

Anti-Ragging Policy

1. PURPOSE AND SCOPE

- 1.1 Birkbeck University of London, Bengaluru Campus (hereafter abbreviated to 'the Campus') operates a zero-tolerance approach to ragging in any form. Ragging is contrary to the values of the Campus and to the law of India, and is prohibited absolutely.
- 1.2 This Policy sets out the Campus's framework for the prevention of ragging, the bodies responsible for its enforcement, the obligations of every member of the Campus community, and the consequences of any breach.
- 1.3 This Policy applies to all students enrolled at the Campus, in any accommodation managed by or affiliated with the Campus, on transport provided to students, at off-Campus events organised by the Campus, and in any online or digital environment associated with the Campus.

2. DEFINITION OF RAGGING

- 2.1 For the purposes of this Policy, ragging means any of the following acts directed at a student, whether by an individual or a group:
 - 2.1.1 any conduct, whether by spoken or written words, emails, social media posts, messages, or any other medium, that has the effect of teasing, treating with rudeness, or causing annoyance, hardship, fear, apprehension, or psychological harm;
 - 2.1.2 indulging in rowdy or undisciplined activities that cause or are likely to cause annoyance, hardship, harassment, or injury;
 - 2.1.3 asking a student to do any act, or perform anything, which the student would not in the ordinary course do, and which causes shame, embarrassment, or torment;
 - 2.1.4 any act of financial extortion, forced expenditure, or unauthorised deprivation of property;
 - 2.1.5 any physical assault, including sexual assault, of any nature, however described;
 - 2.1.6 forcing a student to undress, perform obscene or lewd acts, or use language of a sexual or vulgar nature;
 - 2.1.7 any act of intimidation or coercion intended to compel a student to do anything that diminishes their dignity, well-being, or academic performance;
 - 2.1.8 any act constituting bullying, hazing, initiation, or 'welcome' practice that causes or has the potential to cause harm.

- 2.2 The intent of the perpetrator is not material. Conduct that has the effect described in clause 2.1, whether or not it was intended to cause harm, constitutes ragging.

3. ANTI-RAGGING COMMITTEE

- 3.1 The Campus shall constitute an Anti-Ragging Committee (hereafter 'the Committee') with the following composition:
- 3.1.1 the Provost, as Chairperson;
 - 3.1.2 the Head – Academics;
 - 3.1.3 the Head – Operations & Registrar;
 - 3.1.4 the Officer – Learning & Support;
 - 3.1.5 the Officer – HR & Admin;
 - 3.1.6 two senior faculty members, nominated by the Provost;
 - 3.1.7 one nominee of the local police authority;
 - 3.1.8 one parent representative;
 - 3.1.9 one senior student representative;
 - 3.1.10 one junior student representative;
 - 3.1.11 one representative of a recognised non-governmental organisation working in the field of student welfare or rights, where available;
 - 3.1.12 one external member from academia or civil society, nominated by the Provost.
- 3.2 The Committee shall be responsible for:
- 3.2.1 the overall implementation of this Policy across the Campus;
 - 3.2.2 the framing of operational procedures and the issue of guidance;
 - 3.2.3 inquiry into reported incidents and the imposition of sanctions under section 7;
 - 3.2.4 oversight of the Anti-Ragging Squad;
 - 3.2.5 the annual review of preventive measures and the report submitted to the Provost and the Academic Council.
- 3.3 The Committee shall meet at least once each semester, and at any other time on the call of the Chairperson or when an incident requires inquiry.

4. ANTI-RAGGING SQUAD

- 4.1 The Campus shall constitute an Anti-Ragging Squad (hereafter 'the Squad') to carry out routine prevention and on-the-spot response to ragging.
- 4.2 The Squad shall comprise:
- 4.2.1 a Convener, nominated by the Provost;
 - 4.2.2 two faculty members;

- 4.2.3 two senior officers drawn from professional staff;
- 4.2.4 two student volunteers, of whom at least one shall be a senior student.
- 4.3 The Squad shall:
 - 4.3.1 conduct unannounced patrols of the Campus and associated premises, particularly at the start of the academic year and during induction periods;
 - 4.3.2 receive and act upon information on suspected ragging, whether received in person, by telephone, by email, or through any other channel;
 - 4.3.3 take immediate action to interrupt and stop any incident of ragging in progress, and to secure the safety of the affected student;
 - 4.3.4 report incidents promptly to the Anti-Ragging Committee.

5. PREVENTIVE MEASURES

- 5.1 Every applicant offered admission, and every student at the time of registration each academic year, shall submit:
 - 5.1.1 an undertaking in the form prescribed by the Campus stating that they have read and understood this Policy and shall not engage in ragging in any form;
 - 5.1.2 in the case of a student who is a minor, a corresponding undertaking from a parent or guardian.
- 5.2 The undertakings required under clause 5.1 shall be submitted both through the National Anti-Ragging Helpline portal and to the Campus, in such form and manner as the Campus shall specify.
- 5.3 The Campus shall display, on its notice boards, in its prospectus, on its website, and in student handbooks:
 - 5.3.1 a clear statement that ragging is banned and is a punishable offence;
 - 5.3.2 the contact details of the Anti-Ragging Committee, the Anti-Ragging Squad, and the Officer – Learning & Support;
 - 5.3.3 the contact details of the National Anti-Ragging Helpline.
- 5.4 The Campus shall include anti-ragging content in induction programmes for new students, and shall conduct periodic awareness activities throughout the academic year.
- 5.5 The Campus shall identify, at the start of each academic year, locations of higher risk, and shall ensure visible presence of staff and appropriate signage in those locations.

