

**REGIONAL**



**COLLEGE**

**LILONG CHAJING (IMPHAL-WEST), MANIPUR**  
(Permanently affiliated to M.U. Included in 2(f) &12(b) of U.G.C.Act.)

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## **Grievance and Redressal Cell, Regional college**

### **Introduction:**

The college Prioritizes creating a safe, inclusive and respectful atmosphere for everyone in its community. To better support, engage and resolve issues for students and staff, the grievance and redressal cell was established on 1<sup>st</sup> October 2022 to provide effective assistance and address any concerns.

### **Objectives:**

1. To conduct thorough, fair, and unbiased investigations into all grievances or issues brought forward.
2. To implement efficient and prompt resolutions that aim to restore harmonious relationships within the college community.
3. To promote open communication and mutual understanding between the college community and administration.

### **Functions:**

1. As a crucial authority, the cell facilitates the resolution of problems and issues within the college community.
2. The cell provides convenient online and offline channels for submitting grievances, accessible to all college community members, including students, faculty, and staff.
3. The cell conducts analysis and assessment of grievances and issues in a timely manner, ensuring each complaint or issue is fairly considered and understood.
4. The cell takes proactive steps to intervene, coordinate, and resolve grievances. It promotes open communication and dialogues among concerned parties to achieve mutually acceptable resolutions. The cell also prioritises coordinating with the college community to address grievances and issues.

### **Reporting Grievances/ Issues:**

1. To initiate a review and commence proceedings, aggrieved individuals/groups must submit a complaint to the Grievance and Redressal Cell.

*Dr. N. Meentombi*  
Principal  
Regional College  
Lilong (W) Manipur

2. Students and staff members can also approach designated officials within the cell to address their grievances and issues.
3. Students and staff have the option to submit their grievances through their departmental teachers or directly to the Principal.
4. Individuals who are unable to file a complaint themselves due to mental or physical limitations may seek assistance from friends, family members, co-workers, or fellow students.
5. Complaints should be formally submitted in writing or via the Online Grievance/Complaint Form.
6. Grievances can also be submitted via email to the cell at <https://regionalcollege.ac.in/grivance-redressal-cell/>
7. Filed complaints must be clear, providing details of the incident(s), supporting facts, relevant documents, names of involved parties, and contact information of any witnesses.
8. Throughout the process, aggrieved students and staff members are kept informed about the progress and outcome of their grievances.

**Remember:**

The Grievance and Redressal Cell is here to provide support. If you need assistance, do not hesitate to reach out. Our goal is to create a welcoming environment where everyone feels safe, respected, and empowered to voice their concerns.

The Grievance and Redressal Cell at Regional College does not consider:

1. Decisions made by the college's governing body and administrative authority regarding service and misconduct issues.
2. Issues requiring legal action or involving ongoing criminal or civil proceedings, which should be addressed by external legal authorities.
3. Complaints that are factually incorrect, unsupported by evidence, or appear to be driven by personal grievances or bias.
4. Multiple complaints on the same issue unless new, pertinent evidence or justification is provided.

**Roles and responsibilities:**

- As per the UGC guidelines (Redressal of Grievance of Students Regulation, 2023, Gazette of India notification dated April 2023), every institution shall constitute a student in the Grievance and Redressal Committee.
- Students' complaints regarding the institution should be directed to the chairperson of the Student Grievance Redressal Committee, which will operate in accordance with the regulations.
- The Student Grievance Redressal Committee will submit its report and recommendations to the Vice-Chancellor of the affiliating University within 15 days of receiving the complaint.

Dr. K. Manojkumar  
Principal  
Regional College  
Lilong (W) Manipur



### Members and Designations of Grievances and Redressal Cell:

SL.N O.	COMMITTEE MEMBERS	DESIGNATIONS
1	Dr. M. Memtombi Devi	Chairperson
2	Dr. S. Dhanapati Devi	Co-ordinator
3	Dr. Ch.Santiradha Devi	Member
4	Dr. N. Sanahanbi Devi	Member
5	Dr. Y. Ibetombi Devi	Member
6	Dr. Ph. Apsara Devi	Member
7	O. Sanathoi	Student Representative

### Activities of the Cell:

1. Manages the needs and concerns of college staff and students.
1. Conducted an awareness program for students and staff.
2. Notices were posted to inform students about the cell and how to report grievances. Both offline and online channels for reporting grievances were explained to students.
3. Installed a Complaint/Grievance Box at the Principal's Office.
4. Educated teaching and non-teaching staff about the cell and how to report grievances during staff meetings.

