



## GRIEVANCE REDRESSAL MECHANISM

Gopalpur College, Gopalpur, Balasore maintains effective mechanism to redress the grievances received from different angles it takes care to upkeep discipline peaceful atmosphere and civic laws prevailing in the campus. A number of committees are constituted vide notification No. 68 dated 1.08.2019 to take up the matter of appeal relating to insubordination, disrespect, obscene behaviour, ragging, sexual torture, physical assault, dishonour to weaker group and threat to others etc. Some of the grievance Redressal mechanism adopted in the campus are referred hereunder.

### Committee for Prevention of Sexual Harassment

One of the core objectives of the College is to ensure gender equity and gender justice. In keeping with this principle, it is important to ensure an atmosphere, free from discrimination and harassment, in the campus particularly focusing on prevention of sexual harassment.

The College takes allegations of sexual harassment seriously, maintains record in Complaint Register and responds promptly to the complaints of sexual harassment. Where it is determined that such an inappropriate conduct has occurred, dishonouring someone, giving sexual harassment and showing obscene behaviour very prompt and appropriate corrective action as necessary, including disciplinary action, are taken. The concerned alleged person is summoned to confess to keep his stand before the matter is resolved. The policy sets forth the goal of the College for promoting a healthy study environment or honourable situation in the workplace that is free of sexual harassment. The college restrict its stakeholder to behave offensively and prohibits to show any sort of sexual harassment.

A committee has been constituted to deal with the matter relating to sexual harassment vide the letter No. 2278 dated 19.01.2018 Govt. of Odisha The following members have been taken in to the committee for prevention of all sorts of sexual harassment in the college campus.

  
Principal  
Gopalpur College  
Gopalpur, Balasore



**Members of Committee for Prevention of Sexual Harassment  
Session:- 2019-20**

Name	Designation	Phone No.	Email Id
Naresh Kumar Parhi Principal I/C	Chairman	8847858705	parhinareshkumar@gmail.com
Dr. Prativa Mohanty Reader in Odia	Member	9938827351	prtivamohanty12@gmail.com
Prafull Kumar Behera Reader in History	Member	9437675589	26pkbehera@gmail.com
Pravakar Mahajan Reader in English	Member	9777528594	pravakar1964@gmail.com
Nihar ranjan Kar Reader in Mathematics	Member	8093549209	Nihar1967@gmail.com
Mrs. Snehalata Tripathy Sr. Lecturer in Physics	Member	9437872611	snehalatatripathy02@gmail.com
Basanta Kumar Mishra Reader in Economics	Member	9437814522	basantamishra1967@gmail.com
Anil Kumar Mohapatra Lecturer in Commerce	Member	9937778898	anilmohapatra69@gmail.com
Miss Anita Jena Lecturer in Odia	Member	7978092460	anita2013@gmail.com

The normal decision on prevention of sexual harassment relates to-

- i. To prove the actual happening
- ii. To determine the type of offence.
- iii. To carry on interrogation for real confession.
- iv. To call for the guardian to participate.
- v. To submit note of admittance of guilt.
- vi. Warned not to repeat the incident.
- vii. Expelled from study in the college.

Principal

Gopalpur College, Gopalpur, Balasore  
Gopalpur, Balasore



## Anti-Ragging Cell

As per government guidelines and UGC rules ragging in any manner has been prohibited in the college campus. Anyone detected to have been engaged in such an act of impoliteness anyway or someone lodges complaint of being victimised to any forceful activities before the authority is booked under the charges to face an official trial to comply with his/her aggressive nature. Any form of coercion, offensive activities, physical torture, to carry out on just order, compelling someone to behave impolitely are treated as ragging.

### General Conduct Rules and Guidelines

While the students as adult citizens of the country enjoy their rights, they also are expected to be aware of their responsibilities. The College will not support any act that is illegal as construed by the law of the land. The college encourages an all round development of students' personality, their progressive and creative thinking. At the same time, in order that they effectively discharge civic responsibilities and virtues, the college sets its own terms of conduct that must be adhered to by the students. Any deviation to normal discipline the Disciplinary/ Administrative Action are taken against those miscreants.

