



ANTI-RAGGING POLICY

(For Prohibition, Prevention & Punishment)

SAY 'NO' TO RAGGING

Ragging is considered as a sadistic thrill, and it is a violation of Human Rights. Ragging is (Section 2, the Curbing the menace of Ragging in Higher Educational institutions (third amendment), Regulations, 2016) any physical, verbal or mental abuse committed by one student against another student belonging to an educational institute. The seniority of the student who rags or is ragged does not matter.

Ragging is a crime and it can happen for any reason. Ragging has been known to happen on the basis of appearance or colour of the skin, race, religion, caste, ethnicity, gender, sexual orientation, appearance, nationality, regional origins, spoken language, place of birth, place of residence or economic background.

INSTRUCTIONS TO FRESHERS

1. You do not have to submit to ragging in any form.
2. You do not have to compromise with your dignity and self-respect.
3. You can report incidents of ragging to the authorities concerned.
4. You can contact any member of the Anti-Ragging Squad / Anti-Ragging Committee of the Institute, or the Principal.
5. The college is obliged to permit the use of communication facilities (Landline and Mobile phones) for seeking help.
6. If you are not satisfied with the enquiry conducted by the Institute, you can lodge a First Information Report (FIR) with the local Police, and can complain with the civil authorities also.
7. The Institute is in any case required to file FIR if your parents or you are not satisfied with the action taken against those who 'ragged' you.
8. Your complaint can be oral or written, and would be treated by the authorities with strict confidentiality.
9. Take active part in all institutional activities intended to end ragging on campus.



RAGGING - A VIOLATION OF FUNDAMENTAL DUTIES

Ragging is an instance of human depravity and a symbol of uncivilized behaviour on the part of a person. In order to inculcate a sense of self-discipline to make all the citizens perfect human beings, the Constitution of India has incorporated 11 fundamental Duties imposed on the citizens. Any student who understands and assimilates the importance of the fundamental duties would certainly not indulge in any act of ragging. It shall be the duty of every educational institution to impart the knowledge relating to the fundamental duties to all the students and of every student to discharge such duties. If these duties are effectively discharged by the above mentioned stakeholders, ragging can be curbed effectively.

Rights and Duties of Newcomers and their Guardians:

A fresher should consider NIPS School of Hotel Management as his/her family and should maintain cordial relationship with other members of the Institute particularly with the senior students. He/she, like any other student, enjoys all rights and privileges that are available to any free citizen of this country. It is the duty of the students therefore, NOT to obey any orders or requests from anyone (apart from the administrators), inside or outside the campus, if he/she feels embarrassed or undignified by complying with such requests.

It is the responsibility of the fresher or any other person(s) who is /are aware about such request or order to bring it to the immediate notice of any member of the **Anti-Ragging Committee (ARC)**, **Anti-Ragging Squad (ARS)** or monitoring cells mentioned below. It should be noted that failing to do so is an offence as per the rules of the Institute, and thus liable to be punished. The confidentiality of such students(s) / guardian(s) will be strictly maintained. The guardian should cooperate with NIPS School of Hotel Management Authority to seek redress of the grievances of the fresher, if any.

Rights and duties of the Old (Senior) Students:

As the newcomers are the first timers in NIPS School of Hotel Management, it is the duty of the seniors to guide the fresher properly so that they feel at home. The seniors should remember the days when they left their parents or the homely environment and set foot in this unknown Campus. It is the modesty, helpfulness, love and cooperation of the seniors that will contribute towards making the newcomers good and responsible members of the institute community. It is also the responsibility of the old students to explore the talents in the freshers in the “ice breaking



sessions” in institute/hostel in presence of ARC and ARS members. Seniors should take active and wholehearted part in making sure that no ragging is taking place anywhere in the campus and should report any such incidents immediately. It is the commitment of the Institute authority to keep the identity of such students in strict confidentiality. It is noteworthy that persons involved directly or indirectly in ragging, including the onlookers are liable to be punished under the rules of Institute and University.

