committee was held on 19/08/2022 at 2:30 PM and the following resolutions were passed.

Resolutions :-

- \* It is resolved that the steps to be taken for anti-sexual harassment is such a way that is as per the Vishaka guidelines.
- \* For the purpose of the girl students to give complaints/suggestion message through hotline numbers may be facilitated.
- \* It is resolved that an awareness programme is to be organized among girl students to give complaints in case of harassment.
- \* It is also resolved that on different occasions the boys should be advised to maintain cordial relationship with girl students.

Principals  
25.8.22  
Pranath College (Autonomous)  
Khordha

1. Dr. Mausumi Karungo
2. Mr. Pramod Ku. Samal
3. Dr. Mandita Chhotaray
4. Dr. Sunita Tripathy
5. Mrs. Madhumita Chhotaray
6. Ms. Lipsa Rani Nayak
7. Ms. Mitali Madhumita Panda

### ACTIONS TAKEN :

- check Antisexual Harassment box monthly.
- Incharge to check the box.
- Dr. Mausumi Karungo
- No complaints received so far.

*S. Tripathy*  
11.01.2023

Principal  
Pranath College (Autonomous)  
Khordha

*25.1.24*

Programme : Gender Sensitization

Venue :

Date : 07/08/2023

Time : 2:30 PM

# MINUTES OF MEETING

## MINUTES OF MEETING :-

→ Meeting of the Anti sexual Harassment committee was held on 07/08/2023 at 2:30 PM and following resolutions was passed.

### → Resolutions :

\* It is resolved that the steps to be taken for antisexual harassment in such a way that it is as per visakha guidelines.

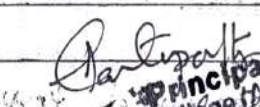
\* For Purpose of the girl students to give complaints suggestion box message through hotline number may be facilitated.

\* It is resolved that an awareness programme is to be organised among girl students to give complaints in case of harassment.

\* It is also resolved that on different occasions the boy students should be advised to maintain cordial relationship with female students.

25.8.24

1. Dr. Pranima Nayak
2. Mr. Pramod K. Samal
3. Mrs. Madhusmita Chhotaray
4. Dr. Sunita Tripathy
5. Mrs. Asima Satapathy
6. Dr. Prachi Prakash Nayak
7. Dipa Rani Nayak
8. Bhagban Khillar

  
 Principal  
 Prananath College (Autonomous)  
 Prananath College (Autonomous)  
 Khordha

B. K. Khillar  
 25-6-24  
 Principal  
 Prananath College (Autonomous)  
 Khordha

# REPORTS OF GRIEVANCE COMMITTEE

Anti Ragging Cell

NOTICE – 01

Date – 05/08/2023

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A meeting of the Anti Ragging Cell is scheduled to be held on 07/08/2023 at 02:00 pm in Room No - 34. All the distinguished members of this Cell are hereby informed to attend this meeting.

Snehalata Mishra  
05.08.23

Convener  
Mrs. Snehalata Mishra

As per the discussions made on date- 03/08/23 the committee members have carried out the Anti Sexual Harassment campaign within the <sup>premises</sup> presence of our college on date- 05/08/2023 . All of them explained regarding the new amendments/Acts passed by the Parliament for the said purpose. After lots of debate and discussion the following resolutions were made

1. Display of Rules and Regulations either by wall painting or by sticking the flex printing banners at the prominent places.
2. During the current month, no such incidents of sexual abuse have been reported.
3. The Cell will function its modalities in collaboration with ICC ( Internal Complain Committee ) of this college
4. Discussions on various related issues.