A student found indulged in ragging can be subjected to:

- i) Being Debarred from attending Classes
- ii) Being expelled from appearing Examinations
- iii) Ordered Cancellation of Admission and rustiggetted from the college.
- iv) Initiated of criminal action.
- v) Sought a promise undertaking not to repeat such action in future.

In pursuant to Government of Odisha letter No. 14593 dated 17.04.2017, an internal committee of discipline was formed to listen students grievance. This earlier internal committee of discipline was renamed as Anti ragging Cell vide letter no 133 dated 8.8.2018, of Regional Director of Education to implement administrative action.

In order to solve the cases related to ragging of stakeholders a Committee named 'Anti-Ragging Cell' has been formed in the college with the following

  
Principal  
Gopalpur College  
Gopalpur, Balasore



**Members of Anti-Ragging Committee**  
**Session:- 2019-20**

Name	Designation	Phone No.	Email Id
Naresh Kumar Parhi Principal I/C	Chairman	8847858705	parhinareshkumar@gmail.com
Dr. Prativa Mohanty Reader in Odia	Member	9938827351	prtivamohanty12@gmail.com
Prafull Kumar Behera Reader in History	Member	9437675589	26pkbehera@gmail.com
Pravakar Mahajan Reader in English	Member	9777528594	pravakar1964@gmail.com
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## GRIEVANCE REDRESSAL COMMITTEE

Any sort of grievance or complaint relating to personal displeasure, deprivation, mistreatment, exploration or misbehaviour civic laws or failing in academic opportunities are Registered for enquiry and decision under Grievance Redressal Committee. The cases of curtailment of students right, examination related grievances, complain relating to students representation, groupism, polarism and boarders problem etc are taken under the enquiry and resolution of Grievance Redressal Committee.

These matters are recorded in register and the committee sits on session to verify the matter. The persons concerned to complaint and allegation are called for submission. The fact is taken into consideration. Any solution or measure deemed proper is taken into action. A person found guilty has been fined to bear the loss. The official steps for compliance have been taken to solution of the matter. The grievance is redressed within two working days of complain. The decision is intimated to the parties on appearance. The present Grievance Rederssal Committee working in the college has comprised of the following members.

### GRIEVANCE REDRESSAL COMMITTEE

Name	Designation	Phone No.	Email Id
Naresh Kumar Parhi Principal I/C	Chairman	8847858705	parhinareshkumar@gmail.com
Dr. Prativa Mohanty Reader in Odia	Member	9938827351	pktivamohanty12@gmail.com
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Principal  
Principal  
Gopalpur College, Gopalpur, Balasore  
Gopalpur College  
Gopalpur, Balasore



**CONSOLIDATED RESOLUTIONS OF DISCIPLINARY COMMITTEE &  
GRIEVANCE REDRESSAL CELL**

**2015-2016**

**GRIVANCE NO. -1**

**Date: 05.08.2015**

After receiving a written application from Biswabijaya Nayak, a junior student on 05.08.2015. The discipline committee immediately sits under the chairmanship of Prof. Purna Ch. Datta, Reader in English. The member present in the meeting to decision regarding the disturbance occurred by Muktikanta Mahalik +3 3<sup>rd</sup> Yr. Arts. Dinesh Chandra Dey, Hari Shankar Das +3 3<sup>rd</sup> Yr. Arts, Kartik Kumar Mahalik +3 3<sup>rd</sup> Yr. Arts on 05.08.2015 at 2 P.M.

The committee immediately informs the student to meet the Discipline Committee. After discussion the disciplinary committee realized that the senior student created disturbances inside the college campus. A harassed the junior students. The senior student also admits their fault. Muktikanta Mohalik and Dinesh Chandra Dey gave undertaking not to create disturbance and harassed the junior boys otherwise they will be punished as per law.

**GRIVANCE NO. -2**

**Date: 09.08.2015**

The discipline committee sits under the chairmanship of Dr. Jadunatha Mishra, Reader in Sanskrit on 09.08.2015. Members present in the meeting discuss the matters. That after receiving the application of some junior students namely Kartikeswar Jena, Prasanta Kumar Das, Deepak Kumar Barik, Nitesh Rana and some others against the +3 Commerce students created disturbances and break the smooth running of the class. Namely Biswanath Sahu, Sudhansu Barik, Rusan Kumar Mohapatra, Banoj Panda and some other. The committee formed both the student group to appear before the committee. After discussion it was felt that the +3 3<sup>rd</sup> year Commerce student created disturbances and breaks the normal situation of the class. The commerce student gave undertaking not to create any disturbances in future. The Junior students satisfy that the meeting was ended with the thanks to the chair.