SALIENT FEATURES of UGC Regulations - 2009 on Curbing the Menace of Ragging in Higher Educational Institutions:

Clause - 3: What Constitutes Ragging - Ragging constitutes one or more of any of the following acts:

- a. Any conduct by any student or students whether by words spoken or written to 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 indisciplined 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 do in the ordinary course, 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 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,



- h. Stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.
- i. Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
- j. 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 or any other student.
- k. Any act of Physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

Clause - 7: Action to be taken by the Head of the Institution: On receipt of the recommendation of the Anti-Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of Institution shall immediately determine if the Anti-Ragging Committee authorized by him in this behalf, proceed to file a First Information Report (FIR), within 24 hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely:

- i. Abetment to ragging.
- ii. Criminal conspiracy to rag.
- iii. Unlawful assembly and rioting while ragging.
- iv. Public nuisance created during ragging.
- v. Violation of decency and morals through ragging.
- vi. Injury to body, causing hurt or grievous hurt.
- vii. Wrongful restraint.
- viii. Wrongful confinement.
- ix. Use of criminal force.
- x. Assault as well as sexual offences or unnatural offences.
- xi. Extortion.
- xii. Criminal trespass.
- xiii. Offences against property.
- xiv. Criminal intimidation.
- xv. Attempts to commit any or all of the above mentioned offences against the victim(s).



- xvi. Threat to commit any or all of the above mentioned offences against the victim(s).
- xvii. Physical or psychological humiliation.
- xviii. All other offences following from the definition of "Ragging".

Provided that the Head of the Institution shall forthwith report the occurrence of the incident of ragging to the District Level Anti-Ragging Committee and the Nodal officer of the affiliating University, if the Institution is an affiliated Institution.

Provided further that the Institution shall also continue with its own enquiry initiated under clause 9 of these Regulations and other measures without waiting for action on the part of the police/local authorities, and such remedial action shall be initiated and completed immediately and in no case later than a period of seven days of the reported occurrence of the incident of ragging.

CLAUSE - 9: Administrative action in the event of ragging:

9.1 The Institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed herein under:

- a) The Anti-Ragging Committee of the Institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
- b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti -Ragging Squad, award to those found guilty, one or more of the following punishments, namely;
 - i. Suspension from attending classes and academic privileges.
 - ii. Withholding/withdrawing scholarship, fellowship and other benefits.
 - iii. Debarring from appearing in any test, examination or other evaluation process.
 - iv. Withholding results.
 - v. Debarring from representing the institution in any regional or international meet, tournament, youth festival, etc.
 - vi. Suspension/expulsion from the hostel.
 - vii. Cancellation of admission.
 - viii. Rustication from the Institution for a period ranging from one to four semesters.
 - ix. Expulsion from the Institution and consequent debarring from admission to any other institution for a specified period.



Provided that where the persons committing or abetting the act of ragging are not identified the institution shall resort to collective punishment.

- c) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,
- i. In case of an order of an Institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University.
 - ii. In case of an order of a University, to its Chancellor.
 - iii. In case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the Institution, as the case may be.

Anti-Ragging Measures by the Institute

NIPS School of Hotel Management has taken required measures to prevent ragging in its premises. Some of these measures are:

1. **Constitution of Anti-Ragging Committee:** An Anti-Ragging Committee has been constituted in the institute to look into matters related to ragging and take appropriate action. The committee comprises of senior faculty members, administrative staff, and student representatives.
2. **Anti-Ragging Squad:** An Anti-Ragging Squad has been formed to monitor campus activities and ensure a ragging-free environment. The squad is empowered to inspect places where ragging is likely to occur and take action as required. The class teachers work closely with the Anti-Ragging Squad to report any sort of complaint or issue.
3. **Awareness Programs:** Regular awareness programs are conducted to sensitize students about the ill-effects of ragging and the importance of respecting each other's dignity.
4. **Zero Tolerance Policy:** The institute has a zero-tolerance policy towards ragging. Any student found indulging in ragging will be penalized as per the regulations of the University Grants Commission (UGC) and the All India Council for Technical Education (AICTE).
7. **CCTV Surveillance:** CCTV cameras have been installed in strategic locations across the campus to monitor activities and ensure that no incidents of ragging occur. Security guards are posted in entry and exit gates for 24X7 hours.



