



6.1.2

The effective leadership is reflected in various institutional practices such as decentralization and participative management.

CONTENTS

S. No	Description	Pages
1.	Strategic Plan and Deployment Documents	2-7
Case Study		
2.	Case study on Anti Ragging Committee	8-23



AVANTHI DEGREE & P.G. COLLEGE

(Affiliated to Osmania University & Recog. by Govt. of Telangana)

3-4-875/A/1, Barikampura, Hyderabad - 57. (Block II).
Road No. 12, Above Honda Showroom, (Block-II), Narayanaguda, Hyderabad - 20.

Institutional Strategic Plan

The Institution was established in the year 1992 under the leadership of Sri. M. Srinivasa Rao, the founder and the chairman of Avanthi Group of Institutions. The seed was sown for an educational institution affiliated to Osmania University at the undergraduate level. The establishment batch had 9 students. Mounting from strength to strength and by the year 2024, the institution has made up a success story by boarding on a journey by offering programs in various disciplines at the undergraduate level where around 3000 students are enrolled every year. Along with growth in UG programs, the college improved its educational chase by launching two post graduate programs. Avanthi scales today by imparting quality education that is complete of inventive teaching and learning techniques, events and activities, community service being few of the strengths that enable the institution to grow substantially.

Running in the heart of the city, the institution has various programs across B.Com, BBA, B.Sc and M.Sc. The college functions under the guidance of Osmania University promoting an educational system that is value and skill-based. It has several support systems in place—the statutory bodies, committees and cells that promote education blended with the global demands. Its strong network enhances stakeholder relationship by liaising with industry, academics and research institutes. With the existing credibility, and sustained efforts for quality improvement, the institution strives hard to seek assessment and accreditation through NAAC.

Vision

Avanthi has a bright vision for a broader prospect that the educational systems should not only focus on imparting quality education but also should give importance to equip the students with knowledge, leadership qualities, moral values, personality development and other skills to face the present-day challenges. The vision can be achieved with the real commitment, involvement and dedication. With the goals set, monitored well and executed in a time bound process with utmost care fulfills the vision.



Mission

Our mission is to sustain contents and creativity besides stimulating proximity and participation. We feel it to be fundamental to wake up the young students to the hard realities of life and the highly competitive scenario which is fast emerging and limiting the opportunities. We wish to guide them to gain supremacy in a stiff and highly competitive environment. We train them to acquire the skills needed for precise planning, positive placement and prompt pro activity.

- To cater to the academic needs and also instill values, morals and a code of conduct that enables the students to gain an appealing and full-bodied personality.
- To execute the curriculum of CBCS system that imparts knowledge to have an edge in the domain discipline, while providing an ambit for practical exposure.
- To facilitate learning beyond the classroom while instituting various cells, clubs and committees and anchoring the activities that Strengthens the quality of institution.
- To bridge the gap between academics and industry, and also foster preparedness for innovation and creativity.
- To build a strong network through its student council and alumni network by leveraging the growth of the institution through their participation fostering cross-sectional and bottom top approach of governance.
- To sustain contents and creativity besides stimulating proximity and participation.

Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional strength

- The institution has situational advantage--located in the heart of the city, and caters education to 3,000 students each year in UG and PG programs.
- Full-fledged admissions into Commerce, Physical Sciences programs, and Life sciences offered by the institution at UG level because of the brand name Avanthi.



AVANTHI DEGREE & P.G. COLLEGE

(Affiliated to Osmania University & Recog. by Govt. of Telangana)

3-4-875/A/1, Barikotpura, Hyderabad - 27. (Block-I),
Road No. 12, Above Honda Showroom, (Block-II), Narayanaguda, Hyderabad - 29.

- Student-centric teaching methods employed with a view to instill empirical, mutual and inclusive learning atmosphere.
- Avanthi's Evaluation System is continuous, tough and transparent.
- Offers education to all segments of the society while promoting an independent and secular teaching.
- A robust and transparent mechanism of examination system catering to internal, university and other external and competitive examinations.
- State-of-art infrastructural services like ICT classes, CCTV surveillance, laboratories and library.
- A governance that is decentralized and participatory to strengthen and support the stakeholder relationship.
- Interdisciplinary and interdepartmental academic and non-academic activities that foster a culture of togetherness amongst students and staff.
- Hosting FDPs, workshops and conferences for staff enhancement, Guest Lectures and CRT programs from the academia (IIMs, Central and state University, reputed deemed universities) and the industry for students betterment.
- Institutionalizing best practices reflecting the vision and mission of the institution.
- Institute is well recognized for the enhancement of values & ethics, to impart self-discipline and have personal care on students.
- Institute is ranked 2nd in university sports and NSS activities, listed 8 times as top institute in India Today, 90% placements, 80% results, and full-fledged admission.