**GRIVANCE NO. -3**

**Date: 10.08.2015**

The discipline committee sits on 10.08.2015 under the chairmanship of Prof. Dr. N.P. Bugudei. The member present in the meeting to take part in the discussion and solve the matter that a student namely Lambodhara Jena +3 3<sup>rd</sup> Yr. Commerce student caught by some teaching staff moving discipline inside of the college campus on 09.08.2015. That Lambodhara Jena indulged himself in gasping with girls students and break the normal running of the class. The Chair men informed the father Ramakanta Jena to meet the committee on 10.07.2015. The committee discuss about the matter along with Ramakanta Jena Father of Lambodhara Jena. At last it was felt that Lambodhara Jena was guilty. Lambodhara Jena gave a undertaking and his

father Ramakanta Jena also admit the undertaking. The meeting was over with the thanks of the chair.

**GRIVANCE NO. -4**

**Date: 10.08.2015**

The case of Prasanta Kumar Biswal on 08.08.2015 was also solved in this meeting and he gave an undertaking for not to misbehave the teachers in future.

**GRIVANCE NO. -5**

**Date: 15.08.2015**

The discipline committee sits on 15.08.2015. due to the member of a Ex-student Namely Mr. Ommprakash Jena, At/PO- Sathi, Via- Bahanaga, to Namita Malik a girl student on the Independence Day. Under the chairmanship of the principal Dr. N.P.Bugudei, members take part on the discussions. After through investigations it was realized that Mr. Ommprakash Jena mis-behaves Namita Malik. Ommprakash Jena also realized his fault and gave undertaking that in future he will not entered in to the college campus nor will he misbehave any girls students. Otherwise Disciplinary action can take against him.

**GRIVANCE NO. -6**

**Date: 03.10.2015**

The discipline committee sits on 02.11.2015 under the chairmanship of Dr. Jadunatha Mishra, Reader in Sanskrit with following signatory member present and took part of the discussions.

**Member present:-**

1. Dr. Jadunath Mishra, Reader in Sanskrit
2. Prafulla Kumar Behera, Lect. in History
3. Dr. Pratiba Mohanty, Lect.in Odia
4. Anil Kumar Mohapatra, Lect. in Commerce
5. Ajay Kumar Parhi, Lect. in Logic & Philosophy
6. Umesh Chandra Panigrahi, Lect. in Botany
7. Blswanath Sahoo, Lect. in Pol. Sc.
8. Nihar Ranjan Kar, Lect. in Mathematics

After receiving a written application from Umesh Ch. Barik, a junior student against Pradip kumar Sethi, + 3 2<sup>nd</sup> Yr. Student regarding misbehaved as on 31.10.2015. the committee inform to both Umesh Ch. and Barik Pradip kumar Sethi present before the discipline committee on 02.11.2015. after through discussions it was unanimously decided that Pradip Sethi misbehave Umesh Barik. Pradip Sethi was directed to produce a Witten undertaking for this purpose. After the undertaking submitted the meeting was ended with the thanks of the chair.

**GRIVANCE NO. -7**

**Date: 06.10.2015**

Taking the case of Prasanjit Biswal, +3 3<sup>RD</sup> Yr. Science student for misbehaving and physically asultting Harihar Behera, (Peon) inside office room. Discipline committee found the student guilty. He also admitted his fault and gave an undertaking that he won't behave so further.

**GRIVANCE NO. -8**

**Date: 06.10.2015**

The committee received the grievance of pradeep Kumar Ghadei, +3 3<sup>rd</sup> Year Arts, Shashikanta Rout, +3 3<sup>rd</sup> Year Commerce, Dinesh Dash, +3 1<sup>st</sup> Yr. Arts, Bidyadhar Behera, +3 2<sup>nd</sup> Yr. Arts against the election committee of the college about cancellation of their nomination due to less attendance. In the presence of IIC, Khantapada after through verification of the attendance register decided to allow all the nominations valid for election.