NIPS School of Hotel Management is committed to providing a safe and secure environment for its students. The institute's Anti-Ragging Policy is a testament to this commitment. By taking stringent measures to prevent ragging, the institute aims to create an environment that fosters academic excellence and personal growth. It is essential that students, parents, and teachers work together to ensure that the policy is implemented effectively and that the menace of ragging is eradicated from the campus.

UNDERTAKING

Parents

1. I, Mr./Mrs./Ms. _____ father/mother/guardian of, _____

Having been admitted to _____ have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the Regulations), carefully read and fully understood the provisions contained in the said Regulations.

2. I have, in particular, perused clause 3 of the regulations and am aware as to what constitutes ragging.

3. I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against my ward in case he/ she is found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4. I hereby solemnly aver and undertake that my ward will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations. My ward will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5. I hereby affirm that, if found guilty of ragging, my ward will be liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against him/her under any penal law or any law for the time being in force.

6. I hereby declare that my ward has not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, I am aware that my ward's admission is liable to be cancelled.

Declared on _____

Signature: _____

Name: _____



UNDERTAKING

Students

1. I _____, s/o d/o Mr./Mrs./Ms. _____,

having been admitted to _____, have

received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the Regulations) carefully read and fully understood the provisions contained in the said Regulations.

2. I have, in particular, perused clause 3 of the regulations and am aware as to what constitutes ragging.

3. I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against me in case I am found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4. I hereby solemnly aver and undertake that I will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations. I will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5. I hereby affirm that, if found guilty of ragging, I am liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against me under any penal law or any law for the time being in force.

6. I hereby declare that I have not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, I am aware that my admission is liable to be cancelled.

Declared on _____

Signature:

Name:



Grievance Redressal Committee

Committee Type	Name of the Committee Member	Designation	Residential Address	Mobile	E-mail
Grievance Redressal Committee	Mr. Vivek Pathak	Principal Director	LX 1303, Utsa Housing, New Town, Kolkata-700156	9836525252	vivek.pathak@nipsgroup.in
Grievance Redressal Committee	Mrs. Arunima Sen Pathak	Associate Professor Director	LX 1303, Utsa Housing, New Town, Kolkata-700156	9830610945	asenpathak@nipsgroup.in
Grievance Redressal Committee	Mr. Joseph Uttam Gomes	Deputy Director	5/2, Ramshankar Roy Lane, Kolkata-700014	9874333539	josephuttam.gomes@nipsgroup.in
Grievance Redressal Committee	Mr. Ranabir Ray	Assistant Director	I-302, Subhasree Housing Complex, New Town, Kolkata-700156	9874118881	ranabir.ray@nipsgroup.in
Grievance Redressal Committee	Mrs. Dalia Mukherjee	Associate Professor	138/B, Dr. Lal Mohan Bhattacharjee Road, Kolkata-700014	9007456246	dalia.mukherjee@nipsgroup.in
Grievance Redressal Committee	Mrs. Priyanka Samanta	Associate Professor	Akashmani, 142/B, NSC Bose Road, Kolkata-700040	9874033133	priyanka.samanta@nipsgroup.in



Anti-Ragging Committee

Committee Type	Name of the Committee Member	Designation	Mobile	E-mail
Anti-Ragging Committee	Mr. Vivek Pathak	Principal Director	9836525252	vivekpathakin@yahoo.com
Anti-Ragging Committee	Mrs. Arunima Sen Pathak	Director	9830610945	asenpathak@nipsgroup.in
Anti-Ragging Committee	Mr. Joseph Uttam Gomes	Deputy Director	9874333539	josephuttam.gomes@nipsgroup.in
Anti-Ragging Committee	Mr. Ranabir Ray	Assistant Director	9874118881	ranabir.ray@nipsgroup.in
Anti-Ragging Squad	Mrs. Tania Roy	Assistant Professor	8240235598	tania.roy@nipsgroup.in
Anti-Ragging Squad	Mr. Simon Rozario	Assistant Professor	9804539622	simon.rozario@nipsgroup.in
Anti-Ragging Squad	Mr. Sunava Aich	Assistant Professor	9836571358	sunava.aich@nipsgroup.in
Anti-Ragging Squad	Ms. Dipannita Saha	Student Representative	9830443470	dipannitasaha2004@gmail.com
Anti-Ragging Squad	Mr. Danish Tanvir	Student Representative	7679779877	skdanishtan@gmail.com
Anti-Ragging Squad	Mr. Arun Acharya	Parent Representative	9836905375	acharya.arun@gmail.com





