

DOLPHIN (PG) INSTITUTE OF BIOMEDICAL & NATURAL SCIENCES

ANTI-RAGGING POLICY

Standard Operating Procedure



Prevention • Protection • Fair Inquiry • Accountability • Support

Approval date: 25/07/2026 | Effective date: 01/08/2026

Document Control & Adoption

Document title	Anti-Ragging Policy – Standard Operating Procedure
Institution	Dolphin (PG) Institute Of Biomedical & Natural Sciences, Dehradun
Review cycle	Before each admission cycle; annually; and immediately after any relevant legal, UGC, Supreme Court, State, affiliating-university or professional-council change
Supersession	On adoption, supersedes the existing anti-ragging policy and all inconsistent internal circulars

PART I – ANTI RAGGING POLICY

1. Commencement & Interpretation

1.2 Commencement & Application

The Policy shall take effect on August 1st 2026, and shall apply to every current or former student, applicant, current or former faculty and staff member, research scholar, intern and trainee – regardless of programme, mode, year, age, gender, residential status, nationality or funding status – whose conduct remains relevant in institutional nexus. Rules & duties created by this Policy also bind employees, faculty, wardens, mentors, counselors, security personnel, transport personnel, contractors, volunteers, visitors and service providers to the extent stated.

1.3 Interpretation

- Examples in this Policy are illustrative and not exhaustive. Conduct not specifically listed may still be ragging if it satisfies the legal definition or has the prohibited effect.
- Singular includes plural; “including” means “including without limitation”; and a reference to writing includes electronic communication, audio-visual material and digitally generated or altered content.

- The Policy shall be interpreted to maximize student safety, dignity, equality, fair process and effective legal compliance, without criminalizing ordinary voluntary social interaction or good-faith academic supervision.
- Where a student is less than eighteen years of age, child-protection law and mandatory reporting duties apply in addition to this Policy.

2. Purpose and Objectives

- Prevent ragging before it occurs through governance, education, mentoring, environmental safeguards and early identification of risk;
- Prohibit and promptly stop every form of ragging, abetment, retaliation, concealment and evidence destruction;
- Provide accessible, confidential and trustworthy reporting routes for victims, witnesses, parents, staff, and third parties;
- Protect life, health, dignity, equality, privacy, academic continuity and mental well-being;
- Ensure timely police and statutory referrals without waiting for the completion of internal proceedings;
- Conduct fair, transparent, trauma-aware and evidence-based inquiries that comply with natural justice;
- Apply proportionate sanctions and corrective measures to proved misconduct while avoiding automatic guilt or arbitrary collective punishment;
- Support recovery, educational continuity and restoration without forcing mediation or reconciliation;
- Prevent misuse through good-faith protection, careful corroboration and separate due process for deliberately false or fabricated complaints; and
- Create auditable institutional accountability rather than merely symbolic compliance.

3. Core Principles

Principle	Operational meaning
Zero tolerance with due process	Every report is acted upon; safety is addressed immediately; no one is presumed guilty; sanctions follow a fair finding.
Student dignity	No tradition, batch hierarchy, club culture, hostel custom or demand for obedience overrides bodily autonomy, privacy, equality or self-respect.

Principle	Operational meaning
Prevention before punishment	Designed environments, orientation, mentoring and supervision to remove opportunities and incentives for ragging.
Choice and consent	Consent obtained through seniority, group pressure, fear, dependency, intoxication, deception or threatened exclusion is not free consent.
No retaliation	Reporting, assisting, preserving evidence or participating in an inquiry must not lead to threats, exclusion, academic harm or online targeting.
No concealment	Institutional reputation, alumni pressure, parental influence, settlement requests or fear of publicity shall not delay a legally required report.
Proportionality	Interim measures and final sanctions must match risk, gravity, role, harm, repetition and evidence.
Accessibility	Reporting and support must accommodate language, disability, gender, location, economic constraints and digital access.
Confidentiality—not secrecy	Information shared is restricted, but confidentiality cannot prevent mandatory legal reporting or fair disclosure needed for defense.

4. Definitions

Term	Meaning for this Policy
Abetment	Instigating, encouraging, planning, financing, facilitating, guarding a location, supplying substances or objects, recording for humiliation, sharing content, pressuring silence, deliberately concealing, or intentionally assisting ragging. Mere accidental presence is not automatically abetment; individual knowledge, role and ability to act must be assessed.
Applicant	A person seeking or offered admission, hostel accommodation, internship, training or another student status, including during counseling, entrance examination, document verification and pre-admission interaction.

Term	Meaning for this Policy
Anti-Ragging Committee (ARC)	The institution-level body led by the Head of Institution that oversees complaints, reports, prevention, considers Squad findings, decides institutional action and monitors compliance.
Anti-Ragging Squad (ARS)	A mobile, vigilant, and operational body for each department of the Institution formed to patrol, inspect vulnerable places, make surprise visits, receive or detect incidents, preserve immediate evidence and conducts or support preliminary fact-finding under ARC oversight.
Bad-faith report	A complaint made with knowledge that the underlying allegation is false, or made for purposes such as harassment, retaliation, personal advantage or diverting institutional resources, rather than an honest belief that ragging occurred or may have occurred.
Complainant/reporting person	A victim, witness, parent, guardian, staff member, service provider or other person who reports a ragging incident. A complainant need not be the person directly affected.
Consent	A free, specific, informed, reversible and voluntary agreement. Silence, nervous laughter, submission, previous participation or compliance under hierarchy, peer pressure, fear, dependency, deception, intoxication or threatened exclusion is not consent.
Digital evidence	Messages, emails, posts, metadata, logs, call records, images, audio, video, screenshots, screen recordings, cloud files, location data, access records and device or platform information lawfully collected or voluntarily supplied.
Fresher	A newly admitted student, including a student entering a new programme, campus, hostel, department, lateral-entry cohort, transfer or exchange arrangement.
Good-faith report	A report made honestly on information reasonably believed to be true, even if it is later unsubstantiated or partly inaccurate.

Term	Meaning for this Policy
Head of Institution	The Principal/Director or other officer legally recognized as the head of the Institute, including an authorized acting head where applicable.
Institutional nexus	The substantial connection between conduct and the Institute’s educational, residential, organizational, transport, digital or safeguarding environment.
Interim measure	A temporary, non-punitive step taken to protect safety, evidence or process pending final determination. It does not imply guilt.
Respondent	A person against whom an allegation is made. Use of this term is neutral and does not imply that the allegation is proved.
Retaliation	Any adverse act, threat, pressure, intimidation, exclusion, monitoring, online attack, academic disadvantage, property interference or inducement because a person reported, assisted, testified, sought support or preserved evidence.
Student	Every enrolled, registered, admitted, visiting, exchange, distance, online, part-time, full-time, research, internship or training student and, where context requires, an applicant or person awaiting completion of admission formalities.
Victim/survivor	The student alleged or found to have been subjected to ragging. The student may choose the term by which the Institute refers to them.
Vulnerable place/time	A location or period where supervision, visibility, access control or reporting is weak or where risk data indicate increased likelihood of ragging, including isolated corridors, rooftops, hostel rooms, transport pickup points, late-night hours, first weeks of admission and unsupervised digital groups.

