



CHILDREN'S EDUCATION SOCIETY (Regd.)

THE OXFORD DENTAL COLLEGE

(Recognized by the Govt. of Karnataka, Affiliated to Rajiv Gandhi University of Health Sciences, Karnataka & Recognised by Dental Council of India, New Delhi)

Bommanahalli, Hosur Road, Bangalore - 560 068.

Ph: 080-61754680 Fax : 080 - 61754693E-mail:deandirectortodc@gmail.com

Website: www.theoxford.edu



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**THE OXFORD DENTAL COLLEGE,
BANGALORE**

CIRCULAR

Date: 11/07/22

The Sexual Harassment Elimination Committee meeting will be held on 18/07/22 at 12PM. All stakeholders and committee members are requested to kindly assemble in the college auditorium at the above-mentioned date and time.

Principal

The Oxford Dental College
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The Oxford Dental College
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THE OXFORD DENTAL COLLEGE, BANGALORE

CIRCULAR

Date: 22/12/22

The Antiragging Committee meeting will be held on 29/12/22 at 10 AM. All stakeholders and committee members are requested to kindly assemble in the Preclinical Prosthodontics Lab at the above-mentioned date and time.


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**THE OXFORD DENTAL COLLEGE,
BANGALORE**

CIRCULAR

Date: 22/12/22

The Antiragging Committee meeting will be held on 29/04/23 at 10 AM. All stakeholders and committee members are requested to kindly assemble in the college auditorium at the above-mentioned date and time.


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**THE OXFORD DENTAL COLLEGE,
BANGALORE**

CIRCULAR

Date: 29/04/23

The Sexual Harassment Elimination Committee meeting will be held on 03/05/22 at 11 AM. All stakeholders and committee members are requested to kindly assemble in the college auditorium at the above-mentioned date and time.


Principal

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Mechanism of redressal of complaints:

The Grievance Redressal Committee (GRC), Anti-Ragging Committee (ARC) and the Sexual Harassment Elimination Cell (SHEC) follow an ordered and timely manner of grievance redressal. The highest authority is the head of the institution, who has the final word on the matter. The student representative serves as a bridge between the students and the committee. They are appointed on a yearly basis. Generally prominent students (such as class representative of IV BDS and a prominent and proactive MDS student from any department) are chosen as student representatives of the various committees. In all three committees, the first step involves the matter being brought to the attention of the student representative. Following this, the student brings this matter to the attention of the permanent members of the committee. The aggrieved student/s then meets up with the committee member (any one member in private). If the complaint is resolved, no further action is taken. If the student is not satisfied, the matter is taken up with the chairperson of the committee. The student meets with the chairperson to resolve the issue is still unresolved, the matter is brought up with the head of the institution (Dean/Principal). Within the college the head of the institution has the final word.

Online:

If still unresolved, an Online complaint is filed with the university at swf@rquhs.ac.in.

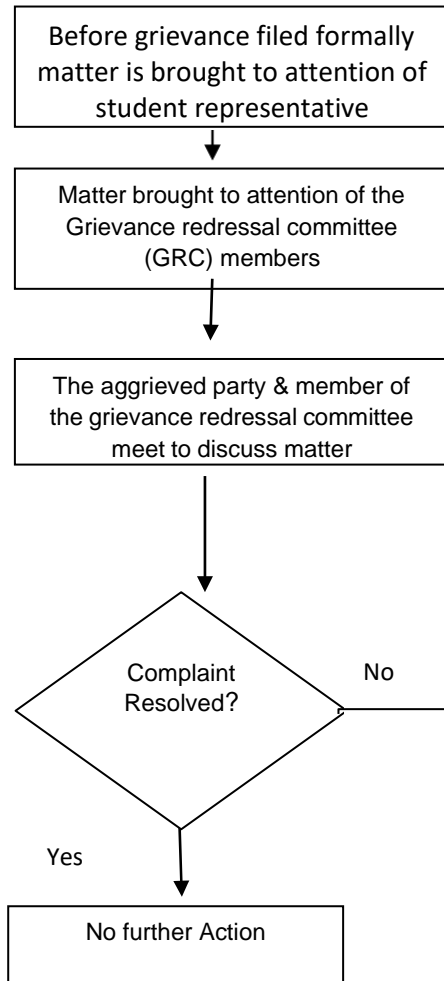
The details of grievance redressal for the various committees are elaborated in the flowcharts shown below.