### Meetings of the Cell:

Date of Meeting	Agenda	Resolution	Action Taken Report
1/10/2022	Appointment of Cell in charge of different issues and grievances.	Resolved that a. Dr. M.Memtombi Devi, Principal of the college, will be in – charge of Student Grievances and issues b. Dhanapati Devi, Asst Prof. Economic Deptt, will be in charge of Staff's Grievance and issues.	To ensure effective communication and prompt decision-making, various individuals are designated to handle specific matters within the college.
21/11/2022	Mode of Grievance Reporting	a. Members recommended establishing both digital and traditional channels for staff and students to report grievances and issues.	The college has established an online platform for staff and students to report grievances, with designated cell members responsible for managing and analysing the issues reported online.

*Dr. M. Memtombi Devi*  
Principal  
Regional College 3  
Lilong (I/W) Manipur

		<p>b. Members proposed implementing both online and offline channels for staff and students to report grievances and issues.</p> <p>c. It was decided that any college employee or student who feels aggrieved may submit a formal report of grievances and issues to the cell, the Principal, or the Head of their respective departments.</p>	<p>Additionally, all staff members and students are encouraged to submit written complaints and issues to their department heads, the Principal, and the designated cell.</p>
30/01/2023	Awareness Program	<p>It was decided that both the Cell Coordinator and all members of the cell would engage directly with the students.</p>	<p>Students and Staff were made aware of the Cells, its members and different in-charges of the Cell. Students were also urged to report any concerns or issues that they faced inside the campus.</p>
30/01/2023	Reported Grievances of the Students	<p>The cell reviewed the complaints submitted by various students concerning the availability of clean and healthy drinking water (reported on 28/01/2023). As a result, the cell recommended installing RO water purifiers on the college campus</p>	<p>The grievances regarding clean and healthy drinking water were resolved. The college canteen now has a RO Water Purifier installed.</p>
18/04/2023	Reported grievances of the students	<p>The cell members discussed the students' request (reported on 28/01/2023) for more study rooms in the college library.</p>	<p>1. The proposal of a spacious study room, as reported at the grievance cell is being put up to the governing body for repair or renovation of the college library</p> <p>2. The cell is pleased with the decision of the governing body for the construction of new library facilities for the college in the coming session.</p>
29/06/2024	E-mail for the Cell	<p>It was resolved that the Cell should establish its own email address to effectively handle the reporting of grievances and issues</p>	<p>The Cell has its own e-mail address for complaints and difficulties from Staff members and students-  <a href="https://regionalcollege.ac.in/grivance-e-redressal-cell/">https://regionalcollege.ac.in/grivance-e-redressal-cell/</a>  The e-mail address is displaced to all the notice</p>

Dr. K. Kemboje  
Principal  
Regional College  
Lilong (NW) Mampur



**Ref. No. : RC/GRC/01**

**Date: 30/01/2023**

A meeting of the Grievances and Redressal Cell at Regional College was chaired by Dr. M. Memtombi Devi, Principal, on 30/01/2023 in the Seminar Room

**Agendas:**

1. Awareness Program
1. Reported Grievances of Students.

**Resolutions:**

1. Decided the Cell Co-ordinator, along with the members of the Cell, would be interacting with the students. An Awareness Programme for the students and staff was proposed to be held on 30/01/2023.
2. The Cell members discussed complaints submitted by various students (reported on 28/01/2023) regarding the availability of clean and healthy drinking water. The Cell recommended installing RO water purifiers on the college campus.

**Members Present:**

SL.N O.	COMMITTEE MEMBERS	DESIGNATIONS
1	Dr. M. Memtombi Devi	Chairperson
2	Dr. S. Dhanapati Devi	Co-ordinator
3	Dr. Ch. Santiradha Devi	Member
4	Dr. N. Sanahanbi Devi	Member
5	Dr. Y. Ibetombi Devi	Member
6	Dr. Ph. Apsara Devi	Member
7	O. Sanathoi	Student Representative

*Dr. M. Memtombi Devi*  
Principal  
Regional College  
Lijong (I/W) Manipur

A meeting was conducted by the Grievance and Redressal Cell, Regional College, chaired by Dr. M. MemtombiDevi, Principal, on 21/11/2022, in the seminar Room.