5. Institutional Nexus & Territorial Reach

5.1 Institute Premises

“Institute Premises” means every place owned, leased, licensed, occupied, managed, controlled, provided, funded or officially used by the Institute, whether permanent or temporary. It includes, without limitation:

- Classrooms, tutorial rooms, laboratories, farms, clinics, hospitals, training areas, libraries, reading rooms, and examination venues, student activity rooms, hostel grounds, hostel rooms;
- Administrative offices, faculty rooms, meeting rooms, placement cells, counseling rooms and medical facilities;
- Corridors, staircases, lifts, terraces, rooftops, balconies, basements, common rooms, kitchens, canteens, and dining areas;
- Sports grounds, gymnasiums, auditoriums, seminar halls, cultural venues, gardens, pathways
- Gates, parking areas, bus bays, staff or residential quarters;
- Toilets, changing areas and other private spaces—although surveillance is prohibited in such private areas, conduct occurring there remains within this policy; and
- Any temporary premises hired or designated for an institute examination, camp, function, orientation, competition, festival, meeting or accommodation.

5.2 Extended Institutional Sphere

The Policy also applies beyond Institute Premises where the conduct has a substantial institutional nexus. This includes:

- Institute-owned, hired or arranged transport; public or private transport used for institute travel; bus stops, pickup points and usual routes where students are targeted because of the institutional relationship;
- Field visits, excursions, tours, camps, NCC/NSS activities, sports, cultural events, conferences, competitions, examinations, placement processes, interviews and alumni or student-club events organized off-campus;
- Places of internships, apprenticeships, clinical postings, practical training, research sites, community work, industry visits and any host organization receiving students through the institute;
- Privately managed hostels, paying-guest accommodation, rented rooms, lodges, flats, eateries, shops, parks or neighborhood venues, student's home or another private residence where the gathering is organized, promoted, attended or controlled with substantial institutional nexus – while these areas cannot be monitored by the Institution, conduct occurring here remains within this policy; and
- Conduct during vacation, leave, suspension, online study or after working hours if it originates in, exploits or materially affects the institutional relationship, safety, participation or educational environment.

5.3 Digital Institutional Sphere

The Policy applies to digital conduct carried out through Institute systems or any personal account, device, platform or network where there is a substantial institutional nexus.

This includes official and unofficial batch or hostel groups; email; learning-management systems; messaging services; social networks; forums; shared drives; video-conference

rooms; gaming or streaming spaces; anonymous pages; confession pages; polls; and digitally altered, synthetic or AI-generated material.

5.4 Substantial-Nexus Test

In deciding whether off-campus or digital conduct falls within this Policy, the Institute shall consider the totality of circumstances, including whether the conduct:

- arose from the persons' status as students, batch members, hostel residents, club members, teammates, mentors, faculty, or staff;
- used institute data, groups, logos, events, facilities, transport, authority, access or reputation;
- was arranged, encouraged, witnessed or concealed by members and stakeholders of the institute's community;
- targeted a person because of admission, programme, year, hostel, identity, language, region or economic background;
- created a foreseeable impact on safety, mental and physical health, attendance, residence, learning, assessment or participation at the institute; and/or
- required the institute to act or meet a legal, regulatory, safeguarding or duty-of-care obligation.

6. Comprehensive Definition of Ragging

6.1 Legal Definitions

Ragging constitutes one or more of the following acts by any student or group of students against a fresher or any other student, whether carried out directly, indirectly, physically, verbally, in writing, electronically, through another person, or by omission amounting to intentional facilitation:

- I. Conduct by words spoken or written, or by an act, that has the effect of teasing, treating or handling a fresher or any other student with rudeness;
- II. Rowdy or undisciplined activity that causes, or is likely to cause, annoyance, hardship, physical or psychological harm, or fear or apprehension of such harm;
- III. Asking, directing, pressuring or compelling a student to do an act that the student would not ordinarily do and that causes or generates shame, torment or embarrassment so as adversely to affect body or mind;
- IV. An act by a senior student that prevents, disrupts or disturbs the regular academic activity of another student or fresher;
- V. Exploiting the services of a fresher or another student to complete academic tasks assigned to an individual or group;
- VI. Financial extortion or imposing a forced expenditure burden on a fresher or another student;
- VII. Physical abuse in any form, including sexual abuse, stripping, forced obscene or lewd acts or gestures, bodily harm, or any danger to health or person;

- VIII. Abuse through spoken words, emails, posts, public insults or comparable communication, including active or passive participation for perverse, vicarious or sadistic pleasure in another student's discomfort;
- IX. An act that affects the mental health or self-confidence of a fresher or another student, with or without an intention to derive sadistic pleasure or to display power, authority or superiority; or
- X. Physical or mental abuse, including bullying and exclusion, targeted at another student on identity or background grounds recognized by the 2016 amendment, including colour, race, religion, caste, ethnicity, gender including transgender identity, sexual orientation, appearance, nationality, regional origin, linguistic identity, place of birth or residence, or economic background.

6.2 Expanded Institutional Application

Without narrowing the legal definition, the Institute shall also treat the following as ragging where they involve prohibited coercion, humiliation, domination, exploitation, targeting, harm or substantial risk of harm:

Identity-based abuse involving disability or health status; non-consensual recording or circulation; forced intoxication; digital impersonation or synthetic media; coercive exclusion; compelled disclosure of private information; and retaliation or concealment connected with ragging. Such conduct may additionally be dealt with under other applicable policies and laws.

6.3 Essential Interpretive Rules

- A single act may amount to ragging; repetition is not essential.
- Physical injury is not essential where the conduct is likely to cause fear, humiliation, hardship or mental harm.
- An intention to "have fun", "break the ice", "teach discipline" or continue a tradition is not a defense if the conduct has the prohibited effect or creates the prohibited risk.
- Ragging may be committed by a senior, junior, same-batch student, group, club member, hostel resident, teammate, or student office-bearer against any other student.
- Participation may include ordering, instigating, filming, sharing, guarding, collecting or supplying materials, deliberately isolating the victim, or threatening silence.
- Mere presence, association or failure to intervene is not automatically guilt. The inquiry must assess knowledge, voluntary participation, and capacity to act, fear, dependency and any steps taken to seek help.
- A victim's apparent compliance, laughter, continued contact, delayed report, withdrawal request or inability to describe events consistently does not by itself disprove ragging.
- The same conduct may simultaneously constitute ragging, sexual harassment, discrimination, assault, extortion, cyber abuse, child abuse or another offence. Applicable mechanisms may proceed in parallel.