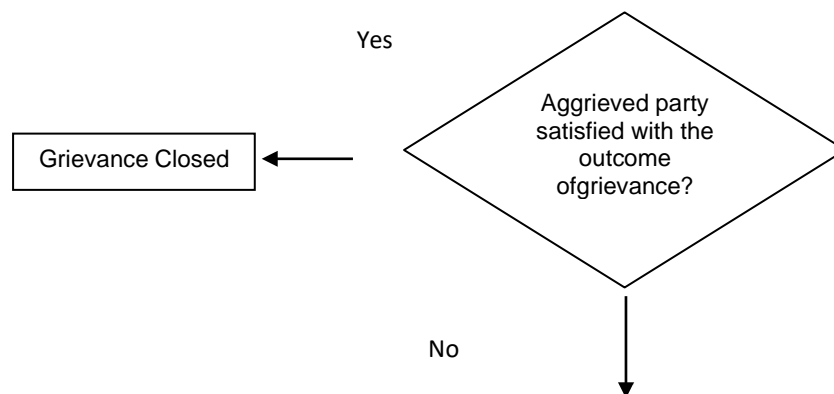
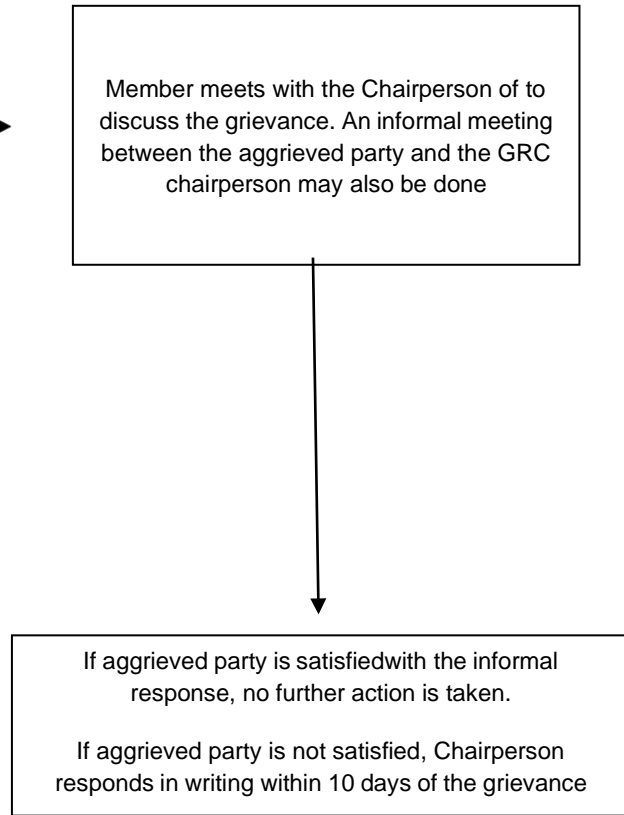
Mechanism for Timely Redressal of Student Grievances

Flowchart (page 1)