**GRIVANCE NO. -9**

**Date: 06.02.2016**

The committee instructed Saroj Kumar Mishra, a student of +3 3<sup>rd</sup> Yr. Commerce to remain present before the committee on 18.02.2016 as he misbehaved the staff and created the disturbances at Annual Function and Annual Drama. On 18.02.2016 the matter was solved in the present of Saroj Kumar Mishra and his father after he wrote an undertaking and begged apology.

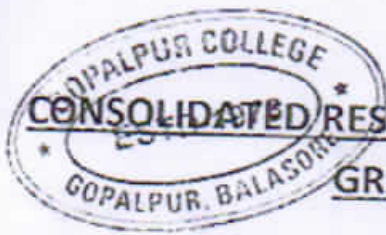
**GRIVANCE NO. -10**

**Date: 06.02.2016**

The committee sat on 06.02.2016 again due to misbehave of Deepak Kumar Das, +3 1<sup>st</sup> Yr. Commerce to his departmental lecturer Anil Kumar Mohapatra. Finally the convict submitted an undertaking not to use any filthy language and begged apology to the teacher. Thus the complain was solved.

  
Principal  
Gopalpur College  
Gopalpur, Balasore





**CONSOLIDATED RESOLUTIONS OF DISCIPLINARY COMMITTEE &  
GRIEVANCE REDRESSAL CELL**

**2016-17**

**GRIVANCE NO. -1**

**Date: 23.07.2016**

An emergency meeting of Disciplinary committee was held under the chairmanship of Prof. Narendra Prasad Bugudei the principal on 23.07.2016 to discuss regarding the in-disciplinary of Mr. Kausar Khan a student of +3 1<sup>st</sup> yr. Commerce who created disturbance outside class room detected by Mr. Maheswar Mishra Lect. in Political Sc. on 22.07.2016. Mr. Kausar Khan was informed to attend before the disciplinary committee on 23.07.2016. Mr. Kausar Khan +3 1<sup>st</sup> yr. Commerce remain present before the committee. After discussion he realized his fault of admit that he created disturbance. He given an under taking that he should not create any disturbances in future. So the meeting was over with thanks to the principal.

**GRIVANCE NO. -2**

**Date: 21.09.2016**

The committee immediately sat due to some students entering into the college without dress code and created disturbances in front of the college gate. A meeting of the anti ragging cell on discipline committee was held on dt. 21.09.2016 at 2 p.m. in the principal chamber under the chairmanship of Dr. Narendra Prasad Bugudei Principal. The following signatory members were present in the meeting and took part in the discussion.

1. Dr. Jadunath Mishra, Reader in Sanskrit
2. Mr. Umesh Chandra Panigrahi, Lect. in Botany
3. Dr. Prativa Mohanty, Lect. in Odia
4. Ajay Kumar Parhi, Lect. in Logic & Philosophy
5. Biswanath Sahoo, Lect. in Pol. Sc.
6. Prafulla Kumar Behera, Lect. in History
7. Nihar Ranjan Kar, Lect. in Mathematics
8. Ramesh Chandra Agasti, Lect. in Commerce
9. Purna Chandra Nayak, Head Clerk
10. Bhagirathi Biswal, Senior clerk

It was unanimously decided that the student should not come to the college before the class and all should come with college dress code. The Student should aware about ragging rules and regulation of women harassment rules and regulation. The meeting was over with thanks to the principal.

An emergency meeting of anti ragging cell and disciplinary committee was held under the Chairmanship of Dr. Narendra Prasad Bugudei the principal in the principal chamber to discuss regarding the disturbance created by Saroj Mishra +3, 3<sup>rd</sup> Yr. Commerce, Kausar Khan +3 1<sup>st</sup> Yr. commerce, Laxmidhar Nayak +3 2<sup>nd</sup> Yr. Arts, Himanshu Sekhar Das +3 3<sup>rd</sup> Yr. Commerce and Niranjana Sahoo +3 1<sup>st</sup> Yr. Arts inside the college campus on dt. 20.09.2016. All the above students were informed to attend before

the discipline committee and anti ragging cell. The following members were present as took part in the discussion.