6.4 Misuse of the Complaint Process

A complaint that is knowingly false or made in bad faith, and that wastes institutional resources or delays the Institute's response to genuine reports, is not itself ragging. It constitutes separate misconduct and shall be dealt with through the Institute's disciplinary process, independent of any ragging-related investigations.

7. Detailed Illustrative Examples

The following examples are designed to make the boundary clear in classrooms, hostels, transport, off-campus settings and digital spaces. An act may be ragging even if no identical example appears below, and an example must still be assessed in its factual context.

7.1 Verbal, Psychological & Status-Based Humiliation

- Forcing a student to give a “formal introduction” containing private information such as family income, caste, religion, romantic or sexual history, medical history, marks, address, phone password or parents’ occupation;
- Ordering a student to speak only in a prescribed language, repeat a script, address seniors by titles, salute, bow, stand whenever a senior enters a room or passes in hallway, seek permission to sit, or obey arbitrary “batch rules”;
- Mocking a name, accent, language, body, skin tone, height, weight, hair, clothing, disability, mannerism, hometown, food practice, academic background or economic condition;
- Giving abusive, sexualized, casteist, communal, regional or degrading nicknames, or requiring the student to respond to them;
- Conducting intimidating late-night interrogations, “personality tests”, rapid questioning or public criticism designed to confuse, frighten or break confidence;
- Ranking students by appearance, desirability, wealth, caste, region, fluency, masculinity/femininity, hostel status or willingness to obey;
- Threatening social isolation, academic obstruction, hostel trouble, physical harm or reputational damage for refusing an instruction;
- Deliberately ignoring, excluding or “boycotting” a student so that ordinary access to peers, mentors, meals, groups, notes, transport or activities becomes unsafe or humiliating;
- Making a student apologize for their identity, admission category, scholarship, language, clothing, faith, food or place of origin; or
- Repeatedly calling, surrounding, and staring at, following or monitoring a student to create fear, even without physical contact.

7.2 Forced Performances, Obedience Tests & Personal Service

- Forcing a student to sing, dance, mimic, tell vulgar jokes, propose to another person, perform a catwalk, enact a romantic or sexual scene, beg, crawl, kneel, hold ears or adopt a humiliating posture;
- Requiring push-ups, sit-ups, squats, wall-sits, running, prolonged standing, “parade”, exposure to heat/cold or another physical drill as an introduction or punishment;
- Ordering a student to clean rooms, shoes, clothes, utensils, toilets or vehicles; make beds; massage; carry luggage; fetch meals; reserve seats; buy supplies; recharge phones; or perform domestic or personal errands;
- Requiring a student to obtain permission before eating, bathing, sleeping or leaving;
- Forcing a student to collect personal information about classmates, recruit others, bring a target to a location, report movements, maintain attendance for a group, guard a corridor or carry messages designed to facilitate ragging;
- Requiring a student to create entertainment content, social-media posts, reels, posters or recordings under threat of exclusion or harm; or
- Compelling participation in “traditional” initiation, hostel night, branch ritual, team hazing, club trial or birthday punishment.

7.3 Physical Harm, Dangerous Activity & Deprivation

- Slapping, punching, kicking, pushing, pinching, hair-pulling, hitting with objects, tripping, wrestling, piling on, carrying, throwing water or substances, or threatening any such act;
- Locking a student in or out of a room, toilet, vehicle, roof, balcony, basement or isolated place; blocking an exit; surrounding the student; or taking away keys or clothing;
- Sleep deprivation, repeated night calls, forced waking, preventing rest before class/examination, withholding bedding, or making a student sleep on the floor or outside;
- Forcing exposure to extreme heat, cold, rain, smoke, noise, darkness, heights, water, traffic, animals, electrical risk, chemicals, fire or unsafe equipment;
- Forcing a student to eat excessive, spoiled, unusually mixed or prohibited food; consume alcohol, tobacco, nicotine, drugs or unknown substances; or depriving the student of food, water, medicine or toilet access;
- Shaving, cutting or marking hair; writing or drawing on the body or clothes; applying irritants; damaging clothing; or forcing a change of dress or appearance;
- Seizing a phone, identity card, medication, mobility aid, spectacles, hearing device, money, keys or other essential property; or
- Forcing any act that creates a foreseeable risk of injury, infection, panic, self-harm, medical emergency or aggravation of a known or reasonably apparent health condition.

7.4 Sexual, Gendered & Privacy-Related Abuse

- Asking intrusive sexual questions, demanding details of relationships, rating bodies, making sexual comments, or forcing sexually explicit speech, gestures, songs or messages;
- Forcing undressing, partial undressing, change of clothing, display of undergarments, body inspection, touching, kissing, hugging, lap-sitting or simulated sexual conduct;
- Showing pornography or obscene material; forcing a student to watch, describe, imitate, create, search, send or react to it;
- Recording, threatening to record, circulating or fabricating intimate, sexualized or partially clothed images, audio or video, including altered or AI-generated content;
- Forcing a student to contact, propose to, flirt with, harass or touch another person, thereby harming both the compelled student and the third person;
- Outing or threatening to disclose sexual orientation, gender identity, relationship status, reproductive or medical information;
- Gathering in groups to obscenely look at, observe, comment, cat-call, or generally make a student feel uncomfortable during practice for a competition or routine life;
- Using gender stereotypes, homophobic or transphobic slurs, misgendering or sexualized “tests” to humiliate or exclude; or
- Any non-consensual sexual act or sexualized coercion, whether described as a dare, joke, birthday custom, hostel ritual or team bonding.

7.5 Identity-Based Bullying, Exclusion & Discriminatory Targeting

- Casteist, communal, racist, regional, linguistic, ethnic, gendered, transphobic, homophobic, ableist or class-based slurs and jokes;
- Segregating seating, rooms, eating, group membership, sports or social interaction by caste, religion, region, language, nationality, gender, disability or economic status;
- Pressuring a student to consume or handle food or substances contrary to health, faith, conscience or dietary requirement;
- Excluding a student from essential academic or hostel groups because of identity, appearance, disability, health status or inability to spend money; or
- Targeting a student because they are perceived as “different”, “weak”, “too serious”, and “not masculine/feminine enough”, socially isolated or unlikely to complain.

7.6 Financial Extortion, Forced Expenditure & Property Abuse

- Demanding cash, digital transfers, mobile recharges, gifts, food orders, fuel, tickets, subscriptions, alcohol, tobacco, party expenses or contributions that cannot be freely refused;
- Making freshers pay for a “welcome”, birthday, hostel party, trip, club event, room decoration, repair or damage for which they are not responsible;
- Forcing a student to give up their tickets, paid-seats, or reservations to someone else;
- Requiring repeated “treats”, fines imposed by seniors, compulsory pooling, betting, gambling, loan-taking or use of a student’s payment account;
- Taking, hiding, using, damaging or selling a phone, laptop, book, vehicle, clothing, identity card, room key, food, parcel or other property;
- Forcing a student to reveal passwords, pins, one-time passwords, banking details or payment-app access; or
- Using a student’s identity, account, card or device to order goods, send money, incur debt, impersonate the student or commit another wrongful act.

