

CIRLULAR

Committee to check & eradicate menace of discrimination of LMCP campus

Lucknow Model College of Pharmacy is a place where learning is celebrated every day. The college provides everybody with equal opportunity into its fold irrespective of caste, religion ,language or based on gender. The college ensures that every individual inside the campus exercise equal rights and acquire in the process of offering or receiving education. Justice, peace and revolution are the roots based on which the living system exists in the campus. Any act, speech or intention that perturbs the harmony among the people is seriously regarded and dealt on immediate basis to restore the peace.

COMPOSITION OF COMMITTEE

S. NO.	Name	Position	Helpline Number
1.	Dr. Shashank Tiwari	Chairperson	9452878456
2.	Mr. Prashant Shekhar	Member	7499519966
3.	Ms. Nikita Devi	Member	8957728594
4.	Mr. Nitin Rajan	Member	7860017147
5.	Mr. Salman Shafique	Member	9792017786

Note: External Member may invited, if so desired

QUORUM

At least half of the committee members on the committee shall constitute the Quorum for holiday a meeting of the committee and conduct its proceeding.

The Role of Committee

- The act as inquires on a complaint of discrimination.
- To ensure that victims and witness are not victimized or discriminated because of their complaint.
- To take proactive measure towards sensitization of the students/faculty/staff of Lucknow model college of pharmacy on discrimination.

AS

TERM OF THE COMMITTEE

The terms of the committee will be three years. Thereafter, new committee may be constituted or the same will continue as per order to be issued in due course of time.

OBJECTIVE OF THE COMMITTEE

- This cell will look after the related matters (if any) of depriving a students/staff or group of students on the basis of caste, creed, language, ethnicity, gender, different ability
- This cell always try to uphold the dignity of the institution by addressing the concerns (if any) brought into the notice related to equality in offering or receiving education inside the campus.
- This cell ensure conducive environment foe academic growth of the people belonging to the university.
- The cell protects the rights of individuals without any prejudice to therer appearance or lifestyle in the process of learning inside the campus.
- The cell shall eliminate discrimination against or harassment of any individual in all forms by prohibiting it any by providing preventive and protective measure to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.

COMPLAINTS

The complaints can be made by faculty/staff/ students against any other member in writing to the committee. The complaint shall contain the facts and specific allegations supported by evidence. The complaint has to be written/addressed to the member/chairperson of the committee.

The report of the committee necessarily needs to be completed within periods of 20 days from the date of lodging the complaint.

JURISDICTION

The committee at college shall have the jurisdiction to entertain the complaints of discrimination on the campus.

LIMITATION

The complaint may be entertained by the committee within the period of the ten days from the alleged event of discrimination.



PROCEDURE

The chairperson shall convene a meeting of the committee on the receiving of the complaint. The complaint shall be placed before the committee. No biased decision shall be taken by the committee the decision will be fair and strictly unbiased.

FINDINGS

The committee shall finalize its finding with consensus opinion and recommend the punishment/action to the chairman for approval and then implementation. The punishment/action shall be commensurate with the nature or gravity of the offence committed

The employees of the college and students are advised to maintain and create the academic and work environment free of discrimination of the faculty/staff/students staff of the college.

PUNISHMENT

The punishment shall commensurate with nature or gravity of incidents.

In case of college employee, disciplinary action may be in the form of:

- a) Written warning
- b) Written apology
- c) Bond of good behavior
- d) Adverse remarks in the confidential report
- e) Debarring from supervisory bodies
- f) Denial of membership of statutory bodies
- g) Denial for re-employment
- h) Stopping of increments/promotion
- i) Reversing, demotion
- j) Suspension
- k) Dismissal
- l) Declaring the harasser as "persona non grata" for a stipulated period of time
- m) Any other punishment as may be warranted by the case



In case of students, disciplinary action may be in the form of:

- a) Written warning
- b) Written apology
- c) Public apology
- d) Bond of good behavior
- e) Debarring entry into a hostel/campus
- f) Suspension for a specific period of time
- g) Withholding result
- h) Debarring from exams
- i) Debarring from holding post
- j) Expulsion from hostel or college
- k) Denial of admission
- l) Declaring the harasser as "persona non grata" for a stipulated period of time
- m) Any other punishment as may be warranted by the case

Appeal

Any person/ matter , dissatisfied aggrieved by the decision of the committee, may make an appeal to chairman within 15 days from the date of notification or communication of decision to him. The chairman may give opportunity to the concerned person/members and decide the matter accordingly. The decision of chairman shall be final.

Non compliance by the individual will face severe punishment as per decision of committee. The issue with the approval of complete authority.



(Anurag Pandey)
Registrar

Copy to:

- 1. Chairman (for kind information)
- 2. Vice-Chairman (for kind information)
- 3. Dr. Shashank Tiwari, Chairperson
- 4. Head of Department to brief the students/faculty/staff suitably
- 5. All committee members
- 6. Concerned files
- 7. IT Cell
- 8. Concerned Members
- 9. IT Cell