1. Dr. Jadunath Mishra, Reader in Sanskrit
2. Prafulla Kumar Behera, Lect. in History
3. Dr. Prativa Mohanty, Lect.in Odia
4. Ramesh Chandra Agasti, Lect. in Commerce
5. Ajay Kumar Parhi, Lect. in Logic & Philosophy
6. Umesh Chandra Panigrahi, Lect. in Botany
7. Biswanath Sahoo, Lect. in Pol. Sc.
8. Nihar Ranjan Kar, Lect. in Mathematics
9. Purna Chandra Nayak, Head Clerk
10. Bhagirathi Biswal, Senior clerk

After discussion the committee realized that the above students created disturbance. The students gave under taking note to create such disturbance in future. The meeting was over.

**GRIVANCE NO. -3**

**Date: 22.09.2016**

A meeting of the discipline committee was held on dt. 22.09.2016 at 1.p.m. in the office chamber of the principal under the chairmanship of dr. J.N. Mishra Reader in Sanskrit. The following signatory members were remain present in the meeting as took part in the discussion.

1. Purnachandra Dutta, Reader in English
2. Naresh Kumar Parhi, Reader in Economics
3. Dr. Prativa Mohanty, Lect.in Odia
4. Prafulla Kumar Behera, Lect. in History
5. Purna Chandra Nayak, Head Clerk
6. Nihar Ranjan Kar, Lect. in Mathematics
7. Bhagirathi Biswal, Senior Clerk

The meeting regarding the Harassment of Mr. Prafulla Kumar Behera, Lect. in History by Kausar Khan +3 1<sup>st</sup> Yr. commerce with some other student break the smooth conduct of the class. The students like Pranabandhu Malik +3 3<sup>rd</sup> Yr. Arts, Suchismita Jena, +3 3<sup>rd</sup> Yr. Arts, Mamata Kundu +3 3<sup>rd</sup> Yr. Arts, Josada Jena +3 3<sup>rd</sup> yr. Arts, Manjushree Jena + 3<sup>rd</sup> yr. Arts , Gayatri Mohanty +3 2<sup>nd</sup> yr. Arts, Monalisha Mahalik +3 2<sup>nd</sup> yr. Arts were inform to appeared before the committee. Mr. Kausar Khan was also informed to attend the meeting. After discussion both party admitted their fault. Both group gave undertaking not to create any disturbance in future. After thus meeting was over with thanks to the chair.

**GRIVANCE NO. -4**

**Date: 20.10.2016**

A meeting of the Women harassment cell and anti ragging cell was held under the chairmanship of Principal Dr. Narendra Prasad Bugudei on 20.10.16 with following signatory members to discuss regarding the disturbance occurred inside the Girls Common room on 19.10.16.

1. Dr. Jadunath Mishra, Reader in Sanskrit
2. Nihar Ranjan Kar, Lect. in Mathematics
3. Ajay Kumar Parhi, Lect. in Logic & Philosophy
4. Dr. Pratiba Mohanty, Lect. in Odia
5. Mrs. Snehalata Tripathy, Lect. in physics
6. Mrs. Pankajini Jena, lect. in Hindi
7. Prafulla Kumar Behera, Lect. in History
8. Umesh Chandra Panigrahi, Lect. in Botany

The written application of Miss Rashmita Das Roll No. 249 against Rashmita Barik +3 3<sup>rd</sup> yr. Commerce, Rubina Jena +3 3<sup>rd</sup> Yr. Commerce, Priyanka Jena +3 3<sup>rd</sup> yr. Commerce, Suchismita Behera +3 1<sup>st</sup> yr. Arts on 19.10.16 was discussed in the meeting. Both group attend thr meeting. It was unanimously decided that both of the group indulged themselves in misbehavior to each other. Both Rasmita Das and other group give undertaking not to create any disturbance inside the Girls Common Room. The meeting was over with thanks to the chair.

**GRIVANCE NO. -5**

**Date: 20.10.2016**

After receiving complain from Priyanka Jena +3 2<sup>nd</sup> Yr. Commerce student about slang language used by Rasmita Dash +2 2<sup>nd</sup> Yr. Arts in GCR. Discipline committee immediately sat on 20.10.2016 and solved the cash in the presence of some girl students. The matter was solved with instruction to the girls not to use filthy language in GCR.

