

Index

Criterion No: 5.1.5

Criterion Details: The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases.

S. No.	Particulars	Annexure No.
1.	Student Complaint Application to ICC	Annexure - I
2.	Formation of Investigating Committee	Annexure - II
3.	Letter of enquiry to the Respondent	Annexure - III
4.	Witness Testimony	Annexure - IV
5.	Reply of Complainee	Annexure - V
6.	Recommendation of Investigating Committee to ICC	Annexure – VI
7.	Letter to Concerned HOD for Implementation	Annexure - VII
8.	Warning letter to Complainee	Annexure – VIII

Re arrange as per the index

Annexure-I

Student complaint application to ICC

To

The chief proctor

Tula's Institute Dehradun

Uttarakhand

Date : 13/04/23.

Sub : Complaint against student name Sonali
BSC Agriculture 4th year. and along
with her friends.

Respected Sir, I Bhama Kollen from BSC Agriculture
4th year. ID. 2019016042 would like to state that
a student named Sonali harassed me in front of all the
students inside the school premises. I was unaware of
the situation but she and her friends surrounded me
and slapped me very hardly in front of everyone. She also scratched
me. I also pushed her for self defense.
I want an apology from those students for harassing
me publicly.

I will be grateful for your action.

Sincerely

Bhama Kollen.

2019016042)

one no. : 6909663453.

may be Forwarded to
I.C.C.

17/04/23

Director
Tula's Institute, Dehradun

From Shruya Sahi (BSC Agriculture) 4th ye Sec-A,

Bhanu Bag was lost on written practical where everyone has submitted the bag. ~~we~~ I ~~to~~ and 2 more girls were there present and few boys in class. I was there present because my practical copy has been left in class, so I was searching and asking mine classmate to check his/her bag. Afterward, I saw her pink bag where 3 madam were there in the class and I moved to an lab class where I saw Bhanu and inform her that your bag has left in class. She was present beside me in laboratory class.

Next day she came to an viva class where all girls were present (Sec-A & B) and she taunted ⁱⁿ directly to me whoever has taken bag. I will not leave her, and more do on.

I was shocked that before in evening she called and confirmed me that I know you have not taken. She was just saying to me ~~what~~ that you have seen the bag and essential items was present where she said just you 2 were present and I know ^{Director} ~~you have~~ not taken bag.

After that in viva class (where Rec A & Rec B) girls were present she lost her scarf that day.

Next day, another ~~at~~ written practical exam was conducting. She came in class and directly pointed finger to me and I felt bad, angry. I called her she was present in an lab where I met her she said donali said me but donali refused to accept. As I was in class Bhanu individually was pointing to me and saying to everyone that I and Syoti were present. They Both have taken.

In that pointing donali became angry and said you are lying, Bhanu you have come and told me. In that they went downward. Bhanu pick the collar of donali and slapped her and for protection donali nail were hurt to Bhanu.

and after that donali was crying.

HOD mam and Ruena Mam asked for matter individually we three were said to give their ~~appointment~~ views. I think Bhanu was more ~~aggressive~~ ^{aggressive} and she started accusing. and Bhanu should asked and talk to me individual and to me also

Annexure-II

Formulation of Investigating Committee



TULA'S DEHRADUN INSTITUTE

* Approved by AICTE, Ministry of HRD, Govt. of India * ISO 9001:2015

Affiliated: * Uttarakhand Technical University * Sri Dev Suman Uttarakhand University * Uttarakhand Board of Technical Education

Ref: Tula's/ICC/0423/03

Dated: 18-04-2023

Letter for Investigating Committee

To,
The Investigating Committee
Tula's Institute, Dehradun

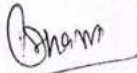
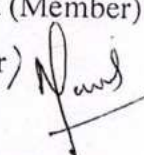
Subject- Formation of investigating committee

Dear Ma'am,

This is to bring your kind attention about a complaint received by a girl student. ICC is formulating an investigating committee for the redressal of the complaint.

Kindly go through the complaint and submit your report by the end of the day.

Members of the committee are as follows:

1. Mrs Babita Sharma (Member) 
2. Ms Nanse (Member) 


Chairperson, ICC



Director


Tula's Institute, Dehradun


Vision


- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.

