



Islamiah Women's Arts and Science College, Vaniyambadi.

Recognised by the UGC under Section 2(f) and 12(B) of UGC Act 1956
Permanently Affiliated with Thiruvalluvar University and Approved by the Government of Tamil Nadu
Accredited by NAAC with "B" Grade
#10, BYPASS ROAD, NEWTOWN, VANIAMBADI – 635 752
Email ID : principaliwc@gmail.com

ZERO TOLERANCE POLICY

OBJECTIVE

Islamiah Women's Arts and Science College is dedicated to maintaining a respectful and secure environment.

This policy outlines the commitment of Islamiah Women's Arts and Science College to create a safe and inclusive environment by adopting a zero tolerance approach towards any form of misconduct, discrimination, harassment, bullying, violence, possession of narcotic drugs, or any other inappropriate behaviour.

In this regard our college has constituted Anti-Ragging Committee, Discipline & vigilance committee, Student Grievance's Redressal Cell and Community Service Cell, Internal Compliance Committee etc

These committees are active in our campus for maintaining Zero tolerance and each committee have their own convener's as well as the members. Details are given in the college calendar and students hand book and also in the website.

SCOPE

This policy applies to all members, including employees, students (UG, PG, Research scholars), visitors, and any other individuals associated with Islamiah Women's Arts and Science College.

IMPLEMENTATION:

1. Awareness Campaign :

- Regular Awareness programmes drug-deaddiction, Anti-ragging are regularly conducted to educate to the community about the zero tolerance policy.
- Address of the Principal to the freshers during their induction to sensitize the students.
- Distributing information materials and organizing workshops to ensure understanding.

2. Reporting Mechanism: (Both offline and online)

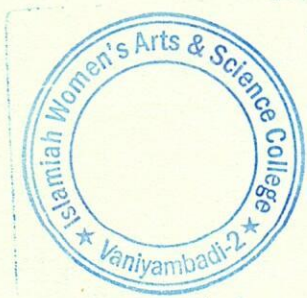
- Complaint box / suggestion box are kept at vantage points and office and confidentiality is ensured in all the complaints.
- In person through a signed letter to the Principal /Grievance cell/ mentor.
- Postal / courier addressed to the Principal.
- Online to Principal mail id

3. Investigation and Resolution :

- Grievance Redressal committee conduct prompt and unbiased investigation and appropriate action is taken.
- Range of disciplinary actions for different violation are clearly mentioned in students hand book and also uploaded in college website.

4. False and Frivolous Complaints:

- Any false and frivolous complaints and anonymous complaints not bearing the name of the student or her signature shall be summarily rejected. If it is established that they have been made with a malicious intent, then severe action shall be taken against the complainant as is permitted under college rules.



A handwritten signature in green ink, appearing to be "A. M. S.", written over the printed name of the Principal.

Principal

**Islamiyah Women's Arts and Science College
Vaniyambadi - 635 752.**