7.7 Academic, Professional & Organizational Exploitation

- Forcing a student to write assignments, records, laboratory observations, reports, code, presentations, research notes or applications for another student;
- Compelling proxy attendance, cheating, impersonation, data fabrication, plagiarism, unauthorized access to systems or carrying prohibited material into an examination;
- Taking notes, books, equipment or login credentials by force; withholding essential notes, links, schedules or updates to punish refusal;
- Blocking entry to class, laboratory, library, practical, clinic, project group, study group, placement activity, club, sports team or examination preparation;
- Using a senior position in a student body, club, team, hostel, laboratory or informal network to demand obedience, personal service, money or silence;
- Forcing a student to perform unsafe, menial or unrelated work during an internship, clinical posting, field visit, research project or student event for another student’s private benefit; or
- Threatening adverse peer review, team selection, project allocation, access to equipment, club membership, recommendations or social support unless the student complies.

7.8 Hostel & Residential Examples

- Unauthorized entry into a student's room, group "raids", room searches, opening cupboards, taking food/property or refusing to leave;
- Requiring freshers to assemble in corridors, common rooms, rooftops or seniors' rooms at fixed or late hours for introductions, questioning or tasks;
- Allotting humiliating sleeping places, denying bathroom or mess access, forcing cleaning or serving, controlling lights/fans, or dictating clothing and movement;
- Maintaining unofficial "hostel rules" enforced by threats, beatings, fines, boycotts or collective pressure;
- Forcing attendance at room parties, alcohol or substance use, birthday beatings, "blanket parades", water throwing or similar rituals;
- Using mess tables, queues, television, gym, sports areas or common rooms to impose seniority-based seating, service or access rules;
- Intercepting parcels, calls or visitors; monitoring who the student meets; confiscating phones; or preventing contact with parents, wardens or helplines;
- Forcing a resident to leave the room/hostel, spend the night elsewhere, accommodate seniors or conceal unauthorized occupants; or
- Threatening future room allocation, mess service, social support or physical safety to deter reporting.

7.9 Transport, Route & Pickup-Point Examples

- Forcing students to stand, surrender seats, sit only in designated places;
- Collecting money, food or gifts on a route; requiring students to reserve seats, carry bags, clean vehicles;
- Blocking boarding or exit, abandoning a student at an unsafe location, changing a route as punishment or pressuring the driver to ignore a request for help;
- Surrounding, threatening, recording or humiliating a student at a bus stop, railway station, airport, parking area or route used because of institute attendance; or
- Using ride-sharing groups, transport chats or location sharing to identify, follow, exclude or target students.

7.10 Field Visits, Tours, Camps, Internships & External Placements

- Conducting unsupervised night-time "introductions", room rituals, drinking games, dares or punishments during travel or accommodation;
- Forcing room-sharing, bed-sharing, dress, bathing arrangements or isolation from the assigned group;
- Taking passports, identity cards, tickets, money or phones; threatening to leave a student behind; or controlling food and transport access;
- Using a practical, clinical, internship or industry hierarchy to assign humiliating personal work, demand

- money, suppress complaints or threaten evaluations;
- Forcing a student to contact clients, patients, staff or strangers in an inappropriate or deceptive manner; or

- Continuing ragging in a host organization, camp, village, hospital, laboratory or workplace on the claim that it is outside campus.

7.11 Cyber-Ragging & Technology-Enabled Conduct

- Adding a student to unofficial groups and subjecting them to abusive introductions, repetitive commands, timed replies, late-night calls or mandatory online attendance;
- Forcing a student to keep the camera or microphone on, change a profile picture/status, post a script, reveal surroundings, share screen, location, contacts or private files;
- Creating or sharing memes, stickers, morphed images, deepfakes, edited audio/video, humiliating polls, rankings, “confession” posts or anonymous allegations;
- Doxing, publishing phone numbers/addresses, mass calling, spam messaging, account takeover, password demands, impersonation or false profile creation;
- Recording a video call, class, hostel interaction or private conversation without consent and circulating it to ridicule, threaten or sexualize;
- Coordinated unfollowing, blocking, reporting, trolling, review-bombing, rumour campaigns or harassment through multiple accounts;
- Forcing gaming, livestreaming, online dares, digital payments, offensive comments or interaction with strangers;
- Threatening to release content, fabricate content or contact family/employers unless the student obeys or remains silent; or
- Using disappearing messages, encrypted groups, fake accounts or deletion instructions to conceal ragging. Use of privacy tools does not itself establish guilt; the surrounding evidence will be assessed.

7.12 Abetment, Group Responsibility, Concealment & Retaliation

- Pressuring witnesses to delete messages, alter statements, leave groups, withdraw complaints, sign a compromise or provide a false alibi;
- Tampering with CCTV, access logs, attendance, room registers, phones or digital evidence; or instructing another person to do so;
- Threatening isolation, violence, online exposure or false complaints against the reporter;
- Filing a retaliatory counter-complaint, spreading rumors, excluding the reporter, damaging property or monitoring movements because of participation in the process; or

- An official deliberately minimizing, misclassifying, delaying or concealing a report to protect an individual or the institute's reputation.

8. Healthy Interactions

The Institute will promote meaningful interaction between new and continuing students. Mentorship and community are not prohibited. The decisive distinction is whether participation is voluntary, respectful, safe and free from adverse consequence. The following can be used as a litmus test for healthy interactions:

Safe-Interaction Test

Test	Required condition
Voluntary	A student receives a real invitation, not an order, and may decline without explanation.
No adverse consequence	Refusal does not affect access to safe and healthy college life and reputation.
Equal dignity	Everyone acts with equal and equitable stand without enforced, arbitrary or distressing hierarchy.
Safe and lawful	No forced or non-consensual participation in unsafe or illegal activities.
Transparent and supervised where needed	Purpose, time, venue and organizers are known; higher-risk induction activities are approved and responsibly supervised by appropriate authorities.
Exit is always available	A participant can leave, mute, disconnect or seek help immediately without being followed, mocked or punished.

PART II – STANDARD OPERATING PROCEDURES

9. Institutional Governance & Standard Guidelines

9.1 Anti-Ragging Committee (ARC)

This body is the central institutional committee that will oversee all reports, prevention measures, evidence report, and escalations to governmental authorities. They are also in-charge of monitoring various Anti-Ragging Squads.

Where a member of the ARC vacates their designation by departure, resignation or retirement, the Head of Institution shall fill the vacancy as soon as possible. The Institute shall update the list of ARC members by addenda to this Policy (such addenda shall take effect on posting and shall not require re-adoption of the Policy) and across all notice boards as soon as the departure is known.