6. REPORTING OF INCIDENTS

- 6.1 Any student, staff member, parent, visitor, or member of the public may report an incident of ragging to:

- 6.1.1 any member of the Anti-Ragging Committee or the Anti-Ragging Squad;
 - 6.1.2 the Officer – Learning & Support;
 - 6.1.3 the Officer – Provost Office;
 - 6.1.4 the National Anti-Ragging Helpline.
- 6.2 Reports may be made anonymously. The Campus shall take all reasonable steps to verify and act upon credible reports, including anonymous ones.
- 6.3 Where an act of ragging may constitute a cognisable offence under Indian law, the matter shall be reported to the local police authority by the Provost within twenty-four (24) hours of the Campus becoming aware of the incident. The Campus's inquiry shall proceed alongside, and shall not displace, any criminal investigation.

7. INQUIRY AND SANCTIONS

- 7.1 On receipt of a report or information, the Anti-Ragging Committee shall constitute an inquiry, which may include:
- 7.1.1 written and oral statements from the student affected, the alleged perpetrators, and any witnesses;
 - 7.1.2 review of physical evidence, electronic records, communications, and any digital material;
 - 7.1.3 consultation with the Anti-Ragging Squad and other staff.
- 7.2 The inquiry shall be completed and a decision issued within fifteen (15) working days of receipt of the report, save in cases of exceptional complexity where the Chairperson may extend the period with reasons recorded.
- 7.3 Where ragging is found to have taken place, the Committee may impose any one or more of the following sanctions, proportionate to the nature and gravity of the conduct:
- 7.3.1 written warning placed on the student's record;
 - 7.3.2 suspension from attending classes and academic privileges for a stated period;
 - 7.3.3 withholding of scholarship, prize, or other benefit;
 - 7.3.4 debarment from representing the Campus in events;
 - 7.3.5 withholding of results;
 - 7.3.6 suspension or cancellation of admission;
 - 7.3.7 rustication from the Campus for a period not exceeding the duration of the programme;
 - 7.3.8 expulsion from the Campus and consequential debarment from admission to any future programme.

- 7.4 Where a group of students is found to have indulged in or abetted ragging, and the individual perpetrators cannot be identified, the Committee may impose collective sanctions on the group.
- 7.5 The Committee shall communicate its decision in writing, with reasons, to the affected student, the student or students against whom action is taken, and the Provost.
- 7.6 A student against whom action has been taken may appeal in writing to the Provost within fifteen (15) working days. The Provost shall decide the appeal within twenty (20) working days. The decision of the Provost shall be the final decision of the Campus.

8. PROTECTION OF VICTIMS AND WITNESSES

- 8.1 The Campus shall take all reasonable measures to protect any student who reports ragging, or who participates in an inquiry as a witness, from intimidation, victimisation, or further harm.
- 8.2 Any act of retaliation against a student who has reported ragging in good faith, or who has participated in an inquiry, shall itself constitute ragging and shall be treated under this Policy with priority.
- 8.3 The Campus shall offer counselling and academic support to any student affected by ragging or by participation in an inquiry, through the services provided under the Counselling, Career Guidance & Mental Health Support Policy.

9. ROLES AND RESPONSIBILITIES

- 9.1 The Provost chairs the Anti-Ragging Committee, is responsible for the overall implementation of this Policy, and is the appeal authority under clause 7.6.
- 9.2 The Anti-Ragging Committee discharges the functions set out in clause 3.2.
- 9.3 The Anti-Ragging Squad discharges the functions set out in clause 4.3.
- 9.4 The Officer – Learning & Support coordinates day-to-day implementation, maintains records of undertakings, and serves as the operational point of contact.
- 9.5 The Head – Academics ensures that anti-ragging is addressed in induction and in continuing academic engagement.
- 9.6 The Head – Operations & Registrar ensures display of required information, infrastructure for surveillance where appropriate, and coordination with external authorities.
- 9.7 Every member of the Campus community has a duty to prevent, deter, and report ragging.

10. REVIEW AND AMENDMENT

10.1 This Policy shall be reviewed at least once each year, or earlier if circumstances warrant.

10.2 The University reserves the right to amend, modify, supplement, or replace this Policy at any time as it deems appropriate to better serve the objectives set out herein.

Policy Review and Document Control	
Policy title	Anti -Ragging Policy
Applies to	Applicants and enrolled students of all undergraduate and postgraduate programmes for Academic Year 2026-27 (September 2026 and January/February 2027 intakes)
Version	1.0
Effective from	Commencement of the admissions for Sep 2026 intake
Review cycle	Annually, or earlier upon any change