The meeting was ended with a formal vote of thanks to the esteemed chair, proposed by Mrs. Snehalata Mishra

#### Members Present

1. Mrs. Snehalata Mishra *Snehalata Mishra 07-08-23*
2. Mrs. Sudhanshumala Rout *Sudhanshumala Rout, 07-08-23*
3. Mr. Gadadhar Sahoo *Gadadhar Sahoo 07-8-23*
4. Mrs. Subhalaxmi Pattanaik *Subhalaxmi Pattanaik 07-08-23*
5. Mr. Subodh Kumar Jagadev *Subodh Kumar Jagadev 7-8-23*
6. Mrs. Sipra Mohanty *Sipra Mohanty 7.08.2023*
7. Mr. Lala Sunil Kumar Rai *Lala Sunil Kumar Rai 07-08-23*

*Pentypatho*  
07.08.23  
Principal  
Prananath College (Autonomous)  
Khordha

## Anti Ragging Cell


08

NOTICE - 02

DT-18-10-2023

The members of staff for Anti Ragging Cell of our college are hereby requested to attend a meeting on dt 18-10-2023 at 2.00 PM in Room No-34. to discuss the following points.

- ① Display of flex printing banners (both odia and English languages) in prominent places.
- ② Cases of Sexual Harassments if any or reported so far till date.
- ③ Awareness Campaign in and around the premises of our college.

  
18-10-23  
Convenor

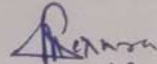
(Mrs Saehalata Mishra)

Saehalata Mishra

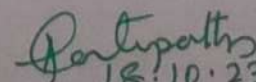
A meeting of the Anti Ragging Cell of this College was held on Dt 18/10/2023 at 2.00 PM at Room No -3A, under the chairmanship of Mrs.Snehalata Mishra, convenor of this cell. After a threadbare discussion, the following resolutions were made.

- 1) It was decided to display the flex printed banner ( Both in Odia and English language) at two places inside the college campus.
- 2) Awareness campaign regarding Anti sexual harassment amendments as well as rule of law should be undertaken from time to time.
- 3) The cell members should look into the progress of the awareness campaign by contacting the girl students from various classes.

Members present

  
18-10-23  
Convenor

1. Snehalata Mishra 18-10-23
2. Sudhanumata Pr 18-10-23
3. Gadachor Sahoo 18-10-2023
- 4.
- 5.
6. Seena Mohanty 18-10-23
7. Kala Smit Kumar Lu 18-10-23

  
18-10-23  
Principal  
Prananath College (Autonomous)  
Khordha



# REPORTS OF GRIEVANCE COMMITTEE




Prananath College (Autonomous),  
Khordha

## Grievance Redressal Cell Annual Report (2018-19)

The **Student Grievance Redressal Cell** of Pran Nath College (Autonomous), Khordha holds regular meetings with Principal in the chair, to look into the complaints lodged by the students.

- The cell enables the students to express their feelings by addressing and pursuing the grievances in accordance with the rules and regulations of the college.
- The cell inquired and analysed the nature and pattern of the grievances in a strictly confidential manner with emphasis on procedural fairness.
- There are complaint boxes installed at different venues in the college premises where in students can drop their written complaints. These boxes are opened frequently (2 weeks difference) and grievances of students are taken up by the committee in a meeting with the principal and one member of student representative .
- The committee tries to resolve the cases as soon as possible. During the session 2018-19 , there were no student issues were addressed or dropped any complain by them . Their only issues regarding admission process and timetable were entertained through notice boards and Whatsapp messages. Also their issues were taken up during mentorship programme where the members discussed the student issues and solution and suggestions were provided to them.

  
Principal  
Prananath College (Autonomous),  
Khordha  
PRANANATH COLLEGE  
(Autonomous)  
KHOORDHA




## Prananath College (Autonomous), Khordha

### Grievance Redressal Cell Annual Report (2019-20)

The **Student Grievance Redressal Cell** of Pran Nath College (Autonomous), Khordha holds regular meetings with Principal in the chair, to look into the complaints lodged by the students.

- The cell enables the students to express their feelings by addressing and pursuing the grievances in accordance with the rules and regulations of the college.
- The cell inquired and analysed the nature and pattern of the grievances in a strictly confidential manner with emphasis on procedural fairness.
- There are complaint boxes installed at different venues in the college premises where in students can drop their written complaints. These boxes are opened frequently (2 weeks difference) and grievances of students are taken up by the committee in a meeting with the principal and one member of student representative .
- The committee tries to resolve the cases as soon as possible. During the session 2019-20 , there were no student issues were addressed or dropped any complain by them . Their only issues regarding sensitized programmes to be organized on gender issues for boarders . Also their issues were taken up during this period programme where the members discussed the student issues and solution and suggestions were provided to them with the help of members of Anti-sexual harassment committee and Anti-ragging committee.