Name	Designation	Contact Numbers
Dr. Shailja Pant	Principal	9568004565
Mr. V.K. Nagpal	Director (Admin)	9568005081
Dr. Shruti Sharma	IQAC Coordinator	9568004547
Dr. Ashok Kumar Singh	Chief Proctor	9568004564
Mr. Vipul Garg	Dean Student Welfare	9568004555
Mr. Sudhir Bharti	Sr. Admin Officer	9568004552
Mr. Narender Singh Bisht	Sub Inspector (Police Chowki - Jhajra)	9458330724
Mr. Aftab Azmat	Sr. Journalist (Amar Ujala)	8392922108
Adv. Maneesh Juyal	Lawyer	9412009787

Name	Designation	Contact Numbers
Col. D.V. Singh	Guardian	7455817070
Neha Magar	Student (Senior)	8670948527
Ali	Student (Senior)	8528480986

9.2 Anti-Ragging Squad (ARS)

This is the body formed individually by every academic department of the institute under the discretion of respective heads of department.

ARS comprises of the department's HOD, selected faculty members, at least two senior students, and two first year students. If the students in the ARS graduate or cancel their admission, the HOD fills the vacant position within 5 working days. Information and contact details regarding the members of any ARS is always displayed on departmental notice boards.

Members of ARS oversee patrol and inspection of vulnerable locations. They also organize surprise visits to hostels and other hot spots, receive or detect reports, secure immediate safety, preserve evidence and investigate or support investigation of incidents under ARC oversight.

9.3 Duties of ARC & ARS

- Consider reports, ensure fair inquiry, decide or recommend institutional action within the competent authority structure, and issue or secure a reasoned decision;
- Ensure immediate safety, support, police/statutory referral, non-retaliation and restoration;
- Report to the affiliating university and other authorities as required; and
- Approve the annual prevention plan, vulnerable-place map, and communication material.

9.4 Conflict Of Interest & Separation of Roles

- A member shall disclose any personal, academic, hostel, financial, supervisory or other relationship that could reasonably create bias and shall recuse from the affected function.
- No person who is a complainant, witness, alleged participant, close associate or direct evaluator of a party shall decide the merits.
- As far as practicable, the investigator, final decision-maker and appellate authority shall be different persons or bodies.
- External expertise may be obtained for digital evidence, disability accommodation, trauma-informed interviewing or another specialized issue, subject to confidentiality and independence.

9.5 Protection against False Implication & Process Abuse

- No student shall be publicly labeled, suspended as punishment, compelled to confess or subjected to irreversible sanction before a fair finding. Emergency restrictions must be expressly interim and reviewed.
- Anonymous information may prompt safety action and investigation but shall not, without corroboration, be the sole basis for a severe final sanction.
- A counter-allegation shall be registered and assessed on its own facts. It shall not automatically discredit the original report or be used to force mutual withdrawal.
- Deliberate fabrication requires affirmative proof of knowledge and intent after notice and opportunity. Disbelief, lack of corroboration, memory error, legal misunderstanding or acquittal elsewhere is not enough.
- No reverse burden of proof applies. The Institute must establish each respondent's individual role on the evidence.
- Where an allegation is not substantiated, confidentiality continues and reasonable steps shall be taken to correct official records, remove unnecessary restrictions and prevent reputational punishment.

9.6 Protection of good-faith reporting

- A good-faith report is protected even when unsubstantiated, partly mistaken, delayed, incomplete, anonymous or later withdrawn.
- No student shall lose marks, attendance, hostel accommodation, transport, scholarship, placement access, notes, group access or social participation because they reported or assisted.
- The Institute shall monitor retaliation for at least one semester after closure, longer where risk persists.

9.7 Prohibition On Retaliation & Interference

Retaliation, witness pressure, inducement, surveillance, rumor, online attack, exclusion, evidence tampering and breach of confidentiality are separate serious misconduct in purview of this Policy. They may justify immediate interim measures and an independent finding even if the original allegation is not ultimately substantiated.

9.8 Duties of Stakeholders

Stakeholder	Minimum duty
Head of Institution	Ensure legal compliance; constitute bodies; provide resources; decide immediate police reporting where a penal case is made out; protect students; complete institutional action; report to authorities; act against dereliction.

Stakeholder	Minimum duty
Deans/Heads/Faculty	Orient students; supervise vulnerable activities; report information immediately; stop unsafe conduct; preserve academic continuity; avoid private settlements; cooperate with inquiry.
Wardens/residential staff	Remain accessible; know residents; conduct documented rounds; control unauthorized access; protect phone access; respond at any hour; preserve registers/CCTV; coordinate safe room changes.
Security personnel	Intervene safely; call emergency services; protect scene and evidence; record times/persons; avoid victim-blaming, unlawful restraint or public disclosure; report through the chain immediately.
Transport personnel	Enforce no-hazing rules; keep route and incident logs; stop at a safe place; never abandon a student.
Counselors/health staff	Provide confidential, qualified and non-stigmatizing support; explain limits of confidentiality; assess immediate risk; make emergency referrals; share only minimum necessary information.
Mentors/student leaders	Model respectful conduct; never demand service or secrecy; refer concerns; avoid investigating; disclose conflicts; use only approved groups and activities.
Students	Refrain from ragging and abetment; respect refusal; seek help rather than confront danger; preserve information; cooperate honestly; avoid public circulation of case material and retaliation.
Parents/guardians	Understand the policy and undertaking; encourage lawful reporting; avoid pressuring compromise or retaliation; update emergency contacts; cooperate with support and disciplinary processes.
Contractors/service providers	Train personnel; include anti-ragging clauses in contracts; report incidents immediately; preserve records; remove conflicted personnel; comply with Institute and legal directions.

Employee reporting duty

Any employee or contracted worker who receives credible information or observes possible ragging shall immediately protect safety and

report it to the ARC. They shall not promise absolute secrecy, investigate privately, negotiate a compromise or wait for a written complaint.

10. Reporting Channels & Guidelines

10.1 Available Channels of Filing a Report/Complaint

- Contact in-person or via call, message, e-mail any ARC/ARS member, faculty member, warden, counselor, medical officer, security officer, or transport coordinator;
- Drop a written record in any sealed complaint box in camera neutral areas around the campus – which are checked by two authorized persons on a documented schedule;
- National anti-ragging helpline: 1800-180-5522 | email: helpline@antiragging.in | portal: antiragging.in
- Contact the local police/emergency services and any competent statutory, university or professional-council channel.

Anonymous or incomplete information will not be discarded. It may justify patrol, safety checks, preservation requests, confidential outreach or a preliminary inquiry. However, a severe final sanction shall not rest solely on an uncorroborated anonymous allegation. The Institute shall seek independent evidence and provide the respondent sufficient particulars to answer without unnecessarily exposing a source.

