

5.1.5 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging case

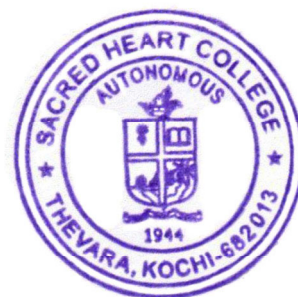
DECLARATION

As the NAAC SSR would go to the public domain, the college has hidden the names of students involved in disciplinary procedures in the minutes of the committees uploaded here. However, the college is willing to hand over the document directly to NAAC in case it wants to see the document with names.



Principal

Dr. Johnson X Palackappillil
Principal
Sacred Heart College (Autonomous)
Thevara, Kochi-682 013



20/11/2014

To
The Principal
Sacred Heart College, Thevara
Kochi-682013

Report of the Discipline and Enquiry Committee constituted on November 12, 2014

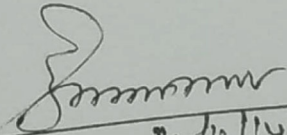
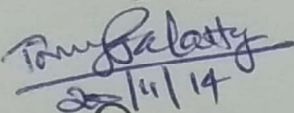
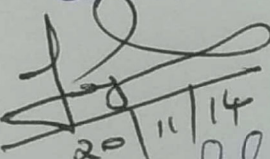
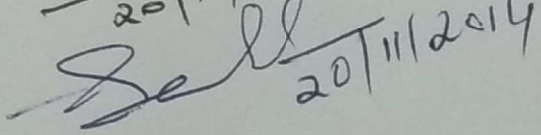
We, the undersigned members of the Committee, under the chairmanship of Dr. George Joseph met on 18th November 2014 at 1.45 P.M in the Hadrian Hall and enquired into the alleged misuse of the social media by a group of students, to boycott the 2nd Internal examinations conducted by the Department of Commerce (S/F) for the final B.Com (C.A) and also use of Cyber space to mobilize a group to campaign against the due academic discharge of duties of Commerce Department, among their classmates. [REDACTED]

Achieve [REDACTED] the committee, found beyond doubt that they were indulging in unlawful campaign to boycott examinations and even if they had any reason, it was not at all brought to the notice of any teacher or authorities to get it duly redressed. The reference about teachers and Principal in the text messages are disrespectful and summarily unbecoming to any responsible student of our campus. The charge framed against them, that they had recorded the conversation between them and Principal in his chamber was not proved due to want of convincing evidence. The two suspended students with effect from November 10, 2014 were given with the charge sheet. [REDACTED] apologized before the Commission for their misbehavior and admitted the charges except for the recording in the Principal's Room. They had also submitted a written affidavit to the above tune and is standing suspended and kept off from the campus from the date.

On the basis of above findings the Commission recommends the following course of action:

1. The suspension of the students shall be revoked if they are willing to admit their misbehavior as a grave, punishable cyber offence and vouchsafe in writing along with the parent that the kind of crime will not be repeated anymore.
2. A worthy fine shall be levied from those, boycotted the exams, without submitting any reason. The fine shall be spent on a common cause of charity in 3rd B.com C.A Class so that it shall be made known to the classmates. The amount shall be decided by the HOD and Principal together.

4. Principal shall ask them to do an appropriate social service in the college as penance.
5. Upon condition of the compliance of the above, the suspension of the two students may be revoked.
6. The commission recommends that it is better to include a statutory warning as per section 66 of IT, AA, 2008, (Cyber crime) and section 499 of I P C (defamation), in the college calendar as an additional clause regarding misconduct which leads to disciplinary action.

1. Dr. George Joseph (Chairman) 
20/10/14
2. Fr. Tomy CMI 
20/11/14
3. Prof. Sojan T.S. 
20/11/14
4. Dr. Sebastian V.S. 
20/11/2014
5. Prof. Alphonse Ligorì

Disciplinary Action

[REDACTED] III DC Economics

The disciplinary committee that enquired into the violent altercations between the students on the campus, have found beyond doubt the involvement of Sujeesh, and has recommended strictest action against him. However, in the light of discussions with the department, taking into consideration his contributions as a sports person and being a final semester student, the following corrective measures are imposed on him.

1. He shall be on the campus only for classes.
2. He shall have the identity card always worn on him.
3. He shall attend college functions other than classes only with express permission of the Principal duly recommended by the class teacher/HoD.
4. He shall not be permitted for the batch tour.
5. He shall render 15 hours of campus/social service as directed by the college administration.
6. He shall submit his application for TC as a precautionary measure

On condition of fulfilling these stipulations, he shall be permitted to attend classes wef Dec. 4, 2014.

Principal

Dec. 3, 2014

I accept all the stipulations laid down by the college unconditionally and shall abide by them.

