



MODERN COLLEGE
OF PROFESSIONAL STUDIES



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MOHAN NAGAR, GHAZIABAD

(Affiliated to CCS University, Meerut)



Zero Tolerance Policy

(2022)

Preamble

Modern College of Professional Studies, Ghaziabad, is committed to fostering a safe, respectful, and inclusive environment for all students, faculty, staff, and visitors. This Zero Tolerance Policy aims to ensure that the college remains free from behaviours that undermine individual dignity and safety.

Purpose

- Maintain a safe and respectful environment for the college community.
- Prevent and address behaviours that violate the principles of dignity and safety.

Scope

This policy applies to all members of the college community, including:

- Students
- Faculty
- Staff
- Visitors

Policy Statement

Modern College of Professional Studies adopts a zero-tolerance approach to behaviours that undermine the dignity and safety of individuals, including but not limited to:

- **Discrimination:** Any form of discrimination based on race, colour, religion, gender, sexual orientation, national origin, age, disability, or any other characteristic protected by law.
- **Harassment:** Any form of harassment, including sexual harassment, bullying, or behaviour that creates a hostile or offensive environment.
- **Violence:** Any form of violence, including physical assault, verbal threats, or behaviour that endangers the safety of individuals.
- **Substance Abuse:** The use, possession, or distribution of illegal drugs or alcohol in campus.
- **Academic Dishonesty:** Any form of academic dishonesty, including plagiarism, cheating, or falsification of records.

Implementation

❖ Statutory/Regulatory Guidelines

Modern College of Professional Studies adheres to the following guidelines of statutory/regulatory bodies for the timely redressal of student grievances, including cases related to sexual harassment and ragging:

- **Code of Conduct:** The College maintains a Code of Conduct for students to ensure the highest standards of discipline and dignified behaviour inside and outside the campus. The Code of Conduct is displayed on the college notice board and website.
- **Sexual Harassment:** The College follows the "Handbook on Sexual Harassment of Women at Workplace Act 2015" to address cases of sexual harassment. Additionally, female students can register complaints regarding sexual harassment through the "SHE Box" platform provided by the Ministry of Women & Child Development.
- **Ragging:** The College follows the "UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions 2009" to address cases of ragging.

Policies And Mechanisms

❖ Maintenance of Discipline

- **Policy:** The College has a well-constituted Students' Grievance Redressal Cell empowered to enforce discipline and take disciplinary action as necessary.
- **Mechanism:** The College organizes activities to reinforce the values, rights, duties, and responsibilities of good citizens.

❖ Prohibition of Sexual Harassment

- **Policy:** The College has a well-constituted Women Cell that addresses issues related to women, including sexual harassment.
- **Mechanism:**
 - The Women Cell conducts gender sensitization programs through lectures and seminars.
 - The Women Cell organizes programs on legal assistance, women's health, and self-defence training.
 - The Women Cell periodically visits departments to inquire about the concerns of female students.

❖ Prohibition of Ragging

- **Policy:** The College has a well-constituted Anti-Ragging Committee that strictly prohibits ragging within the College premises and on public transport.
- **Mechanism:**
 - The College is consistently engaged in sensitizing students to our constitutional obligations to make them good citizens.
 - The College prohibits individual or collective acts of ragging.
 - The Principal of the College or the Anti-Ragging Committee takes immediate action on any report of ragging.
 - If the Principal or the Anti-Ragging Committee is satisfied with the occurrence of ragging, they can rusticate the student(s) for a specified period, disqualify them from an examination or examinations, or cancel their results.

❖ Reporting Procedures

- **Reporting:** Individuals who experience or witness any behaviour that violates this policy should report the incident to college authorities immediately.
- **Investigation:** All reports of violations will be promptly and thoroughly investigated. The investigation will be conducted in a fair and impartial manner.
- **Confidentiality:** The identity of the complainant and the respondent will be kept confidential to the extent possible, consistent with the need to conduct a thorough investigation.

❖ **Disciplinary Actions**

Violations of this policy may result in disciplinary action, including but not limited to:

- **Warning:** A formal written warning issued to the offender.
- **Probation:** The offender is placed on disciplinary probation for a specified period.
- **Suspension:** The offender is suspended from the college for a specified period.
- **Expulsion:** The offender is permanently expelled from the college.
- **Termination:** Employees who violate this policy may face termination of employment.

Retaliation

Retaliation against individuals who report violations or participate in investigations under this policy is strictly prohibited. Individuals who engage in retaliation will be subject to disciplinary action.

Review

This policy will be reviewed annually to ensure its effectiveness and compliance with legal requirements. Any amendments to the policy will be communicated to the college community.