Institutional Weakness

- Institution is not a Degree Awarding Body, so cannot frame its own curriculum, nor can introduce additional courses.
- Having an advantage of being located in the heart of the city, it also comes with the disadvantage of lack of space for playgrounds for sports within the campus.
- Great demand for Science & Commerce courses incapacitates the institution to admit all eligible students.



Institutional Opportunity

- Training for competitive examinations and conducting departmental workshops. Enhance the academic performance through IQAC.
- To secure outstanding grading through NAAC accreditation while continuously striving for sustaining and enhancing quality at all levels.
- To gain the status of autonomy
- To introduce wider range of inter- disciplinary courses and acquire excellence in all.
- To initiate scholarships from non-govt. schemes.
- To motivate teachers towards Doctoral programs and research.
- To mobilize a greater number of students for socially relevant programs such as blood donation and societal awareness camps.

Institutional Challenge

- Improving language and communication skills, motivating students to have good technical exposure.
- Promoting culture and value based education.
- Managing students coming from varied culture backgrounds.
- Balancing the old Annual System and the new Choice Based Credit System, as the institute handles both.
- Creation of space within the college premises is a major challenge that the institute has to deal in urgency.
- Achieving results that commensurate with program and course outcomes.



Core Value

Avanthi Degree & P.G College focused on five core values detailed below.

(i) Contributing to National Development

Contributing to National development has always been an implicit goal of Avanthi Degree & P.G College. Serving the cause of social justice, ensuring equity, increasing access to higher education, human resource development and capacity building of individuals, to cater to the needs of the economy, society and the country as a whole, thereby, Avanthi Degree & P.G College is contributing to the development of the Nation.

(ii) Fostering Global Competencies among Students

With liberalization and globalization of economic activities, the need to develop skilled human resources of a high caliber is imperative. Therefore, Avanthi Degree & P.G College is preparing the students to achieve core competencies, to face the global challenges successfully and be innovative, creative and entrepreneurial in their approach. Towards achieving this, Avanthi Degree & P.G College established collaborations with industries, network with the neighborhood agencies/bodies and foster a closer relationship between the “world of competent-learning and the world of skilled work”.

(iii) Inculcating a Value System among Students

Although skill development is crucial to the success of students in the job market, skills are of less value in the absence of appropriate value systems. In India, with cultural pluralities and diversities, it is essential that students imbibe the appropriate values commensurate with social, cultural, economic and environmental realities, at the local and national level. Avanthi Degree & P.G College takes responsibility for instilling the desired value systems among students.

**(iv) Promoting the Use of Technology & Innovation**

Technological advancement and innovations in educational transactions have to be undertaken by all, to make a visible impact on academic development as well as administration. To keep pace with the developments in other spheres of human endeavor, Avanthi Degree & P.G College has enriched the learning experiences of their students by providing them with state-of-the-art of Information Communication Technologies (ICT) and Entrepreneurship Development Cell to encourage students and faculty for Innovation.

(v) Integrity

Integrity involves honesty and fairness, consistency in instruction, ethics of scholarship, freedom of inquiry, and open and truthful engagement with the community through effective communication, policies and practices. Research and Teaching shall be carried out in an environment of academic freedom and honesty. The Institute will adhere to the standards of ethics in all its activities.

(vi) Transparency

The Institute will function according to defined procedures and rules, which will be informed to all stakeholders. The Institute will put all important information related to its functioning in college Website, <https://avanthicollege.ac.in/>



Anti Ragging Committee

As per UGC Regulations on the Menace of Ragging in Higher Educational Institutions 2009, ragging in all its forms is totally banned in campus as well as outside where college students are present. Any behavior or act that comes under the definition of ragging will invite serious censures as deemed fit by the college authority.

Ragging is defined as “any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activity which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the student to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.”

Depending upon the nature and gravity of the offence, as established by the Anti-Ragging Committee of the college, anyone found guilty shall receive any one or more of the following disciplinary actions. The decision of the Anti-Ragging Committee shall be final and binding.