**Agendas:**

1. Mode of Grievance Reporting.

**Resolution:**

1. Members suggested creating offline channels for reporting grievances and issues from staff and students. It was decided that any aggrieved college employee or student may also file a formal grievance report with the Cell, the Principal, or the HOD of their respective department.

**Members Present:**

SL.N O.	COMMITTEE MEMBERS	DESIGNATIONS
1	Dr. M. Memtombi Devi	Chairperson
2	Dr. S. Dhanapati Devi	Co-ordinator
3	Dr. Ch. Santiradha Devi	Member
4	Dr. N. Sanahanbi Devi	Member
5	Dr. Y. Ibetombi Devi	Member
6	Dr. Ph. Apsara Devi	Member
7	O. Sanathoi	Student Representative

*Dr. M. Memtombi Devi*  
Principal  
Regional College  
Liong (I/W) Manipur

**Agendas:**

1. Reported Grievances of Students

**Resolutions:**

1. Members of the cell discussed the request of students (reported on 17/04/2023) for providing sufficient study room for the students in the college Library. Members resolved to request the Governing Body to take necessary steps regarding the renovations in the college Library.
1. Resolved the Cell should develop its own e-mail for more efficient reporting of grievances and issues.

**Members Present:**

SL.N O.	COMMITTEE MEMBERS	DESIGNATIONS
1	Dr. M. Memtombi Devi	Chairperson
2	Dr. S. Dhanapati Devi	Co-ordinator
3	Dr. Ch. Santiradha Devi	Member
4	Dr. N. Sanahanbi Devi	Member
5	Dr. Y. Ibetombi Devi	Member
6	Dr. Ph. Apsara Devi	Member
7	O. Sanathoi	Student Representative

*Dr. M. Memtombi Devi*  
Principal  
Regional College  
Litlong (NW) Manipur

Date: 28/01/2023

To,  
The Principal,  
Regional College  
Lilong Chajing, Imphal-west.

Subject: Request for installation of water Purifier in the College

Madam,

We, the students of, Regional College, submit this application to bring to your attention the urgent need for safe and healthy drinking water facilities on campus. Access to clean drinking water is essential for our health and well-being.

Therefore, we request the installation of a water purifier on the college campus. We sincerely hope you will consider our request and take the necessary steps to address this vital concern.

Thanking for your time and consideration.

Yours faithfully,

1. S. Devika (Geography)
2. Priyanka Keisham (Manipuri)
3. Konjengbam Jelush (Geo.)
4. Thangam Braverson (Pol. Sc.)
5. Sarungbam Alex Singh (Physical Edu)
6. V. Welton (Philosophy)
7. M. Nganthoi (Manipuri)
8. S. Rahul (Geo)

Dr. M. Nambombi  
Principal  
Regional College  
Lilong (IW) Manipur



Date: 17/04/2023

To,  
The Principal,  
Regional College  
Lilong Chajing, Imphal-west.

Subject: Request for additional study room in the College Library.

Madam,

We, the students of Regional College, hereby submit this application to draw your attention to the urgent need for additional study rooms in the college library. The current library lacks adequate space for study areas, which poses various challenges for students. Therefore, we request the allocation of additional space within the library.