**GRIVANCE NO. -6**

**Date: 23.10.2016**

After receiving a written application from Mr. Saroj Mishra, +3 3<sup>rd</sup> yr. Commerce, Kausar khan +3 1<sup>st</sup> yr. Commerce, Suchismita Das +3 2<sup>nd</sup> year Commerce, Mamata Rani Sahu +3 1<sup>st</sup> yr. Arts, Mausumi Panda and Sabita Sahu on 23.10.16 a meeting of the discipline committee was held under the chairmanship of Principal Dr. N.P. Bugudei regarding the issue of i-card and gate checking regularly with the following signatory members were present in the meeting and took part in discussion.

It was unanimously decided that Principal should direct the admission section to issue i-cards to the students and 2ndly principal should depute a 4<sup>th</sup> class employee to check the outsider at the college gate. The meeting was over with thanks to the chair.

**GRIVANCE NO. -7**

**Date: 15.12.2016**

The committee sat immediately on 15.12.2016 after disturbance created by Dinesh Dash, +3 2<sup>nd</sup> Yr. Arts, Nawab Khan, +3 1<sup>st</sup> Yr. Commerce and Saroj Mishra, +3 3<sup>rd</sup> Yr. Commerce inside the Commerce for insulting Dr. Jadunath Mishra, Reader in Sanskrit. The committee noticed them to be present immediately before the committee. As they refused to come, Principal issued show cause notice to their parents.

  
 Principal  
 Gopalpur College  
 Gopalpur, Balasore



CONSOLIDATED RESOLUTIONS OF DISCIPLINARY COMMITTEE &  
GRIEVANCE REDRESSAL CELL

2017-18


GRIVANCE NO. -1

Date: 28.06.2017

A meeting of Disciplinary Committee was held on 28.06.17 under the Chairmanship of Prof. N.K. Parhi Principal in his chamber with the following signatory member present at took part in discussion.

Member Present : Dipika Kar, Prativa Mohanty

That a junior student namely Sumanta Nayak gives a written application against Nabab Khan +3 2<sup>nd</sup> yr. commerce regarding disturbance inside the college campus Hall No. 17. That while Sumanta Nayak was sitting in that Nabab Khan harassed him. The committee called both Sumanta Nayak and Nabab Khan to appear before the meeting. Both the student told about the disturbing situation of 23.06.2017. Both also gave written application for mutual understanding on 28.06.2017. The committee heard the version of Sumanta Nayak and Nabab Khan. After discussion the committee received undertaking from both the students and the meeting was over with thanks to the chair.

  
Principal  
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Gopalpur, Balasore



**CONSOLIDATED RESOLUTIONS OF DISCIPLINARY COMMITTEE &  
GRIEVANCE REDRESSAL CELL**

**2018-19**

**GRIVANCE NO. -1**

**Dt:-28.08.2018**

The committee examined the complain of Jatin Rout , +3 2<sup>nd</sup> Yr Com. Against Rasananda Mallik ,+3 3<sup>rd</sup> Yr Arts for using filthy language and physically assaulting . The committee found that Rasananda Mallik was really guilty and instructed him not to repeat such behavior after receiving an undertaking from him.

**GRIVANCE NO. -2**

**Dt:-28.08.2018**

The Committee immediately sat under the chairmanship of the Principal Prof. N.K.Parhi and examined the complain lodged by Rajesh Kumar das and Akshay Ku. Dey against Nawab Khan and Kausar Khan and found that they used filthy language and physically assaulted the complainer . The committee forced the guilty to give an undertaking and instructed them not repeat same mistake.

**GRIVANCE NO. -3**

**Dt:-18..09.2018**

1. An emergency meeting of women harassment cell and Discipline Committee was held on 18.09.2018 under the chairmanship of Prof. Purnachandra Datta, Reader in English in staff common room regarding the harassment of Itishree Tripathy +3 2<sup>nd</sup> yr. Arts Roll No-BA17-054 by Parshuram Sahu +3 3<sup>rd</sup> yr. Arts Roll No. 133 with the following signatory member present and took part in discussion.

  
Principal  
Gopalpur College  
Gopalpur, Balasore