10.2 Receipt & Acknowledgement

- The first receiver shall listen without blame, record only necessary facts, assess immediate danger and contact the ARC head without delay.
- A case reference number and acknowledgement shall ordinarily be issued on the same working day for all reports. Emergency response shall not wait for acknowledgement.
- The affected student shall be told what will happen next, who will contact them, the limits of confidentiality, available support and the non-retaliation rule.
- The affected student shall have one named contact and need not repeat the full account to multiple officials unless necessary.

No investigation in public

The first receiver will not assemble students, demand a confrontation, circulate the report in a messaging group, announce names in class/hostel, or ask the affected student to collect evidence at personal risk.

10.3 Withdrawal, Delay & Parallel Reporting

- A student may ask to withdraw or limit participation, but the Institute may continue where safety, serious misconduct, repeated risk, mandatory reporting or protection of others requires action. The reasons shall be explained and the student's preferences respected as far as legally possible.
- Delay shall not bar a report. Trauma, fear, dependency, examination pressure, disability, language, digital evidence loss and threats shall be considered.
- A report to police, UGC, university, parent, media or another body does not disqualify the internal process. Coordination shall avoid unnecessary repeated interviewing and inconsistent directions.

11. Inquiry Procedure

11.1 General standard

Every inquiry shall be prompt, fair, transparent, unbiased, trauma-aware and consistent with natural justice. It shall protect safety and confidential information while giving the respondent adequate notice and a meaningful opportunity to answer. The process is administrative / disciplinary; it is not a criminal trial, but serious consequences require careful evidence and reasoned decision-making.

11.2 Incident Response Workflow

Time	Lead	Action	Minimum record
0-15 minutes	FIRST RECEIVER	Stop immediate danger; call emergency services; move affected student to safety; do not confront publicly; preserve scene.	Emergency log; time of calls; persons present.
15-60 minutes	HEAD / DUTY OFFICER	Activate case team; arrange medical/counseling support; assess self-harm and retaliation; secure CCTV/logs/messages; identify minor/special-law issue.	Initial incident note; preservation notices; support/referral record.
Within 2 hours	CASE OFFICER	Acknowledge report; issue case reference; explain confidentiality, support and refer to next contact.	Acknowledgement; central register; contact preference.
Within 24 hours	HEAD OF INSTITUTION	Approve interim safety measures and notify required authorities – if necessary in case of severe cases.	Reasoned referral form; copy/diary number; interim order; notifications.

Time	Lead	Action	Minimum record
Day 1–5	CASE TEAM / INQUIRY PANEL	Conflict screen; obtain first account; identify evidence and witnesses; issue respondent notice and non-retaliation direction. Authenticate available records; interview separately; receive response. Test inconsistencies and individual roles; obtain clarifications; review parallel-referral status; prepare findings matrix.	Statement; evidence index; notice and response; disclosure record; analysis notes; and findings report
Days 5–6	ARC	Complete reasoned report and recommendations; identify system failures, support and restoration needs.	Inquiry report; recommended measures; system-correction plan.
By Day 7	ARC	Communicate outcome/appeal; implement sanction/support; confirm continuing safety and reporting.	Sanction report; appeal form (if requested); action tracker.
Post-Order	ARC	Monitor retaliation, compliance, academic/residential restoration and recurrence; close only after follow-up review.	30/60/90-day follow-up; closure note.

The seven-day period is treated as the UGC remedial-action deadline. An unavoidable residual step—such as delayed external forensic analysis—will be documented, but immediate safety, police referral and available institutional action cannot be postponed.

11.3 Respondent's Notice

- Notice shall identify the conduct alleged, approximate date/time/place or digital context, applicable policy provisions, available non-sensitive material, possible consequences, interim measures and response deadline.
- Names or identifying details may be redacted only to the extent necessary for safety or legal compliance. The substance must remain sufficient to permit a meaningful answer.
- The respondent shall be informed of the presumption of no guilt before finding, non-retaliation duty, confidentiality duty, right to submit evidence and witnesses, and appeal route.
- A reasonable opportunity to respond shall be provided within the compressed UGC timeline. Extension may be granted for compelling reasons without defeating safety or the seven-day requirement.
- Cooperation from the respondent is required and expected after giving notice.

11.4 Interviews & Participation

- Parties and witnesses shall ordinarily be interviewed separately in a private setting. Direct confrontation is not required and shall not be used where it creates risk, intimidation or trauma.
- Questions shall be relevant, non-abusive and free from stereotypes. Questions about sexual history, caste, disability, mental health or private life require a clear factual necessity.
- Each person shall have an opportunity to review the substance of their recorded statement, correct material errors and identify omitted evidence.
- No party has a right to personally cross-examine or contact another party.
- Interviews shall not be secretly recorded by the Institute. Any official recording requires lawful authority, informed notice, secure storage and an explanation of access.

12. Evidence, Standard of Proof and Findings

12.1 Burden & Standard

The Institute carries the responsibility to gather and evaluate evidence. The respondent is not required to prove innocence. Internal findings shall be made on the balance of probabilities—whether the allegation is more likely than not—while recognizing that the gravity of an allegation and consequence calls for correspondingly cogent and reliable evidence. This standard does not bind police, prosecutors or courts.

12.2 Potential Evidence

- First accounts, witness statements, contemporaneous messages, emails, call logs, posts, photographs, audio/video and platform records;
- CCTV, access-control data, hostel/visitor/transport registers, class attendance, room allocation, event rosters, duty logs and location information lawfully obtained;
- Medical records, counseling attendance confirmation where lawfully shareable, injury photographs, damaged property and forensic reports;
- Admissions, apologies, threats, inducements, deletion instructions, patterns of similar conduct and evidence of planning or concealment;
- Contextual evidence showing hierarchy, dependency, refusal, fear, identity targeting, academic disruption, expenditure or mental-health impact; and
- Exculpatory material, alibi, alternate explanation, authenticity challenge, evidence of mistaken identity and evidence that participation was genuinely voluntary.

12.3 Evaluation Safeguards

- No adverse conclusion shall be based solely on delayed reporting, absence of physical injury, continued communication, nervous laughter, incomplete recall, withdrawal request or failure to resist.
- Trauma-aware practice does not mean automatic acceptance. Reliability shall be assessed through internal consistency, external corroboration, motive, plausibility, contemporaneous conduct and response to challenge—without myths or stereotypes.

- An admission, apology or undertaking must be voluntary and contextualized. Coerced confessions or signatures obtained through threats, public pressure or deprivation shall not be relied upon.
- Screenshots, synthetic media and forwarded messages require attention to source, date/time, account, completeness, metadata and possible alteration. Authentication may be practical rather than forensic, but limitations must be recorded.
- Deletion or non-production may support an inference only where control, notice, relevance and absence of an innocent explanation are established. It shall not replace the need for overall evidence.
- Group presence is not collective guilt. The panel must identify each person's acts, knowledge, encouragement, assistance, benefit, concealment, fear and reasonable ability to act.