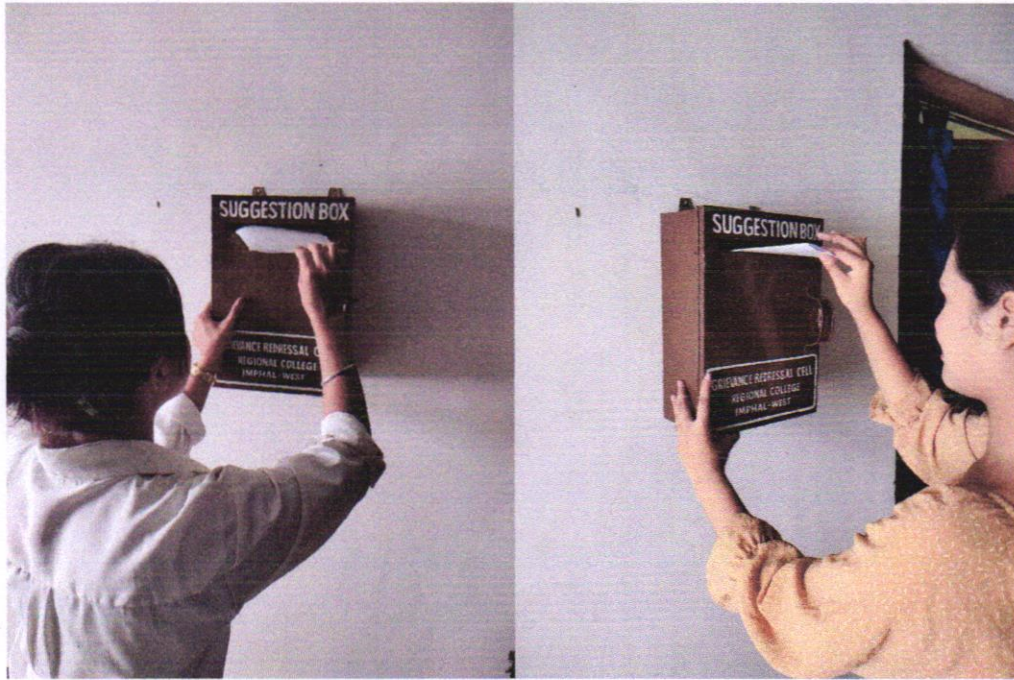
We sincerely hope that you will give due consideration to our request and take the necessary steps to address this matter promptly.

Thanking you for your time and consideration.

Yours faithfully,

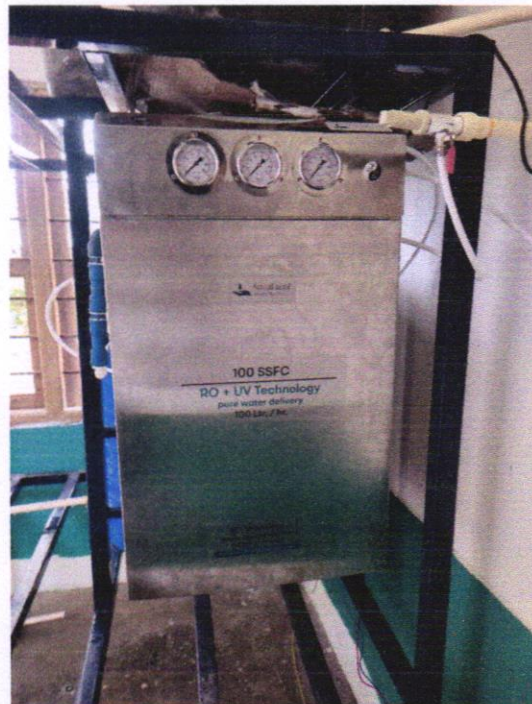
1. Paonam Dhamendra
2. Asbin Usikhinbam
3. Tengphom Soniya Devi
4. Anupama Oinam
5. P. Silky
6. Sagobom Jerina
7. Yumnam Kevin
8. L. Thoi

Dr. M. Mambombi Devi  
Principal  
Regional College  
Lilong (NW) Manipur



SUBMITTING FEEDBACK

BY VARIOUS STUDENTS OF REGIONAL COLLEGE LILONG CHAJING



R.O WATER PURIFIER

*Dr. N. Memtoambi*  
**Principal**  
**Regional College**  
**Lilong (I/W) Manipur**



**REGIONAL**



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**LILONG CHAJING (IMPHAL-WEST), MANIPUR**  
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## **Policy for Anti-Ragging**

### **Regional College, Lilong**

#### **Introduction**

The primary aim of the Regional College Anti-Ragging Policy is to create a safe and healthy environment for all students by prohibiting, preventing, and eradicating any student behaviour that constitutes ragging.

This policy has been developed in line with the "**UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.**"

The Anti-Ragging Cell of Regional College, in collaboration with IQAC, framed the policy on February 15, 2023.

The Anti-Ragging Cell and the Principal of the college are designated as the appellate authority for all inquiries, reports, and actions concerning cases of Anti-Ragging at Regional College.

In Regional College, there is a strict prohibition against any form of ragging. The college operates on a coeducational basis, with students from various communities enrolled in different degree programs. The Principal bears significant responsibility for ensuring there are no incidents of ragging or inter-community crises among the students.