 Dhoolkot, P.O. Selaqui, Chakrata Road
Dehradun - 248011 (U.K India)

 www.tulas.edu.in

 0135-2689300
0135-2689308

Annexure-III

Letter of Enquiry to the Respondent



TULA'S DEHRADUN INSTITUTE

* Approved by AICTE, Ministry of HRD, Govt. of India * ISO 9001:2015
Affiliated: * Uttarakhand Technical University * Sri Dev Suman Uttarakhand University * Uttarakhand Board of Technical Education

Ref: Tula's/ICC/0423/01

Dated: 18-04-2023

Letter of Inquiry

To,
Ms Sonali Raj
B.Sc. Agriculture, IVth Year

Subject- Complaint against physical violence

Ms Sonali Raj,

A complaint has been received against you about your misconduct (accused of being physical) with one of your classmates. A committee has been constituted to investigate the matter. You are required to appear before the committee on 18/04/2023 at 3:00 PM.

Dr. Suman Beda
Chairperson, ICC



Sonali Raj

[Signature]
Director

Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research

Mission:

- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.



Dhoolkot, P.O. Selaqui, Chakrata Road
Dehradun - 248011 (U.K India)



www.tulas.edu.in



0135-2699300
0135-2699309

Annexure-IV

Witness Testimony Annexure-III

10,

The Proctor.

Tulas Institute

Dehradun Uttarakhand.

Date :- 18th April 2023.

Sub:- witnessing the incident between Bhanu Lollen and Sonali.

Respected Sir,

I Linakali T Kibami of B.Sc Agri 4th year with ID 2019016022 is hereby to clarify that Sonali of B.Sc Agri 4th year harassed Bhanu Lollen of same class in front of everyone inside the college premises. She slapped or without even talking or initiating anything. Whatever happened before that day was an issue resolved by our HOD mam. After that mam told them to stay out of each other but Sonali Raj went against our mam's decision and attacked Bhanu Lollen. I was standing right there beside Bhanu and was trying to stop the fight but the friends of Sonali Raj puffed her and encouraged her to slap Bhanu Lollen. Sir, for me it is a mental torture to be harassed in front of hundreds of people. Therefore please give the harshest of punishment to those who involved in harassing Bhanu Lollen so that no further incidents of such take place. We will be grateful if you justify for Bhanu Lollen and give her the justice she deserves.

Thanking You,

Yours Obediently

Linakali T Kibami


Director
Tula's Institute, Dehradun

To ,

ICC Tulsi Institute

Dear mam,

on 12th of april I would like to state that there were conflicts between bhani and sonali.

me and sonali went to check practical files, then there comes bhani asking sonali that why did she scratched her hands with nails.. And then bhani threw sonali's practical after that she slap sonali.



Yours Sincerely

me : Gopi Kamran

no : 2019019078

on : 7th


 Director
 Tula's Institute, Dehradun

Annexure-V

Reply of Complainee

To

ICC

Tula's Institute Doolkot

Date - 18 Apr 2023

Respected

I am Sonali Raj from BSc Agriculture 4th year. On this letter, I would like to convey my apology for slapping my classmate Bhane Lollen due to her last incident with me.

First and foremost I would apologize for my behaviour each and every precise manner. I have now taken step to ensure that no such act of aggression will happen again. I hope that you can forgive me.

I am sorry for hurting Bhane. I also hope for your support and understanding on the matter.

Yours Respectfully

Sonali Raj.

Sonali Raj

Date - 18 Apr 2023


Tula's Institute Dehradun

To
The Proctor Office
Tula's Institute
Dehradun.

Date - 13/04/2023

Subject - Regarding the apology for creating scene.

Respected Sir,

My name is Sonali Raj from BSc Agriculture 4th year. I want to apologize for fighting inside the college campus. I need to inform you about what happened. My classmate Miss Bhame falsely accused me of stealing and slapped me inside the class. No one took any action regarding that after I complained. Today i.e. 13/04/23, I confronted her for compromising the matter, but she abused me, that is why I slapped her, she was really aggressive kept on saying to hit me.

Therefore, I apologize for my behaviour and I hope that my apology letter is considered and a strict action be taken against any such act in the future.

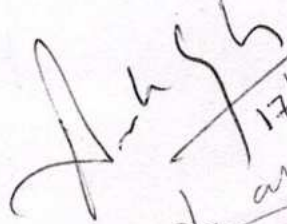
Thanking You

Yours faithfully
Sonali Raj
BSc Agriculture
4th Year

Phone - 9870788656


Director
Tula's Institute, Dehradun

May be Forwarded to
ICC as they both are girls.