Informal approach



STEP ONE

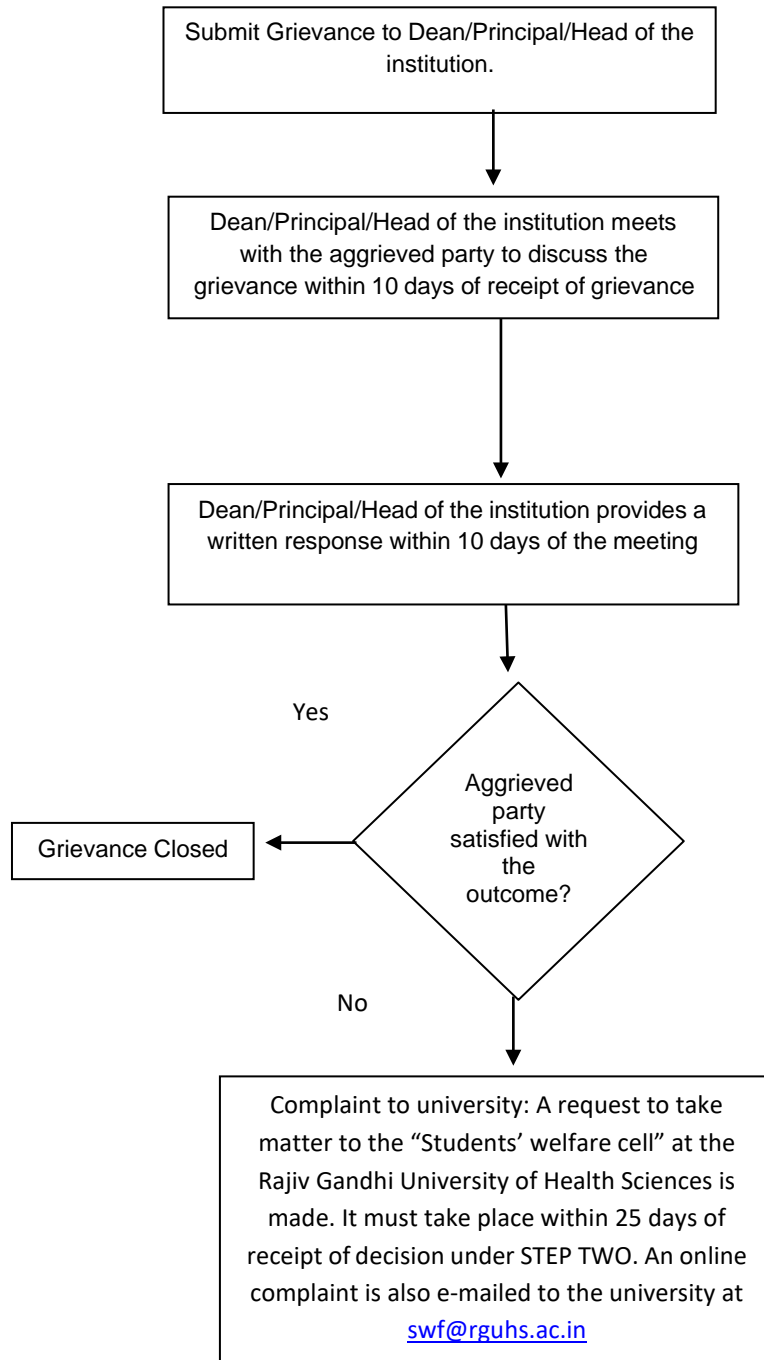


STEP TWO



Flowchart (page 2)

STEPTWO





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Standard operating procedure of Grievance redressal committee (GRC):

The mechanism of the GRC consists of two stages.

Step 1 is where the meeting is between the aggrieved party and the members/chairman of the GRC.

Before grievance is filed formally, the matter is brought to attention of student representative. The student representative then brings up this matter with the other members of the GRC. The aggrieved party and a member of the GRC meet to make sure the complaint is resolved. If the complaint is not resolved, the member who earlier met the student meets with the chairperson of the GRC to discuss the grievance. An informal meeting between the aggrieved party and the GRC chairperson may also be done at this stage. If aggrieved party is satisfied with the informal response, no further action is taken. If aggrieved party is not satisfied, chairperson responds in writing within 10 days of the grievance meeting.

