



## NASRA COLLEGE OF ARTS AND SCIENCE, TIRURKAD

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### GRC POLICY

The Grievance Redressal Cell (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. It redresses the grievances at individual and class level and grievances of common interest. The students can state their grievance regarding any academic and non-academic matter within the campus through the grievance/suggestion box. The institution aims at solving the grievances of the students within stipulated time. The Student's Grievance Cell desires to promote and maintain a conducive and unprejudiced educational environment.

In order to meet the increasing legitimate expectations of students and staff for better, faster and more effective service, Nasra college shall constantly endeavor to improve its service rules, standards and capabilities and expects all its Officers and employees to maintain highest standards of integrity and transparency in their working conditions with students and staff. The Grievance Redressal Cell has been developed to settle the grievances of the students and other stakeholders within a reasonable time period for further strengthening the bond of the students with the institution by providing them with all kinds of facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning.

**Dr. P. Zubair**

Principal

Nasra College of Arts and Science  
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## Objectives:

1. To make officials of the College responsive, accountable and courteous in dealing with the students.
2. To ensure effective solution to the student's grievances with an impartial and fair approach.
3. To provide means for inviting and collecting grievances from students and staff on all matters concerning infra-structure and support services.
4. To fix boxes for receiving Grievances and to keep record of the grievances and action taken.
5. To establish structured interactions with students and staff to elicit information regarding academic and administrative process and their expectations.
6. To forward the grievance to the Committee for Infrastructure Development and Maintenance, if the grievance involved some new academic or infrastructure facility and policy decisions
7. Upholding the dignity of the College by ensuring tension free atmosphere in the College by promoting cordial Student-Student relationship and Student Teacher relationship etc.
8. Encouraging the Students to express their grievances / problems freely and frankly without any fear of being victimized.
9. Advising all the students to refrain from inciting students against other students or teachers and College administration



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**Scope:** The Committee deals with Grievances received in writing from the students about any of the following matters: -

Academic Matters: Related to examination, evaluation and publication of internal marks

Financial Matters: Related to dues and payments for various items from library, hostels etc.,

Other Matters: Related to certain misgivings about conditions of sanitation, preparation of food, availability of transport etc.

The Cell enables a student to express feelings by initiating and pursuing the grievance procedure in accordance with the rules and regulations of the College Student's Grievance Cell' inquires and analyzes the nature and pattern of the grievances in a strictly confidential manner. Emphasis on procedural fairness has been given with a view to the right to be heard and right to be treated without bias"



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## What not to do

Do not blame yourself Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work dignity

Do not ignore it. Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack of response as approval of the behavior.

Do not delay. Delay in action increases the probability that unwanted behavior will continue or escalate

Do not hesitate to ask for help. Speaking up May also prevent others from being harmed.

## Steps you can take

Inform Class Teacher, HoD or Members of Women Cell or Anti Sexual Harassment Cell Approach the Grievance Redressal Cell for Women and file a written complaint.

### Internal Complaints Committee

Complaints Committee was daly formed in the college to look into, and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees in the institution. To that end the college has been vigilant about instances of gender discrimination, victimization and abuse, and acts promptly to address/redress any issues that violated the harassment by motivating students to attend the programs the college on gender discrimination, and sexual harassment. organized by the Women's Cell of provisions of the said Act. Moreover, it plays a proactive role in averting instances of sexual harrasment



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