Approved and forwarded to
Anil Kumar
17/4/23
ICC
Chairman

To,

The Director

Tulas Institute

Date: 18th April 2023.

Sub:- Satisfactory on the punishment

Respected Sir,

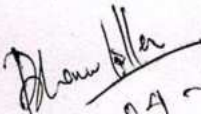
I Bhannu Kollen is hereby to inform you that I am thankful ~~but not~~ ^{and} satisfied with whatever decisions you have made. I respect your
● ssion.


Director
Tula's Institute, Dehradun

Thanking You,

Yours obediently

Bhannu Kollen.


28-04-23.

Annexure-VI

Recommendation of Investigation Committee to ICC



TULA'S DEHRADUN INSTITUTE

• Approved by AICTE, Ministry of HRD, Govt. of India • ISO 9001:2015

Affiliated: • Uttarakhand Technical University • Sri Dev Suman Uttarakhand University • Uttarakhand Board of Technical Education

Ref: Tula's/ICC/0423/04

Dated: 05-05-2023

Report of Investigation Committee to ICC

To,
The Chairperson
Internal Complaint Cell
Tula's Institute, Dehradun

The investigating committee found that the following students were involved in this case:

1. **Bhanu Lollen, BSc Agriculture 4th year, Complainant**
2. **Sonali Raj, BSc Agriculture 4th year, Complainee**

Investigating Committee members investigated the incident and found the below-mentioned facts:

- As per the written complaint by **Bhanu Lollen, BSc Agriculture 4th year**, it was informed to us that on 13th April' 23, **Sonali Raj, BSc Agriculture 4th year**, was found accused of being physical with the complainant and slapped Ms Bhanu lollen. The incident happened in front of the library.
- Complainant Sonali Raj, also informed that the complainant also slapped her on 12th April' 23 during an argument in context with Bhanu's stolen bag. Their two classmates, Shreya and Gopi have also given their statements (attached), when Bhanu Lollen went to Sonali, spoke to her in aggressive and arrogant manner and slapped her.
- The complainee accepted his fault in front of investigating committee members but complainant, Ms Bhanu did not accept her fault.
- Sonali Raj has written an apology letter (attached).
- We have received satisfactory letter from Bhanu Lollen.

Recommendations:

- Based on facts, the investigating committee recommends that a **warning letter** is to be issued to both students as they both were found guilty. They should be warned that if they try to harm each other mentally, physically, and emotionally during their rest of the period in the Institute, it may lead to serious disciplinary action that may affect their results.

Investigating Committee Members

1. Mrs Babita Sharma (Member)
2. Ms Nanse (Member)

Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.



Dhoolkot, P.O. Selaqui, Chakrata Road
Dehradun - 248011 (U.K India)



www.tulas.edu.in



0135-2689300
0135-2689308



TULA'S DEHRADUN INSTITUTE

* Approved by AICTE, Ministry of HRD, Govt. of India * ISO 9001:2015
Affiliated: * Uttarakhand Technical University * Sri Dev Suman Uttarakhand University * Uttarakhand Board of Technical Education

Ref: Tula's/ICC/0423/05

Dated: 05-05-2023

Report by ICC

To,
The Director
Tula's Institute, Dehradun

The Internal Complaint Committee had received a case on 17th April' 2023 regarding a girl student complaint, was forwarded from Proctor Chief.

It was found that the following students were involved in this case:

1. **Bhanu Lollen, BSc Agriculture 4th year, Complainant**
2. **Sonali Raj, BSc Agriculture 4th year, Complainee**

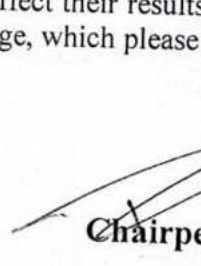
Investigating Committee members investigated the incident and found the below-mentioned facts:

- As per the written complaint by **Bhanu Lollen, BSc Agriculture 4th year**, it was informed to us that on 13th April' 23, her classmate **Sonali Raj, BSc Agriculture 4th year**, was found accused of being physical with the complainant and slapped Ms Bhanu Lollen. The incident happened in front of the library. Ms Bhanu told us that her hand bag was stolen from the class C-301, post external practical theory exam.
- Complainant Sonali Raj, also informed that the complainant also slapped her on 12th April' 23 during an argument in context with Bhanu's stolen bag. Their two classmates, Shreya and Gopi have also given their statements (attached), when Bhanu Lollen went to Sonali, spoke to her in aggressive and arrogant manner and slapped her.
- The complainee accepted his fault in front of investigating committee members but complainant, Ms Bhanu did not accept her fault.
- Sonali Raj has written an apology letter for her misconduct (attached).
- We have received satisfactory letter from Bhanu Lollen.