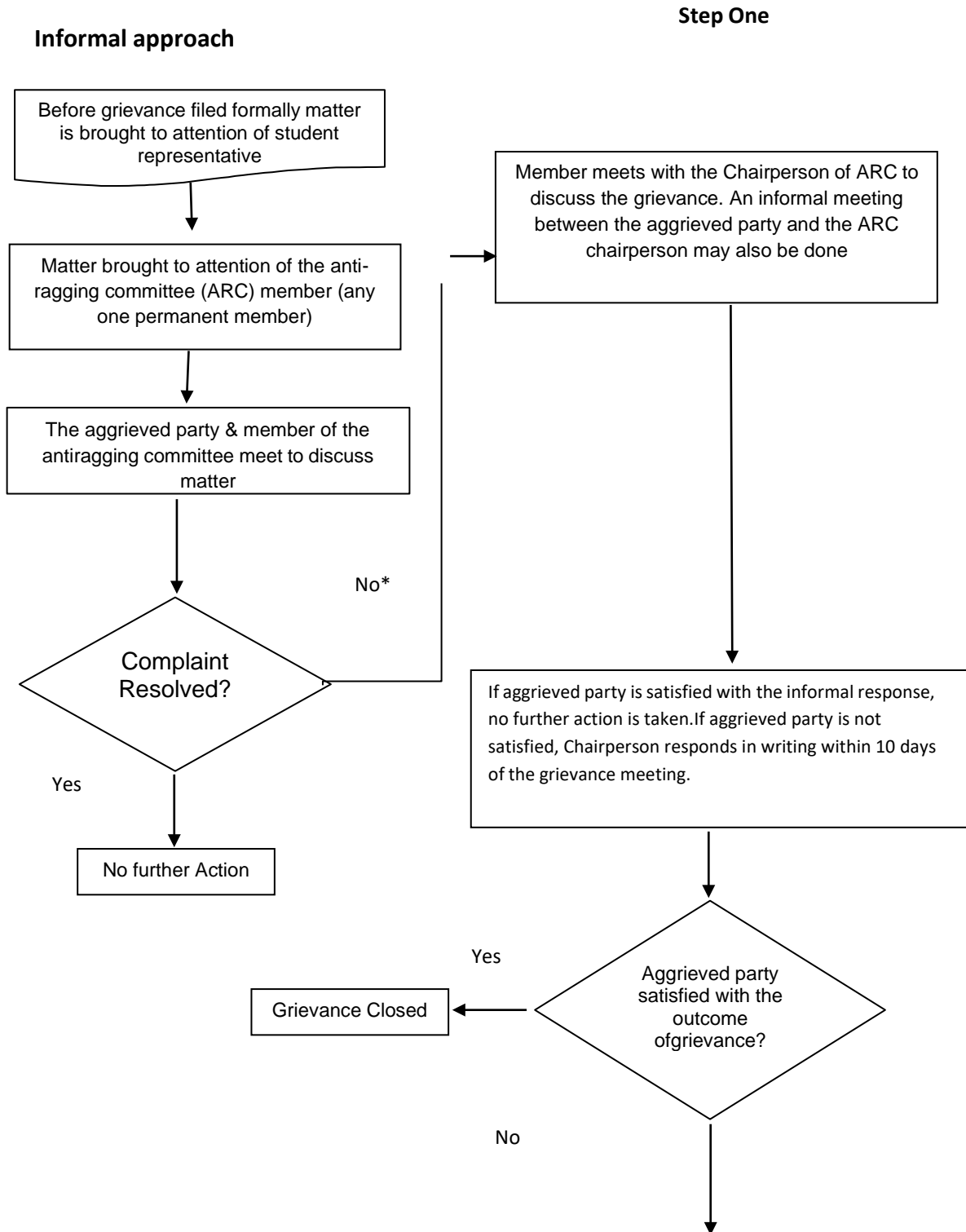
If the aggrieved party is still not satisfied, Step 2 of the GRC mechanism is activated.

Here the grievance is submitted to the head of the institution. He/she responds within 10 days of the receipt of the grievance. If the aggrieved party is still not satisfied with the response, a request to take matter to the “Students’ welfare cell” at the Rajiv Gandhi University of Health Sciences is made. It must take place within 25 days of receipt of decision. An online complaint is also e-mailed to the university at swf@rquhs.ac.in.