[REDACTED]

[REDACTED]

[REDACTED]

The minutes of the first meeting of the
Discipline Committee on 18/11/14

1. Mr. Jassi Joseph (Chairman) Venue: Hadrian Hall
2. Mr. Tony C.H. Tony Time: 1.45 PM
3. Mr. Sojan P.S. [Signature]
4. Mr. V.S. Sebastian (Student Adresser) [Signature]
5. Mr. Alphonse Lizon (Staff Secretary) [Signature]

Mr. Sojan explained the history of the incident. He remembered that this is that incident which took place from when 3 students died in an unhygienic dump their form, which was unauthorised. He recorded their WhatsApp conversations and produced it in front of the Commission in a convincing way that the students suspended are involved in cyber offence.

Mr. Ashwin C.H. 4953 - III D.C. Course C.A

Mr. Rizwan Rahim H. 4953 - III D.C. Course C.A

were suspended on 10/11/2014, and

then received the suspension with charge sheet.

Rizwan apologised to the crime (Cyber). He threatened

Sir that if you proceed with the ~~case~~ action your job will be pushed off

Rigwan Palanthis, Recommended by Prof K.V. Srinivasan
Fathin Hamid Jaburudin.

He accepted that though he was not involved the response towards 'Soyat' was bad.

Abdullah - Foot Kachin Chirethoppelan
Fathin Island of Harau Kelantan Ltd.
Asst. Manager

38



SACRED HEART COLLEGE
NAAC RE-ACCREDITED A* COLLEGE
IDENTIFIED BY THE UGC AS 'COLLEGE WITH POTENTIAL FOR EXCELLENCE'
THEVARA, COCHIN-682 013, KERALA, INDIA

DISCIPLINARY ACTION

[Redacted Student Name]
[Redacted Student Name]
[Redacted Student Name]

- B. Com CA II
- B. Com Tax (S)
- B. Com Tax (S)

The students listed above are permitted to join classes wef Nov. 20, 2014 Thursday. They have tendered an unqualified apology for their involvement in the incidents of violence and indiscipline on the campus in the month of September.

They have submitted their request for TC in the event of any indiscipline in future. As a corrective measure, they shall plant and nurture 7 plants each in the butterfly garden and tend them for one month, and keep the butterfly garden plastic free for one month (i.e., till Dec. 20th).

Principal

20 November 2014

Copy to NB, Department, Discipline Committee.



SACRED HEART COLLEGE
NAAC RE-ACCREDITED A* COLLEGE
IDENTIFIED BY THE UGC AS COLLEGE WITH POTENTIAL FOR EXCELLENCE
THEVARA, COCHIN-682 013, KERALA, INDIA

DISCIPLINARY ACTION

III B. Com CA
III B. Com CA

The students listed above are permitted to join classes wef Nov. 21, 2014 Thursday. They have tendered an unqualified apology for their involvement in the instance of wilful efforts to subvert department decisions to introduce academic rigour, and indiscipline related to the misuse of social media for criminal conspiracy to tarnish the image of the college.

They have submitted their request for TC in the event of any indiscipline in future.

As a corrective measure, they shall organise a seminar in December on 'safe food' involving students of the campus. The period of suspension till Nov. 20th shall be deemed as part of their corrective measure.

Principal

20 November 2014

Copy to NB, Department, Discipline Committee.

Discipline committee on student violence on 24th 25th & 26th September 2014 regarding.

Recommendations and suggestions.

The concluding sitting of the discipline committee to look into the issues of student violence in connection with the inauguration of the Music and Dance club as on 24th, and 25th of September 2014, respectively and there after in continuation with that on 26th in the college Main Auditorium, put forward the following recommendations and suggestions to the college authorities concerned.

We the members of the committee chaired by Dr George Joseph, and ten others had collected facts about the incident from 25 affidavits, 4 memorandums, and 32 witnesses through 14 sittings and individual discussions submit the following findings and recommendations

The afore mentioned violence, during the said dates took place as a part of gang fight between some of the final U G students and few second U G students of our college, the roots of which shall be traced to some time back to this academic year. The students involved, belong to various departments but we pinpoint those who instigated and seriously involved in the issue.

The following students were suspended from the campus as a part of an enquiry and they were questioned by calling them to the enquiry committee.

1. [Redacted Name]
2. [Redacted Name]
3. [Redacted Name]

4. [REDACTED] /F
5. [REDACTED]
6. [REDACTED] /F
7. [REDACTED]
8. [REDACTED]
9. [REDACTED]
10. [REDACTED]
11. [REDACTED] (CA) 5/1

Among the above [REDACTED] are revoked from their suspension as on 17/10/2014 and we recommend the revoking of the suspension of [REDACTED] with effect from 24/10/2014 as they were only involved in the issue by the pressure of circumstances and were not instigating or initiating any indiscipline by themselves.