12.4 Permissible Findings

Finding	Meaning
Substantiated	The allegation is more likely than not proved against the identified respondent on reliable evidence.
Partly substantiated	Only specified elements or a lesser/related form of misconduct is proved; the order must identify the distinction.
Not substantiated / insufficient evidence	The available evidence does not meet the internal standard. (This is not a finding that the report was false or made in bad-faith)
Outside anti-ragging scope	The institutional-nexus or ragging definition is not met, but another code, grievance, welfare or legal route may be appropriate.
Deliberately false/fabricated	Affirmative evidence that a person knowingly invented a material allegation or fabricated evidence (Mere inconsistency or failure of proof is insufficient to declare this finding)

13. Interim Measures

Interim measures are temporary and preventive. They shall be based on documented risk, use the least restrictive yet effective option, preserve academic continuity and avoid placing the main burden on the affected student contrary to their preference. An interim measure is not a finding and shall not be described publicly as punishment.

Area	Possible measure
Contact and proximity	No-contact direction; distance requirement; supervised contact; restriction on approaching room, class, route, group or event.
Residence	Temporary room/block change, guest accommodation, restriction from specified hostel areas or interim hostel suspension where necessary for safety.
Academic	Separate lab/project group, alternate tutorial, remote access, attendance protection, examination arrangement, supervised facility access.
Transport	Seat/route adjustment, separate pickup, safe escort, and temporary restriction from specified vehicle.
Digital	Removal from unofficial/official groups where necessary, administrator change, no-posting/no-contact direction, account-security assistance, evidence-preservation notice.
Organizational	Temporary pause from student office, mentor, team, club, event, supervisory or representative function.
Evidence	Preservation hold, restricted access to records/CCTV/rooms, direction not to delete or contact witnesses.

14. Sanctions & Appeals

14.1 UGC Institutional Sanctions for Students

Depending on the nature and gravity of the proved misconduct, the competent authority may impose one or more of the following sanctions recognized in the final UGC Regulations:

- Suspension from attending classes and academic privileges;
- Withholding or withdrawal of scholarship, fellowship or other benefits;
- Debarring from appearing in any test, examination or other evaluation process;
- Withholding results;
- Debarring from representing the institute in any regional, national or international meet, tournament, youth festival or similar event;
- Suspension or expulsion from the hostel;
- Cancellation of admission;
- Rustication from the institution for a period ranging from one to four semesters; and
- Expulsion from the institution and consequent debarment from admission to any other institution for a specified period, subject to lawful communication and authority.

14.2 Collective Measures

Where the individuals committing or abetting the crime of ragging are not identified, the Institute may use narrowly tailored, temporary preventive measures for a high-risk group or location—such as supervised access, event suspension or increased monitoring—only after recording necessity and reviewing frequently. These collective punishments shall act as deterrent to ensure community pressure on potential ragger.

Irreversible severe individual punishment shall not be imposed without evidence of individual responsibility. Collective measures shall never be used to pressure innocent students to identify others at personal risk.

14.3 Corrective Measures

- Written warning or censure for a proven minor misconduct where a UGC-level sanction would be disproportionate and the applicable institutional rules authorize the measure;
- Mandatory education, counseling, behavioral contract, supervised community responsibility or loss of student-leadership/mentor role;
- Conditions for re-entry after suspension/rustication, including risk assessment and non-retaliation undertaking.

14.4 Abettors, Staff & Service Providers

- A student who instigates, facilitates, finances, records for humiliation, retaliates or intentionally conceals may receive a sanction proportionate to their individual role, even if they did not personally carry out the principal act.
- Employees and service providers are subject to applicable service/contract disciplinary action for participation, concealment, retaliation or dereliction, in addition to legal referral.
- The authority responsible for appointing the Head of ARC shall take prompt action where dereliction by the Head contributed to failure to prevent or respond.

14.5 Appeal

- A respondent and an affected student may appeal a final institutional order within fifteen working days.
- The appeal shall lie to the authority specified in the UGC framework and applicable institutional statute.
- The appellate authority shall be independent, may review procedure, evidence, proportionality and new material, and shall issue a reasoned decision. An appeal does not automatically stay safety measures or legally required reporting.

15. Decision and Escalation Matrix

This matrix is a triage guide, not a substitute for legal assessment. Any scenario may be more serious because of repetition, threat, identity targeting, vulnerability, group involvement or retaliation.

Scenario	Immediate response	Police/statutory assessment
Rude teasing or humiliating “introduction” without physical contact	Stop; separate if needed; record; support; preserve messages/video.	Assess criminality on facts; often internal process, but threats or protected-identity abuse may require referral.
Forced singing, dancing, exercise, errands or personal service	Stop demand; check injury/fear; identify organizers; preserve group instructions.	Assess restraint, intimidation, hurt, extortion or other offence; Head records 24-hour decision.
Physical assault, dangerous drill or injury	Emergency medical care; police contact where required; preserve scene/clothes/CCTV.	Prima facie penal case likely; FIR/police report within 24 hours or immediately as circumstances require.
Confinement, forced substance use, weapon or severe threat	Emergency police/medical response; secure location and other students.	Urgent criminal referral; do not wait for internal statements.
Sexualized coercion, stripping, touching or intimate content	Private safety and medical/forensic options; no confrontation; preserve digital/physical evidence.	Police/child-protection and competent sexual-harassment referral as applicable.
Caste, religion, region, language, gender, transgender, sexual-orientation or other identity targeting	Stop abuse; protect identity/privacy; assess community tension and retaliation.	Assess special-law/police referral on facts; do not minimize as “banter”.
Forced payment, treats, gifts or account access	Stop transactions; secure accounts; retain payment proof; consider bank/platform alert.	Assess extortion, theft, cheating, intimidation or cyber offence.
Doxing, threats, deepfake, mass harassment or account takeover	Secure accounts; capture URLs/metadata; platform preservation/takedown; safety plan.	Cyber/police referral where offence or serious threat is indicated.

Scenario	Immediate response	Police/statutory assessment
Self-harm, suicide risk, disappearance or acute mental-health crisis	Emergency clinical/police response; do not leave student alone; contact trained crisis support.	Make any legally required report; investigation must not delay care.
Anonymous report of recurring hostel ritual	Increase discreet patrols; preserve CCTV/logs; confidential outreach; protect possible targets.	Refer if independent facts disclose offence; do not dismiss because source unknown.
Retaliation, witness pressure or evidence deletion	Protect person/evidence; restrict contact/access; preserve deletion indicators.	Assess intimidation, obstruction, cyber or other offence.
Incident in private PG, bus route, tour or internship	Act where student is located; contact local emergency services/host; secure safe return only when appropriate.	Local police referral where required; Institute's 24-hour duty remains.
Staff member, warden, contractor or official involved/concealing	Bypass conflicted chain; notify Head/appointing authority or governing authority; protect records.	Police/statutory referral on facts; service law may apply.