Mechanism of prevention of ragging

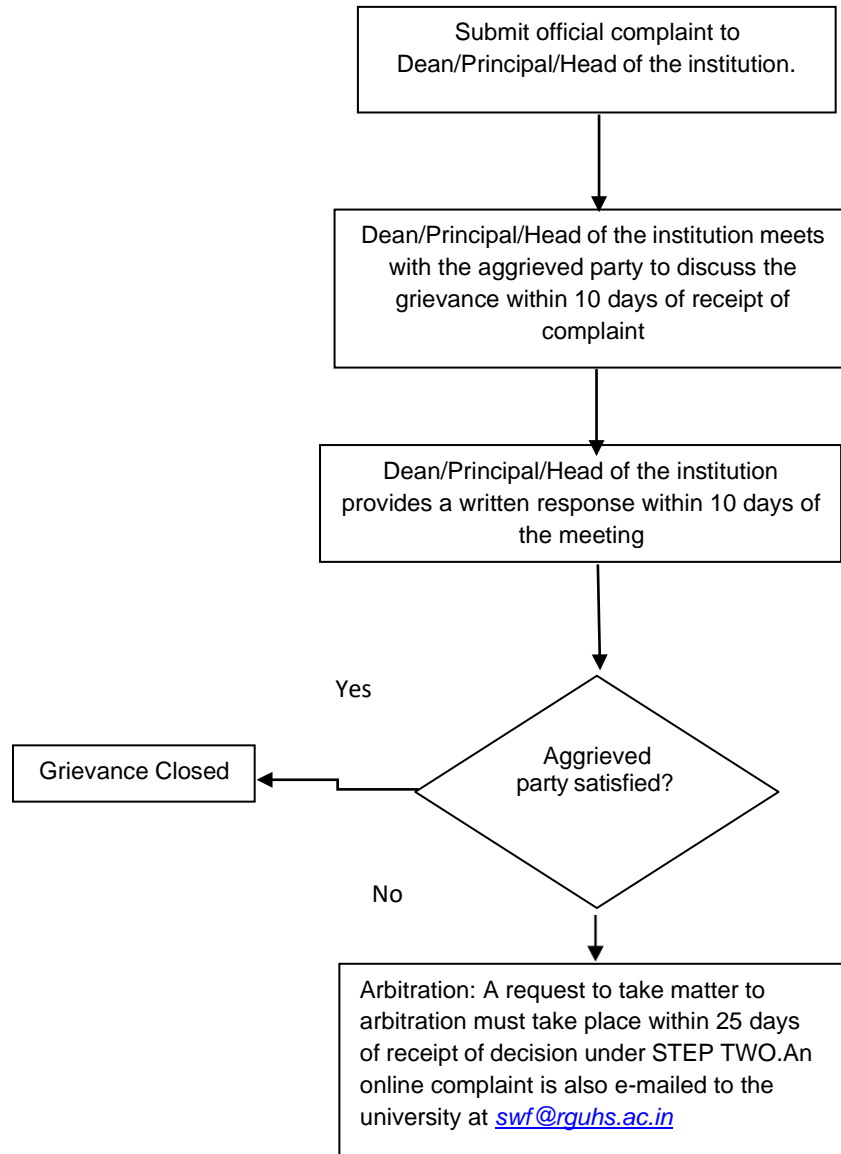
Flowchart (page 1)





Flowchart (page 2)

STEP TWO





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Standard operating procedure of Antiragging committee (ARC):

The mechanism of the ARC consists of two stages.

Step 1 is where the meeting is between the aggrieved party and the members/chairman of the ARC.

Before grievance is filed formally, the matter is brought to attention of student representative. The student representative then brings up this matter with the other members of the ARC. The aggrieved party and a member of the ARC meet to make sure the complaint is resolved. If the complaint is not resolved, the member who earlier met the student meets with the chairperson of the ARC to discuss the grievance. An informal meeting between the aggrieved party and the ARC chairperson may also be done at this stage. If aggrieved party is satisfied with the informal response, no further action is taken. If aggrieved party is not satisfied, chairperson responds in writing within 10 days of the grievance meeting.

If the aggrieved party is still not satisfied, Step 2 of the ARC mechanism is activated.

Here the grievance is submitted to the head of the institution. He/she responds within 10 days of the receipt of the grievance. If the aggrieved party is still not satisfied with the response, a request to take matter to the “Students’ welfare cell” at the Rajiv Gandhi University of Health Sciences is made. It must take place within 25 days of receipt of decision. An online complaint is also e-mailed to the university at swf@rquhs.ac.in.