#### **A. Objective of the Policy**

Regional College aims to foster the physical and psychological well-being of all students by prohibiting and eradicating any behaviour by students that constitutes ragging.

*Dre. M. Mamtombé D.A.*  
**Principal**  
**Regional College**  
**Lilong (I/W) Manipur**

## **B. Definition of Ragging**

- i) Any behaviour by any student, whether through spoken words, written communication, or actions, that involves teasing, treating, or rudely handling a fresher or any other student.
- ii) Engaging in rowdy or undisciplined activities by any student or students that cause, or are likely to cause, annoyance, hardship, physical or psychological harm, or create fear or apprehension among any fresher or other student.
- iii) Requesting any student to perform an act they would not normally do, resulting in feelings of shame, torment, or embarrassment that adversely affect the physical or psychological well-being of the fresher or any other student.
- iv) Any action by a senior student that hinders, disrupts, or disturbs the regular academic activities of any other student or a fresher.
- v) Utilizing the assistance of a fresher or any other student to complete academic tasks assigned to an individual or group of students.
- vi) Any act of extorting money or imposing financial burdens on a fresher or any other student by fellow students.
- vii) Any form of physical abuse, including sexual abuse, assaults, stripping, coercing obscene acts or gestures, causing bodily harm, or posing any other health or personal danger.

## **C. Measures of Prohibition**

- i) The college may establish dedicated cells to actively oversee, encourage, and regulate positive interaction between fresher (junior) students and senior students.
- ii) Following the initial weeks, the college will conduct orientation programs focused on sensitisation and counseling for both fresher and senior students. These programs may include joint sessions aimed at fostering understanding and support between them.
- iii) Fresher or any other student(s), whether they are victims or witnesses of any ragging incident, will be encouraged to report such occurrences. The identity of these informants will be protected, and they will not face any negative consequences solely for reporting such incidents.
- iv) It is also the duty of the parents/guardians of fresher students to promptly inform the Principal of any instance of ragging.

*Dr. M. Meentzambi*  
Principal  
Regional College  
Lilong (NW) Manipur



#### **D. Preventive Authority**

Regional College has set up an Anti-Ragging Cell tasked with addressing ragging incidents within the institution. This cell, along with the Principal, plays a crucial role in preventing ragging at the college.

#### **E. Reporting Ragging**

Students who have been affected must lodge a complaint with the Anti-Ragging Cell for it to be reviewed and initiate any necessary actions. Complaints must be submitted in writing within three months from the date of the alleged incident. This can be done by contacting the Principal's Office directly, or by using the Online Complaint Form available on the college website. Faculty members of the college can also be approached for assistance. In cases where the affected student is unable to file a complaint personally due to physical or mental reasons, they may seek help from friends, family, or fellow students. The complaints submitted must be clear and include details of the incident(s), supporting facts, relevant documents, names of those involved, and contact information of witnesses if available.

#### **F. Confidentiality**

All reported cases of ragging will be handled seriously, with sensitivity, and utmost confidentiality to the extent feasible. The contents of the complaint, the identities and addresses of the complainant and witnesses, any details regarding conciliation and inquiry processes, recommendations made by the Anti-Ragging Cell, and actions taken by the college must be kept confidential by all parties involved.

#### **G. Penalties**

The Anti-Ragging Cell of the college will make a suitable decision regarding disciplinary actions or other measures based on the specifics of each ragging incident and the severity of the findings outlined in the recommendations provided by the Anti-Ragging in-charge.

Depending on the nature and severity of the offense, the Anti-Ragging Cell may enforce one or multiple penalties on individuals found responsible.

- i) Suspension from attending classes and academic privileges.
- ii) Withholding or withdrawing scholarships, fellowships, and other benefits.
- iii) Prohibition from participating in any tests, examinations, or evaluation processes.
- iv) Withholding of results.

*Dr. N. Muntombi Devi*  
Principal  
Regional College  
Liong (I/W) Manipur

- v) Ineligibility to represent the institution in regional, national, or international events such as meets, tournaments, or youth festivals.
- vi) Revocation of admission.
- vii) Temporary expulsion from the institution for a duration ranging from one to four semesters.
- viii) Permanent expulsion from the institution and subsequent prohibition from admission to any other institution for a specified period.