About the committee:

The Anti-Ragging Committee functions as a supervisory and advisory body in preserving a Ragging-Free environment on the college campus.

Acts considered to be ragging:

As per the order of Supreme Court of India and subsequent Notification from University Grants Commission (UGC), ragging constitutes one or more of any intention by any student or group of students on:



- Any act of Indiscipline, Teasing or Handling with Rudeness.
- Any act that Prevents, Disrupts the Regular Academic Activity.
- Any activity which is likely to cause Annoyance, hardship, Psychological Harm or creates Fear or Apprehension.
- Any Act of Financial Extortion or Forceful Expenditure.
- Any Act of Physical Abuse causing Assault, Harm or danger to Health.
- Any Act of abuse by spoken words, emails, SMS or public insult etc.
- Any Act of injury or infringement of the fundamental right to human dignity.
- Any Act of Wrongful Confinement, Kidnapping, molesting or committing unnatural offences, use of criminal forces, trespass or intimidation.
- Any unlawful assembly or conspiracy to ragging.

Objectives:

The main objectives of this cell are:

- To create awareness among the students about the dehumanizing effect of ragging and its consequences.
- To keep a continuous watch and vigil over ragging in order to prevent its occurrence and recurrence.
- To deal, promptly and stringently, with incidents of ragging brought to its notice.
- To generate an atmosphere of discipline free of the fear of ragging.
- To impress upon students that no act of ragging shall be tolerated and perpetrators will be liable for punishment.



Strategies:

The strategies of this cell are:

1. Displaying the charts and other material stating student's discipline, evil nature, punishment of Ragging.
2. Creation of a cordial and free atmosphere.
3. Involving seniors and juniors jointly in value based academic, cultural and other activities.
4. Entrusting the responsibilities jointly to a team of students.
5. Inter-action and casual warning.
6. Ensuring the spot solutions by adapting soft measures.
7. In case of a crucial situation, reporting to the nearest police station.

Benefits of this cell:

1. Students live free of fear in a ragging free atmosphere
2. Students feel cordial, safe and secured and a harmonious state on campus
3. Involving seniors and freshers in an activity narrow down the gap between them and they execute their responsibility effectively.

Composition of the Cell:

1. Principal, Chairperson
2. Director
3. Member Coordinator
4. Faculty members
5. Two Student representatives



Fax : 040-66781220

AVANTHI DEGREE & P.G. COLLEGE

(Affiliated to Osmania University & Recog. by Govt. of Telangana)

3-4-875/A/1, Barkatpura, Hyderabad - 27. (Block I),
Road No. 12, Above Honda Showroom, (Block-II), Narayanaguda, Hyderabad - 20.

Faculty Members of the Anti-Ragging Committee:

1. Prof .V.Veera somaiah(Principal)
2. Dr.Venkat Rao(Director)
3. G.Venu Gopal
4. N.Venu Gopal
5. Sanjeev kumar singh(C)
6. Sri Divya
7. Valli
8. K.Sravani

PRINCIPAL

PRINCIPAL

Avanthi Degree & P.G. College
(Affiliated to Osmania University)
(Block-I), Barkatpura, (Block-II) Narayanguda,
Hyderabad.



Minutes of the Anti-Ragging Committee:

1. Action to be taken to curb cases of ragging in the college campus.
2. Creating awareness among the students about the ill effects of ragging and punishments for ragging for I year students during the Orientation Programme.
3. Notice boards to be erected in all conspicuous places and display Anti-Ragging provisions and penalties.
4. As per the government norms, Anti-Ragging affidavit to be filed in by the students with an undertaking from parents.
5. To establish a cordial relationship between Juniors and Seniors by conducting Freshers Day.
6. To help female students and female staff to install Disha App in their mobile phones and explain them the way to contact the officers concerned in times of emergency.
7. Students involving in ragging would be banished from the institute with an imposition of fine.

PRINCIPAL

PRINCIPAL
Avanthi Degree & P.G. College
(Affiliated to Osmania University)
(Block-I), Barkatpura, (Block-II) Narayanguda,
Hyderabad.



ADPGC/ARC/01/2023

Date: 03-06-2023

ANTI RAGGING COMMITTEE

CIRCULAR

In observance of the orders issued by Hon'ble Supreme Court stating that ragging is strictly prohibited in the educational institutions in any form, I request all the members of the committee to attend a meeting on 05-06-2023 at 2.30 pm at the college conference hall to discuss the following.