  
Principal  
Prananath College (Autonomous),  
Khordha  
Principal  
PRANANATH COLLEGE  
(Autonomous)  
KHOORDHA




## Prananath College (Autonomous), Khordha

### Grievance Redressal Cell Annual Report (2020-21)

The **Student Grievance Redressal Cell** of Pran Nath College (Autonomous), Khordha holds regular meetings with Principal in the chair, to look into the complaints lodged by the students.

- The cell enables the students to express their feelings by addressing and pursuing the grievances in accordance with the rules and regulations of the college.
- The cell inquired and analysed the nature and pattern of the grievances in a strictly confidential manner with emphasis on procedural fairness.
- There are complaint boxes installed at different venues in the college premises where in students can drop their written complaints. These boxes are opened frequently(2 weeks difference) and grievances of students are taken up by the committee in a meeting with the Principal, members and one member of student representative .
- The committee tries to resolve the cases as soon as possible. During the session 2020-21 , there were no student issues were addressed or dropped any complain by them as for COVID issues . College was closed during this period. Their only issues regarding online process and classes time were entertained and was solved through online classes . Also their issues were taken up during this period, where the members discussed the student issues and solution and suggestions were provided to them.

  
Principal  
Prananath College (Autonomous),  
Khordha  
PRANANATH COLLEGE  
(Autonomous)  
KHOORDHA




## Prananath College (Autonomous), Khordha

### Grievance Redressal Cell Annual Report (2021-22)

The **Student Grievance Redressal Cell** of Pran Nath College (Autonomous), Khordha holds regular meetings with Principal in the chair, to look into the complaints lodged by the students.

- The cell enables the students to express their feelings by addressing and pursuing the grievances in accordance with the rules and regulations of the college.
- The cell inquired and analysed the nature and pattern of the grievances in a strictly confidential manner with emphasis on procedural fairness.
- There are complaint boxes installed at different venues in the college premises where in students can drop their written complaints. These boxes are opened frequently(2 weeks difference) and grievances of students are taken up by the committee in a meeting with the principal and one member of student representative .
- The committee tries to resolve the cases as soon as possible. During the session 2021-22 , there were no student issues were addressed or dropped any complain by them . Their only issues regarding examination mode (offline/online mode) and submission of Answer scripts and programmes were entertained . Also their issues were taken up during this period where the members discussed the student issues and solution and suggestions were provided to them for entire conduct of examinations and programme.

  
Principal  
Prananath College (Autonomous),  
Khordha  
Principal  
PRANANATH COLLEGE  
(Autonomous)  
KHOORDHA




## Prananath College (Autonomous), Khordha

### Grievance Redressal Cell Annual Report (2022-23)

The **Student Grievance Redressal Cell** of Pran Nath College (Autonomous), Khordha holds regular meetings with Principal in the chair, to look into the complaints lodged by the students.

- The cell enables the students to express their feelings by addressing and pursuing the grievances in accordance with the rules and regulations of the college.
- The cell inquired and analysed the nature and pattern of the grievances in a strictly confidential manner with emphasis on procedural fairness.
- There are complaint boxes installed at different venues in the college premises where in students can drop their written complaints. These boxes are opened frequently (2 weeks difference) and grievances of students are taken up by the committee in a meeting with the principal and one member of student representative.
- The committee tries to resolve the cases as soon as possible. During the session 2022-23, there were no student issues were addressed or dropped any complain by them. Their only issues regarding add on courses and time table were entertained and it was resolved and notices were given through notice boards and Whatsapp messages. Except no issues were taken up during this period and meeting of members of Anti ragging committee were conducted to create awareness among students on issues and solution and on suggestions which were provided to students.

  
Principal  
Prananath College (Autonomous),  
Khordha  
Principal  
PRANANATH COLLEGE  
(Autonomous)  
KHOORDHA