The Principal retains the authority to appeal against the sanctions imposed by the Anti-Ragging Cell.

#### **H. Definition of terms**

1. "COLLEGE" or "INSTITUTE" refers to Regional College, located at Lilong, Imphal West, Manipur.
2. "GOVERNING BODY" refers to the body constituted to determine the overall strategic direction and educational character of the College in accordance with the rules and guidelines of the Government of Manipur.
3. "PRINCIPAL" refers to the head of the institution.
4. "STAFF" or "EMPLOYEE" refers to both teaching and non-teaching personnel employed at Regional College.
5. "STUDENTS" refers to individuals enrolled at Regional College.
6. "ASSOCIATES" refers to experts and stakeholders associated with Regional College.

*Note: The Policy is subjected to periodic review and amendments whenever necessary.*

Dr. M. Mertzombi Devi  
Principal  
Regional College  
Lilong (NW) Manipur



**Members of Anti-Ragging Cell**  
**Regional College, Lilong, Imphal-West**

Sl.No.	Faculty Name	Designation
1	Dr. M. Memtombi Devi	Chairperson
2	N. Rajen Singh	Convenor
3	K. Sushilkumar Sharma	Member
4	Th. Thoibi Devi	Member
5	Y. Ibetombi Devi	Member
6	O. Inaomacha Meitei	Member

*Dr. M. Memtombi Devi*  
**Principal**  
**Regional College**  
**Lilong (I/W) Manipur**

**REGIONAL**



**COLLEGE**

**LILONG CHAJING (IMPHAL-WEST), MANIPUR**  
**(Permanently affiliated to M.U. Included in 2(f) &12(b) of U.G.C.Act.)**

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**POLICY FOR SEXUAL HARASSMENT**  
**REGIONAL COLLEGE, LILONG CHAJING**

**Introduction:**

Regional College aims to provide a campus environment where no individual experiences sexual harassment, regardless of gender, race, caste, creed, religion, origin, sexual orientation, disability, or economic status. All members of the college community, including students, teachers, non-teaching staff, and associates, are entitled to work in a setting free from discrimination and any behaviours deemed disruptive, coercive, or harassing. This encompasses actions identified as sexual harassment under this policy.

This Policy is based on the legislation – “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”.

The Policy was framed on 01/10/2022 by the Anti-Ragging and Sexual Harassment Cell, Regional College, Lilong, in collaboration with IQAC.

The appellate authority for any inquiry, report and action regarding the case of Sexual harassment in Regional College, Lilong shall be the Anti-Ragging and Sexual Harassment Cell and the principal of the college

**A. Policy Statement**

This policy is designed to support members of the Regional College community—including students, teachers, non-teaching staff, and associates—who believe they have been victims of sexual harassment.

*Dr. M. Meantombi Das*  
**Principal**  
**Regional College**  
**Lilong (I/W) Manipur**



## **B. Definition of Sexual Harassment:**

This policy aims to support the community members of Regional College, Lilong Chajing—including students, teachers, non-teaching staff, and associates—who believe they have been subjected to sexual harassment, whether directly or indirectly.

This includes:

- a. Physical contact;
- b. Requests or demands for sexual favours;
- c. Sexually suggestive comments;
- d. Displaying pornography; or
- e. Any unwelcome sexual behaviour, whether verbal, physical, or nonverbal.

## **C. Definition of Terms**

- a. "COLLEGE" or "INSTITUTE" refers to Regional College, Lilong Chajing, Imphal West, Manipur.
- b. "GOVERNING BODY" denotes the group formed to determine the College's overall strategic direction and educational mission, following the rules and guidelines set by the Government of Manipur.
- c. "PRINCIPAL" refers to the Head of the Institution.
- d. "STAFF" or "EMPLOYEE" encompasses both Teaching and Non-Teaching Staff employed at the Regional College, who are responsible for maintaining standards and efficiency as determined by the Governing Body of the College.
- e. "STUDENTS" refers to individuals enrolled at Regional College.
- f. "ASSOCIATES" includes experts and stakeholders associated with Regional College.

## **D. Preventative Authorities:**

To proactively ensure a "sexual harassment-free" campus, the Anti-Ragging and Sexual Harassment Cell will routinely conduct awareness programs for all stakeholders. This cell acts as the primary preventive authority for sexual harassment issues within the college.