Agenda:

1. Formation of Anti Ragging Committee and Anti Ragging Squad for the academic year 2021-22.
2. Conduct Induction Meet to juniors for better interaction.
3. Any other discussion with the permission of Chairman.

CHAIRMAN

Copy to:

1. Principal office
2. All HOD's
3. IQAC
4. Office



ADPGC/ARC/01/2023-

Date: 05-06-2023

Minutes Of Anti Ragging Committee Meeting

The Chairman of the committee addressed all the committee members and extended a warm welcome to all the members present. He announced the importance of having Anti Ragging Committee in an organization and also its duties to ensure the newly joined students a ragging free campus.

The Committee discussed the following (agenda wise) in the meeting:

Item 1:

Formation of Anti Ragging Committee and Anti Ragging Squad for the academic year 2023-2024 Resolution:

It was discussed to reconstitute an Anti-Ragging Committee and form Anti-Ragging Squad for the academic year 2023-24. The Chairman shall constitute a Committee under the teachers by involving Senior Students and Fresher's to report any act of ragging.

The committee decided to issue instructions to the concerned department HODs regarding formation of Anti Ragging Committee and Anti Ragging Squad.

The Chairman, Prof.Veera Somaiah , along with the Director Dr.Venkata Rao decided that the committee members of the academic year 2022-2023 will be continued as the Anti Ragging Committee members for the academic year 2023-2024 also. The passed-out students in the academic year 2022-2023 will be replaced by Class Representatives of 1st year admitted students for the year 2023-2024.

The Chairman also discussed the importance and duties of Anti Ragging Squad. The objective of the Squad is to maintain ragging free campus and the members of the committee are informed to monitor the student's activities within and outside the campus and to conduct Anti Ragging Awareness program to the students at regular intervals.



Organize Induction Meet to juniors for better interaction.

Resolution:

The committee decided to organize the induction meet to the junior students immediately after they join the college for better interaction among the students of all groups and also with faculty. To promote a healthy junior-senior relationship, it is the responsibility of the senior students to involve their juniors in all kinds of activities.

Item 2:

Any other matter with the permission of Chairman.

Resolution:

As an additional agenda topic, the Chairman instructed all HODs to ensure

1. From every department the following faculty should behave as floor in-charges and assigned the responsibility of monitoring the activities of the students especially during lunch hour.

Ordered Administrative Officer and Physical Director to display Anti – Ragging banners and posters which educates clear details of how crime the ragging is, and all statutory punishments for involving in ragging activities at prominent places and on all department notice boards

The posters should contain,

- a. Punishments for ragging as per Telangana Ragging Act, 1997.
 - b. Avanthi Degree & P.G College advertisement on ragging.
2. The website coordinator is instructed to update college website with anti-ragging measures as the scrolling item.



Fax : 040-66781220

AVANTHI DEGREE & P.G. COLLEGE

(Affiliated to Osmania University & Recog. by Govt. of Telangana)

3-4-875/A/1, Barkatpura, Hyderabad - 27. (Block I),
Road No. 12, Above Honda Showroom, (Block-II), Narayanaguda, Hyderabad - 20.

Members present:

Faculty Members of the Anti-Ragging Committee:

1. Prof .V.Veera somaiah(Principal)
2. Dr.Venkat Rao(Director)
3. G.Venu Gopal
4. N.Venu Gopal
5. Sanjeev kumar singh(C)
6. Sri Divya
7. Valli
8. K.Sravani

Student Members of the Anti-Ragging Committee:

- 1.Khaleel III B.COM(Hons)
- 2.Partho Gosh III BBA


Principal

PRINCIPAL
Avanthi Degree & P.G. College
(Affiliated to Osmania University)
(Block-I), Barkatpura, (Block-II) Narayanguda,
Hyderabad.



ANTI RAGGING POLICY

The institute has a transparent mechanism for timely redressal of student grievances including sexual harassments and ragging cases.

Objective:

In view of the directions of the Hon'ble Supreme Court in SLP No. 24295 of 2006 dated 16-05- 2007 and in Civil Appeal number 887 of 2009, dated 08-05-2009 to prohibit, prevent and eliminate the scourge of ragging including any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, in all higher education institutions in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students, the All India Council for Technical Education,(AICTE) brings forth these Regulations.