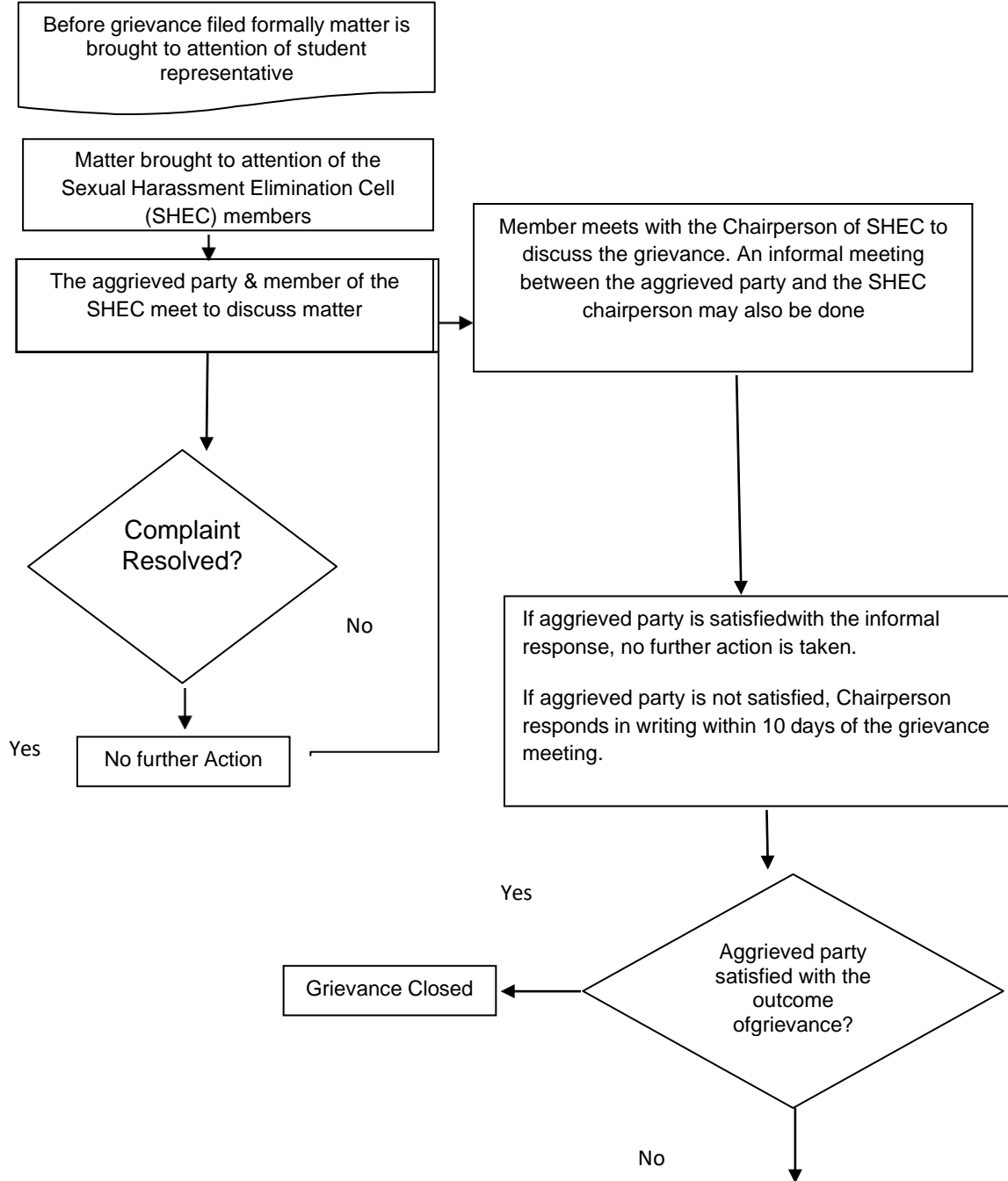


Mechanism for Prevention of Sexual Harassment

Flowchart (page 1)