*Dr. M. Memon*  
**Principal**  
**Regional College**  
**Lilong (I/W) Manipur**

## **E. Reporting Sexual Harassment**

The aggrieved individual(s) must submit a complaint to the Anti-Ragging and Sexual Harassment Cell for it to review and initiate proceedings. Complaints must be submitted in writing or through the Online Complaint Form within three months of the alleged incident. Individuals who are physically or mentally unable to file a complaint can do so with the assistance of friends, family, co-workers, or fellow students. The complaints must be clear and include details of the incident(s), supporting facts, relevant documents, the names of the parties involved, and contact information of any witnesses, if available.

## **F. Inquiry and Resolution:**

The Anti-Ragging and Sexual Harassment Cell will promptly and thoroughly investigate all claims of sexual harassment, following the principles of natural justice and legal provisions. Neither the complainant nor the respondent is permitted to bring a legal practitioner to represent them at any stage of the proceedings before the Anti-Ragging and Sexual Harassment Cell.

## **G. Steps of Inquiry:**

The inquiry process will generally include the following steps:

- a) Within seven (7) days of receiving a valid complaint, the Anti-Ragging and Sexual Harassment Cell must send a copy of the complaint to the respondent.
- b) Within ten (10) days of receiving the complaint copy, the respondent must submit a reply that includes a list of documents, witness names, addresses, and contact information.
- c) The investigation must be completed within ninety (90) days of receiving the complaint, as required by law. The Anti-Ragging and Sexual Harassment Cell must submit the inquiry report with recommendations to the Principal within ten (10) days of completing the inquiry. Both the complainant and the respondent will receive copies of the findings and/or recommendations.
- d) Within thirty (30) days of receiving the inquiry report, the Principal will act on the recommendations of the Anti-Ragging and Sexual Harassment Cell.

*Dr. M. Meantombé*  
Principal  
Regional College  
L. Jiong (I/W) Manipur



- e) The respondent or the complainant may appeal to the Principal within thirty (30) days of the recommendations, challenging the findings and/or recommendations of the Anti-Ragging and Sexual Harassment Cell.
- f) If the Principal decides not to follow the Anti-Ragging and Sexual Harassment Cell's recommendations, the Anti-Ragging and Sexual Harassment Cell, the complainant, and the respondent must be provided with all relevant evidence and documents for clear justification.

If the Anti-Ragging and Sexual Harassment Cell determines that a complaint is malicious or false, it will recommend strict disciplinary action against the offending individual, which may include termination of employment or expulsion. It is important to note that a complaint will not be presumed malicious or false simply due to a lack of sufficient evidence.

**Confidentiality:** All reported incidents and issues will be handled with the utmost seriousness, sensitivity, and confidentiality as much as practically possible. The contents of the complaint, the identities and addresses of the complainant, respondent, and witnesses, any information related to conciliation and inquiry proceedings, recommendations of the Anti-Ragging and Sexual Harassment Cell, and the actions taken by the Institute must be kept confidential by all parties involved.

## **H. Corrective Actions**

### **I. Corrective Action for Students**

The College's Anti-Ragging and Sexual Harassment Cell possesses the authority to impose a range of disciplinary sanctions upon students determined to have engaged in acts of sexual harassment. The severity of the offence shall dictate the specific penalty levied, which may encompass:

- Issuance of a formal reprimand or censure.
- Mandatory participation in counselling sessions.
- Restriction of privileges, including the withdrawal of scholarship eligibility or access to designated college resources.
- Suspension from holding leadership positions within the College.

*Dr. M. Mombembe Devi*  
Principal  
Regional College  
Lilong (I/W) Manipur

- Imposition of a temporary suspension from college attendance.

## **II. Teaching and Non-teaching staff and other employees:**

If the respondent is an employee of the College and is found guilty of sexual harassment, the Anti-Ragging and Sexual Harassment Cell may recommend one or a combination of the following penalties for sexual harassment or unwelcome sexual conduct:

- Warning, reprimand, or censure.
- Mandatory counselling.
- Withholding of increments and promotions.
- Suspension.
- Termination of employment.

*Note: This Policy undergoes periodic review and amendments as deemed necessary.*

*Dr. M. Mombé*  
Principal  
Regional College  
Lilong (NW) Manipur