Regarding the punishment of the others who had gone out of the way to the college discipline, we recommend the following strategy of punishment.

- Mr [REDACTED] had found to have shown utter disrespect and gesture of physical aggression on Prof. T P Thomas, a ~~guest~~ faculty member of the dept. of Commerce while the teacher was interfering in the unruly scenes as he was a witness to the same in the second floor, Balcony on 25th September 2014. Sherin had also a history of disrespectful behaviour to Madam Lakshmipriya, faculty in computer applications, on a former day as she was warning him against interfering on the occasion

of dance practice of girls. So exemplary serious punishment is warranted in his case.

- Mr Anoop is found to be a habitual miscreant in the campus against whom the warden of the Syro hostel had given a complaint regarding his trespassing into the hostel compound on 4th July 2014 and was given suspension and a fine of Rs.100. It is found that he was carrying a metal rod and roamed into the mid of students in the Auditorium Balcony and made a mess of the situation by shouting aloud. He had reportedly thrown a bicycle on a group of students on the same day at the college southern gate, may be in defence but caused injury to few students. The bicycle is learned to be of the husband of a former supporting staff member of the college which suffered damage. Though he was informed of his suspension from the campus, he encroached into, on 13th October without any permission and the same should be treated as an offence and as his disrespect towards law and authorities. We recommend serious exemplary punishment to him also. Compensation to the damages of men and material should be levied from him for not repeating such irresponsibility on the part of anybody.

- [REDACTED] himself had admitted in writing that the physical assault from his part on 25th at the Auditorium balcony caused physical injury. He is a weight lifter by training and shows tendency of physical practicing on others and many witnesses vouchsafe that it was he who hit to the nose of [REDACTED] causing severe bleeding and admission to General hospital, Ernakulam. Such tendencies should be nipped in the bud hence serious exemplary punishment against him also should be considered. He shall be made to give compensation to the sufferer.

common functions further and a written apology in front of teachers and respective H O Ds has to be got in writing. Appl TRANSFER CERTIFICATE from all the suspended shall be sought if they cannot stick to the spirit of their written apology.

Dr George Joseph (Chairman)

Rev. Dr. Jose John (Vice Principal)

Dr. Siby Zacharias

Dr. V.S. Sebastian

Prof. Alex Shinu

Prof. Alphons Ligori

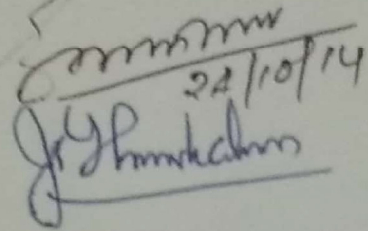
Dr. P.E. Cherian

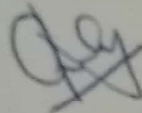
Prof. R.K. Varghese

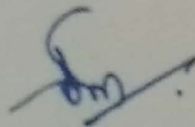
Prof. Sojan T.S.

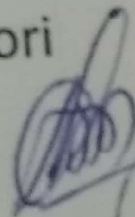
Prof. Regitha Baiju

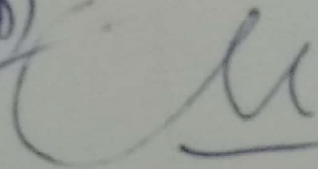
Prof. Johnson John


22/10/14









**Report of the Discipline Committee constituted by the Principal to look into
the incidents on 18th November 2015**

On 18th November 2015, during the noon interval, a verbal quarrel between [REDACTED] and [REDACTED] began near the students parking area, leading to a physical violence. Thereafter, it assumed the form of violence between two groups of students. The people who were actively involved in this event are [REDACTED] (V), [REDACTED] (519-BSc. Physics Semester VI), [REDACTED] (1242- BCom Tax Self Financing), [REDACTED] (105 BA English Semester VI), and [REDACTED] (BSc CA). Some of the faculty members (Dr. Gibi Kuriakose, Prof. Bijo N Mathew, Prof. Sunil K V) and Mr. Bamdev Sharma, the Security man interfered in the matter and dispersed the students. The video footage reveals a physical contact between [REDACTED]. However, it is seen that [REDACTED] reacts to this by approaching Rojin with all preparations for a fight. He hands over his possessions to [REDACTED] and starts to physically assault Rojin. The situation is seen to escalate into a fistfight between a group of students. [REDACTED] had not attended any classes on that day and had a dress code unbecoming of a student. He was not in possession of his ID card at that time. [REDACTED] (BA English Semester VI) was also not able to produce the ID card. These students were demanded to clear off the campus. Later, the same students, with the addition of a few, like [REDACTED] (BSc. Physics Semester VI) congregated outside the college gate and engaged in a fistfight. The one faculty member who was present there at that time (Dr. Giby Kuriakose) tried to pacify the students by interfering in the issue.