ANNEXURE A – MIXERS & FRESHERS’ PARTY GUIDELINES

Issued under Section 8 (Healthy Interactions) of the Anti-Ragging Policy | Effective from 1st August, 2026

1. Purpose

This Annexure replaces the department-level “introduction” sessions & Freshers’ Parties with a single, consistent model across the Institute for –

1. Department-run mixers for mingling between seniors and juniors at the start of new academic sessions.
2. One combined college-wide Freshers’ Party.

It gives every department a common set of rules and a shared menu of activities so that mixers can be organized independently, without each department having to interpret the Anti-Ragging Policy from scratch. Every activity described here independently satisfies the Safe Interaction Test specified in Section 8 of Anti Ragging Policy.

2. Mixers

2.1 Organizers

Each department’s Anti-Ragging Squad (ARS), under the supervision of the Head of Department (HOD), is responsible for scheduling and running that department’s mixers. At least one ARS faculty member must be physically present for the entire duration of mixer activities, with clear authority to pause or stop anything on the spot.

2.2 Format

- Mixers are small-group and simultaneous interactions between seniors and juniors. No student/group of students should ever be the sole focus of attention while others watch and direct them.
- Groups mix seniors and juniors in roughly equal numbers (e.g., 2 seniors with 2–3 juniors), assigned by ARS.
- Activities are chosen in advance from the menu in Section 5, or a department-proposed alternative that has been approved by the ARC using the same criteria.
- The full activity list and schedule is displayed on the departmental notice board or shared digitally with juniors – before the mixer.

2.3 Frequency & Setting

Departments are encouraged to run short, low-stakes mixers over the first few weeks of the semester rather than one long compulsory session — this gives students repeated, low-pressure chances to mingle instead of a single high-pressure event. Mixers should be held

in normal, visible campus spaces (classrooms, common rooms, courtyards) during daytime hours.

If departments choose to conduct only one mixer, the ARS of that department is still needed to ensure full compliance with section 8 of the anti ragging policy.

2.4 Approval, Feedback & Oversight

- Each department submits its planned mixer schedule and chosen activities to the department ARS acting under ARC authority before the mixers.
- Organized mixer activities and dates must be told beforehand to all students, so they can choose whether or not they want to participate.
- The ARC may approve, request changes to, or decline any proposed activity using the Safe-Interaction Test in Section 8.
- Any student, faculty member, or parent may raise a concern about a planned or completed mixer.
- A short post-mixer check-in (a quick, anonymous feedback slip is sufficient) helps departments confirm attendance was genuinely voluntary and identify any issues early.
- No one must be forced to participate in a mixer, although ARS faculty members may approach unwilling students to compassionately ask them why they don't want to participate as the student's response may give them insights on future plans.

3. Approved Mixer Activities

Departments can pick and adapt from this menu, or propose their own activities to the ARC using the same test. The common thread: everyone participates at once, nobody performs for an audience, and nothing requires disclosing personal information or doing anything physically demeaning.

Not permitted in any mixer –

Anything from a single/group student performances while others watch and direct them; dares of any kind; forced disclosure of personal, family, financial, or relationship information; nicknames, titles, or rankings of any kind; compulsory attendance to a mixer; inability to leave a mixer without

Activity	How it works	Why it fits
SKILL-SWAP STATIONS	Rotating stations where seniors briefly demonstrate something	Turns seniority into mentorship instead of a

Activity	How it works	Why it fits
	practical from the field; juniors try it themselves.	display of authority.
SMALL-GROUP CASE / PROBLEM RELAY	Mixed junior-senior teams get a short, low-stakes scenario or puzzle relevant to the subject/college/department and work through it together in a few minutes.	Collaborative, no spotlight, plays to what students actually study.
STRUCTURED PAIR CONVERSATIONS	Randomly assigned junior-senior pairs, a neutral shared prompt card (favorite campus/city spot, toughest first-week class, future aspirations, favorite movies, etc.) with fixed short duration, then rotate.	Everyone talks to someone new; nobody is interrogated or put on show.
MIXED-TEAM TRIVIA OR QUIZ	Small mixed-year teams answer light, department or campus relevant questions together.	Naturally mixes people; success is a team effort, not an individual performance.
COLLABORATIVE BUILD / CRAFT TASK	Small mixed teams complete a simple, non-competitive shared task (e.g., a poster, a quick group project) in a set time.	Working side by side builds familiarity without anyone being singled out.
"WOULD YOU RATHER" ROUNDS	Small mixed groups discuss and vote on light prompts (e.g., "unlimited canteen coupons vs. no 8am classes ever"), then rotate to a new group.	Quick, playful, and opinion-based rather than personal situations.
SCAVENGER HUNT	Mixed teams find answers to clues about a specific topic (not about each other), the first team to find the end prize wins.	Collaborative yet competitive, designed to build real bonds without hierarchy issues
DISCUSSION CIRCLES ON HYPOTHETICALS	Mixed small groups chat through a fun, impersonal prompt ("if the department had a mascot, what would it be") for a few minutes, and then	Encourages conversation and builds ideas without requiring anyone to reveal personal

Activity	How it works	Why it fits
	rotate.	information.
BOARD/CARD GAME TABLES	Simple, quick games (Uno, Pictionary, Charades) at multiple tables; students rotate between tables in mixed groups.	Low-pressure, familiar formats that naturally mix students without anyone performing solo.

4. Combined College Freshers' Party

From the academic year 2026, the Institute shall hold a single, combined Freshers' Party for all first-year students across all departments, organized centrally rather than by individual departments.

4.1 Objective

The combined Freshers' Party is meant to be a celebration for the entire college-wide incoming class – welcomed by all employees and students of the institution. It will be a shared, informal celebration: music, food, group activities and performances that are volunteered by students, and will promote open mingling across departments.

4.2 Rules & Regulations

- Faculty from individual departments can choose to nominate two first year students as Mr. Fresher and Ms. Fresher of their department after a few weeks of interactions with the students. The students nominated will receive the departmental award during the event. No senior students should be involved in this decision as they could use this as a malicious excuse to interview juniors.
- Anyone who wants to perform, host, or organize part of the event does so by choice and through sign-up, not selection or pressure.
- Faculty, ARC, and ARS presence remains throughout, with the same non-retaliation and exit-always-available rules as any mixer.
- Open to all first-year and senior students across departments, giving them a chance to meet peers outside their own department.
- The event will be centrally organized by SCCS, ARC, and/or Administration. No one department's seniors set the tone or run the show.

5. Relationship to the Anti-Ragging Policy

This Annexure operates under, and does not limit, the Anti-Ragging Policy. Any conduct at a mixer or the Freshers' Party that meets the definition of ragging in Section 6 of the Policy

remains subject to the full reporting, inquiry, and sanction framework in Part II of the Policy, regardless of how the activity was labeled or intended.