Definitions:

1. **"Academic year"** means the period from the commencement of admission of students in any course of study in the institution up to the completion of academic requirements for that particular year.
2. **"Head of the institution"** means the Vice-Chancellor in case of a university or a deemed to be university, the Principal or the Director or such other designation as the executive head of the institution or the college is referred.
3. **"Fresher"** means a student who has been admitted to an institution and who is undergoing his/her first year of study in such institution.



As per UGC and AICTE norms, all students must know the following details regarding ragging.

Ragging constitutes one or more of the following acts:

1. Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
2. Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof if in any fresher or any other student.
3. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generation a sense of shame or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
4. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
5. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
6. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
7. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.
8. Any act of abuse by spoken words, emails, posts, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participation in the discomfiture to fresher or any other student.
9. Any act that effects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.



Anybody indulging in any one of the above-mentioned activities is liable for punishment as per UGC and AICTE acts.

Roles and Responsibilities of Anti-Ragging Committee:

1. To uphold and comply with the directions of the Hon'ble Supreme Court and be vigilant on any acts amounting to ragging.
2. To publicize to all students about prevalent directives and the actions that can be taken against those indulging in ragging.
3. To consider the complaints received from the students and conduct enquiry and submit the report to the Anti-Ragging Committee along with punishment recommended for the offenders.
4. Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
5. To conduct workshops against ragging menace and orient the students.
6. To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls.
7. To offer services of counselling and create awareness to the students.
8. To take all necessary measures for prevention of Ragging inside the campus.

Anti Ragging Measures to Prevent ragging:

1. It is clearly mentioned that ragging is totally banned and anyone found guilty of ragging and/or abetting ragging is liable to be punished
2. Each batch of fresher's should be divided into small groups and each such group shall be assigned to a member of staff. Such staff member should interact individually with each member of the group on daily basis to ascertain the problems/difficulties, if any faced by the freshers in the Institution and extend necessary help.



Mechanism: -

Anti-ragging Committee:

- a) Every Institution/University including Deemed to be University imparting technical education shall constitute a Committee to be known as the Anti-ragging Committee to be nominated and headed by the Head of the Institution, and consisting of representatives of civil and police administration, local media, Non-Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the fresher's category as well as senior students, non-teaching staff; and shall have a diverse mix of membership in terms of level as well as gender.
- b) It shall be the duty of the Anti-Ragging Committee to ensure compliance with the provisions of these Regulations as well as the provisions of any law for the time being in force concerning ragging; and also, to monitor and oversee the performance of the Anti- Ragging Squad in prevention of ragging in the institution.



Anti-Ragging Squad:

- a) Every Institution/University including Deemed to be University imparting technical education shall also constitute a smaller body to be known as the Anti-Ragging Squad to be nominated by the Head of the Institution with such representation as may be considered necessary for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times. Provided that the Anti-Ragging Squad shall have representation of various members of the campus community and shall have no outside representation.
- b) It shall be the duty of the Anti-Ragging Squad to be called upon to make surprise raids on hostels, and other places vulnerable to incidents and having the potential for ragging and shall be empowered to inspect such places.
- c) It shall also be the duty of the Anti-Ragging Squad to conduct an on-the-spot enquiry into any incidents of ragging referred to it by the Head of the institution or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action. Provided that the Anti-Ragging Squad shall conduct such enquiry observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incidents of ragging, and considerations such other relevant information as may be required.



Punishments In the Event of Ragging:

- 1) Cancellation of admission.
- 2) Suspension from attending classes.
- 3) Withholding/withdrawing scholarship/fellowship and other benefits.
- 4) Debarring from appearing in any test/examination or other evaluation process
- 5) Withholding results.
- 6) Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 7) Rustication from the institution for period ranging from 1 to 4 semesters
- 8) Expulsion from the institution and consequent debarring from admission to any other institution.
- 9) Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggers.



ANTI-RAGGING MESSAGE

Ragging is totally prohibited in Avanthi Degree & P.G College inside and outside the campus. Anyone found guilty of ragging and abetting ragging whether actively or passively or being a part of conspiracy to promote ragging is liable to be punished in accordance with UGC Regulations 2009 as well as under the provisions of any penal law for the time-being in force. Avanthi Degree & P.G College ensures that the congenial and welcoming environment is given to the freshers.


Principal

PRINCIPAL
Avanthi Degree & P.G. College
(Affiliated to Osmania University)
(Block-I), Barkatpura, (Block-II) Narayanguda,
Hyderabad.