This displeased some of the students and they turned against him. Students like Anoop Krishnan G threatened Dr. Giby with dire consequences, alleging that the faculty member had used some bad words and manhandled him, which the faculty member negated. They cornered Dr. Giby near the main gate and were intimidating him. A few more faculty members like Dr. Cyriac Antony, Prof. Sanil Jose, Prof. Bijo N Mathew, Prof. Sunil K V, Dr. Joseph George, Dr. Rama Krishnan and Prof. Midhun Dominic who arrived at the scene managed to control the situation.

It is understood that on the same day, by 5.30 P M another brawl occurred near the college canteen as a continuation of the events that happened during the college hours. It was an aborted attempt at compromise that led to the events here. The students who were involved in this event are [REDACTED] (BA Sociology), [REDACTED] (1015-BCom CA Semester VI), [REDACTED] (BSc Physics), [REDACTED] (BA English), [REDACTED] (BSc CA), [REDACTED] (BSc Physics), [REDACTED] (7132- BA Economics Semester VI), [REDACTED] (1002- BCom CA Semester VI), [REDACTED] (1061- BCom CA Semester VI) and [REDACTED] (1059- BCom CA Semester VI).

As per the version provided by the Police and the students, by 9.30 P M on the same day, a group of students went to Rojin's quarters shared with Deepak Sunny at Panampalli Nagar. Another fight occurred here and Rojin suffered a head injury. The people who were involved in this issue are [REDACTED] (1061- BSc CA Semester VI), [REDACTED] (1127-BSc CA), [REDACTED] (1131-BSc CA Semester VI), [REDACTED] (BCom TT), [REDACTED] (1015-BCom CA), [REDACTED] (1206- BComTax Self Financing) and [REDACTED] (1128- BSc CA Semester VI). On account of the incidents that happened at night, it is understood that Rojin filed a complaint to the police, with Deepak Sunny

as the witness, against those students who were involved in the events at Panampalli Nagar. Apart from this, the owner of Rojin's quarters also said to have filed a complaint against the aforesaid group of students, alleging destruction to property. Three of the students were subsequently arrested by the police and are released on bail.

On 1st December 2015, [REDACTED] one who got involved in the issues at Panampalli Nagar filed a complaint to the Principal against [REDACTED] (1002- BCom CA) for physical assault in the college campus, which again followed from the events that happened at Panampalli Nagar.

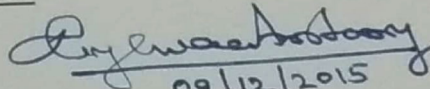
The Discipline Committee has gone into the details of the issue and has found that some of the students involved in the quarrel have previously undergone disciplinary action including suspension. Hence the Committee recommends the following measures:

1. [REDACTED] be issued TC and asked to discontinue further study at the college.
2. [REDACTED] be permitted to enter the college premises only on days of scheduled end-semester exams, with the exclusive purpose of writing the same. He is also required to issue a public apology (at a General Staff Meeting) for his unbecoming conduct towards a staff member.
3. [REDACTED] be permitted to enter the college premises only on days of scheduled end-semester exams, with the exclusive purpose of writing the same.
4. [REDACTED] be permitted to enter the college premises only on days of scheduled end-semester exams, with the exclusive purpose of writing the same.

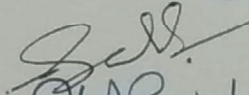
5. [REDACTED] be permitted to enter the college premises only on days of scheduled end-semester exams, with the exclusive purpose of writing the same.
6. [REDACTED] be permitted to enter the college premises only on days of scheduled end-semester exams, with the exclusive purpose of writing the same.
7. All other students who are seen to have been involved in the violence should be given a warning.

Members of the Committee

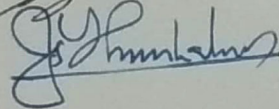
1. Dr. Cyriac Antony


09/12/2015

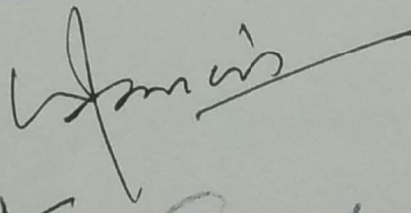
2. Dr. V S Sebastian



3. Fr. Jose John

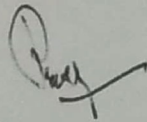


4. Dr. Mathew Jose K

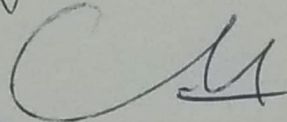


5. Dr. C S Francis

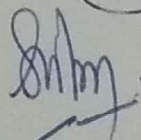
6. Dr. K A Raju



7. Prof. R K Varghese



8. Prof. Siby Abraham



9. Prof. Rajesh James