Recommendations:

Based on facts, the investigating committee recommends that a **warning letter** is to be issued to both students as they both were found guilty. They should be warned that if they try to harm each other mentally, physically, and emotionally during their rest of the period in the Institute, it may lead to serious disciplinary action that may affect their results. Additionally, institute will also have the right to rusticate you from the college, which please noted.

The report is submitted for information and necessary action.


Chairperson, ICC

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.



Dhoolkol, P.O. Selaqui, Chakrata Road
Dehradun - 248011 (U.K India)



www.tulas.edu.in



0135-2699300
0135-2699308


Director

Tula's Institute, Dehradun

Annexure-VII

Letter to Concentrated HOD for Implementation



TULA'S DEHRADUN INSTITUTE

* Approved by AICTE, Ministry of HRD, Govt. of India * ISO 9001:2015

Affiliated: * Uttarakhand Technical University * Sri Dev Suman Uttarakhand University * Uttarakhand Board of Technical Education

Ref: Tula's/ICC/0423/02

Dated: 18-04-2023

Suspension Letter

To
Ms Sonali Raj
B.Sc. Agriculture, IVth Year

This is to inform you that you have been found violating the student code of conduct. An explanation of the specific offense appears below:

On 13th April, you were accused of being physical outside library with one of your classmates, **Ms Bhanu Kollen** according to a complaint filed against you by her. After having heard the story from her side, it has been decided that you are to be suspended from the college **till further inquiry**. It is also to inform you that you will have to be present before the committee members whenever required during investigation phase.

During the suspension period, you should not be seen around the college campus and you cannot participate/attend any extracurricular activities in the college.

Sonali Raj

Dr. Preeti Baidya
Chairperson, ICC



[Signature]
Director
Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation
- Inculcate social, environmental, heritage values.

Dhoolkot, P.O. Selaqui, Chakrata Road
Dehradun - 248011 (U.K India)

www.tulas.edu.in

0135-2699300
0135-2699300

Annexure-VIII

Warning letter to Complainee



TULA'S DEHRADUN INSTITUTE

• Approved by AICTE, Ministry of HRD, Govt. of India • ISO 9001:2015

Affiliated: • Uttarakhand Technical University • Sri Dev Suman Uttarakhand University • Uttarakhand Board of Technical Education

Ref: Tula's/ICC/0423/06

Dated: 05-05-2023

Warning Letter

To

Ms Bhanu Lollen

BSc Agriculture, IVth Year

It has been reported that you were found involved in violating the code of conduct falls under institutional policy by establishing a disruptive behavior with your colleague **Ms Sonali Raj**. Therefore, you are **strictly warned** that if you again try to harm her mentally, physically, or emotionally during your rest of the period in the institute, it may lead to serious disciplinary action that may affect your result. Additionally, institute will also have the right to rusticate you from the college, which please noted.

We hope that such type of misconduct will never be repeated in future.

Bhanu Lollen
5/05/23



[Signature]
Director
Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- ...cate social, environmental, heritage values.

Dhoolkot, P.O. Selaqui, Chakrata
Dehradun - 248011 (U.K India)

www.tulas.edu.in

0135-2699300
0135-2699309



TULA'S DEHRADUN INSTITUTE

* Approved by AICTE, Ministry of HRD, Govt. of India * ISO 9001:2015

Affiliated: * Uttarakhand Technical University * Sri Dev Suman Uttarakhand University * Uttarakhand Board of Technical Education

Ref: Tula's/ICC/0423/06

Dated: 05-05-2023

Warning Letter

To

Ms Sonali Raj

BSc Agriculture, IVth Year

It has been reported that you were found involved in violating the code of conduct falls under institutional policy by establishing a disruptive behavior with your colleague Ms Bhanu Lollen. Therefore, you are **strictly warned** that if you again try to harm her mentally, physically, or emotionally during your rest of the period in the institute, it may lead to serious disciplinary action that may affect your result. Additionally, institute will also have the right to rusticate you from the college, which please noted.

We hope that such type of misconduct will never be repeated in future.



Received

Sonali Raj

[Signature]
Director

Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.

Dhoolkot, P.O. Selaqui, Chakrata Road
Dehradun - 248011 (U.K India)

www.tulas.edu.in

0135-2699300
0135-2699309