BEST INSTITUTES FOR STUDIES

27th December, 2023
WEST BENGAL 2023-24

Institutes of Hotel Management, West Bengal	Rank
NIPS Hotel Management, Kolkata	1
University of Engineering & Management, Kolkata	2
International Institute of Hotel Management (IIHM), Kolkata	3
Guru Nanak Institute of Hotel Management (GNIHM), Kolkata	3
NSHM Institute of Hotel and Tourism Management	4
IIAS School of Management, Siliguri	5
IHRM, Kolkata	6
Subhas Bose Institute of Hotel Management - (SBIHM), Kolkata	7
International School of Hospitality Management (ISHM), Kolkata	8
BNG Hotel Management, Kolkata	9

THE TIMES OF INDIA

INDIA'S LARGEST ENGLISH NEWSPAPER

De Simone Parkash, 26, has become the 1st woman from the university Hindu community to run in the presidential election in Patna's 17th constituency. P. 22

National Conference chief & MP Farooq Abdullah urges the Centre to resume talks with Pak to end terrorism in J&K, warning of a 'Gaza-like situation' if it doesn't while demanding a probe into death of 'innocent people' in Poonch. P. 18

K. Babu critiques a fighting half-century and Kagiso Rabada claims his first 5-wicket haul against India as the visitors struggle to 204/9 against South Africa as rain and bad light. P. 23

Smoking as a 'new hot disease' owing to commemorate the martyrdom of Pandit Govind Ballabh Pant, PM Modi says he is happy to see the nation shedding 'quaint' if needless' (misuse of) slavery's P. 21

NIPS
HOTEL MANAGEMENT

SAY NO TO
Ragging, Alcohol
and Smoking

RAGGING FREE ZONE
TO MAKE YOUR CAMPUS

NIPS
HOTEL MANAGEMENT

SAY NO TO
RAGGING
ALCOHOL AND SMOKING.

JOIN HANDS TO MAKE
YOUR CAMPUS RAGGING FREE

NOTICE

This is to inform all the students of NIPS School of Hotel Management that Ragging is strictly prohibited as per orders of Honorable Supreme Court Judgment/Govt./University/AICTE/ UGC.

Anybody indulging in Ragging will be severely punished.

The punishment includes suspension/dismissal from the roles of the institute apart from prosecuting the indulgent with criminal charges.

Any Student found indulged in any act of Ragging which is a subversive of Institute discipline shall be dealt with very strictly.

The Anti ragging Committee is authorized to take strict action against the students indulging in ragging and any such action may also call for cancellation of admission of those students or lodging FIR with local/Police authorities against the students found indulged in ragging.

"Ragging is a punishable offence, so you are advised to refrain from it"



NIPS
HOTEL MANAGEMENT
Gateway To Global Success

SAY NO TO Ragging , Alcohol and Smoking



**RAGGING FREE
TO MAKE YOUR CAMPUS ZONE**

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NO NO WOMEN SEXUAL HARASSMENT



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EMENT

02.00-03.00	03.00-04.00
Grooming & Hygiene	Computer
Food Production	
Bakery	
Computer	
Front Office	
Computer	Interview Skill
Computer	Interview Skill
F&B	
Front Office	
PDP	Industrial Knowledge
Front Office	
Computer	Industrial Knowledge
Front Office	

02.30 - 03.30	03.30 - 04.30
F & B MANAGEMENT	COMMUNICATION
ING PRACTICAL	SALES & MARKETING
RIE PRACTICAL	HOUSE KEEPING
INTS	T & P - DEBRIEFING
ARKETING	F P & PATISSERIE

EMENT

SAY NO TO Ragging, Alcohol and Smoking



RAGGING FREE
TO MAKE YOUR CAMPUS ZONE