Informal approach

STEP ONE

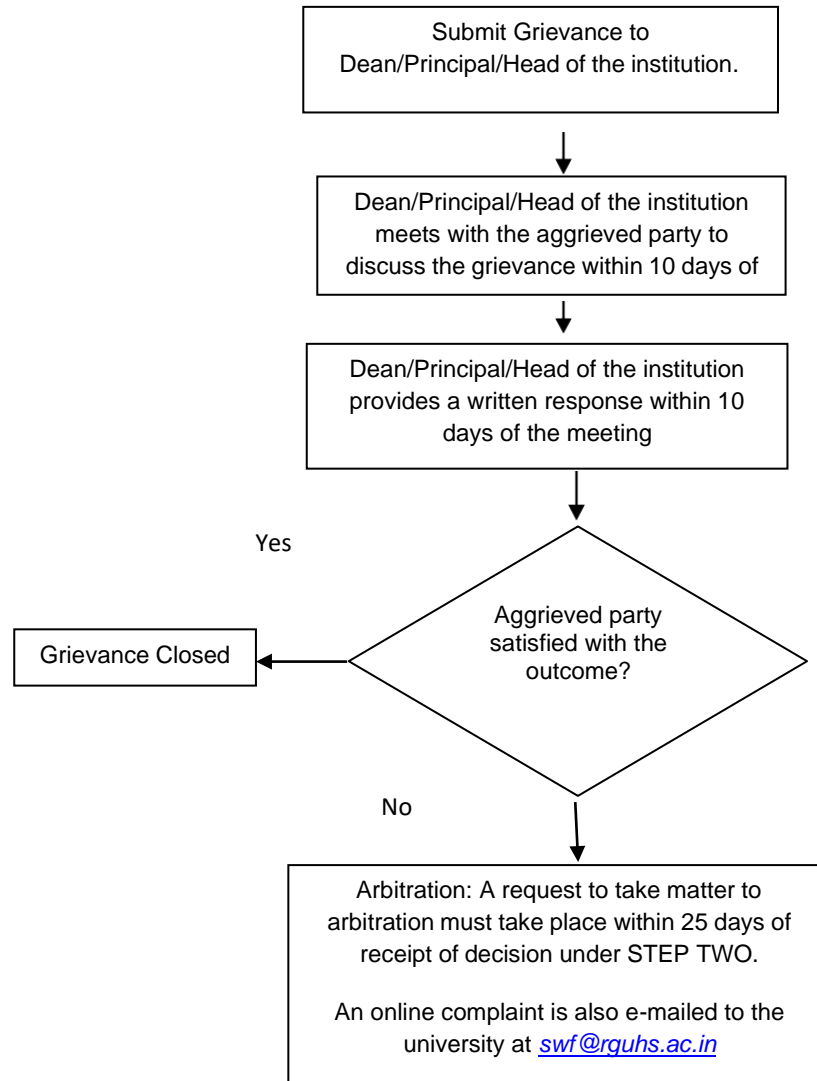


STEPTWO



Flowchart (page 2)

STEPTWO





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Standard operating procedure of Sexual harassment elimination committee (SHEC):

The mechanism of the SHEC consists of two stages.

Step 1 is where the meeting is between the aggrieved party and the members/chairman of the SHEC.

Before grievance is filed formally, the matter is brought to attention of student representative. The student representative then brings up this matter with the other members of the SHEC. The aggrieved party and a member of the SHEC meet to make sure the complaint is resolved. If the complaint is not resolved, the member who earlier met the student meets with the chairperson of the SHEC to discuss the grievance. An informal meeting between the aggrieved party and the SHEC chairperson may also be done at this stage. If aggrieved party is satisfied with the informal response, no further action is taken. If aggrieved party is not satisfied, chairperson responds in writing within 10 days of the grievance meeting.

If the aggrieved party is still not satisfied, Step 2 of the SHEC mechanism is activated.

Here the grievance is submitted to the head of the institution. He/she responds within 10 days of the receipt of the grievance. If the aggrieved party is still not satisfied with the response, a request to take matter to the “Students’ welfare cell” at the Rajiv Gandhi University of Health Sciences is made. It must take place within 25 days of receipt of decision. An online complaint is also e-mailed to the university at swf@rquhs.ac.in.



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ONE HUNDRED % APR **EARN EARLY**
[DEPOSIT NOW](#) TERMS AND C

You are successfully register with following Detail

Your Reference No.	3650760
Your Name	ANOOP DSOUZA
Your Email Id	ANOOP1997DSOUZA@GMAIL.COM
Your Mobile No.	9740976056

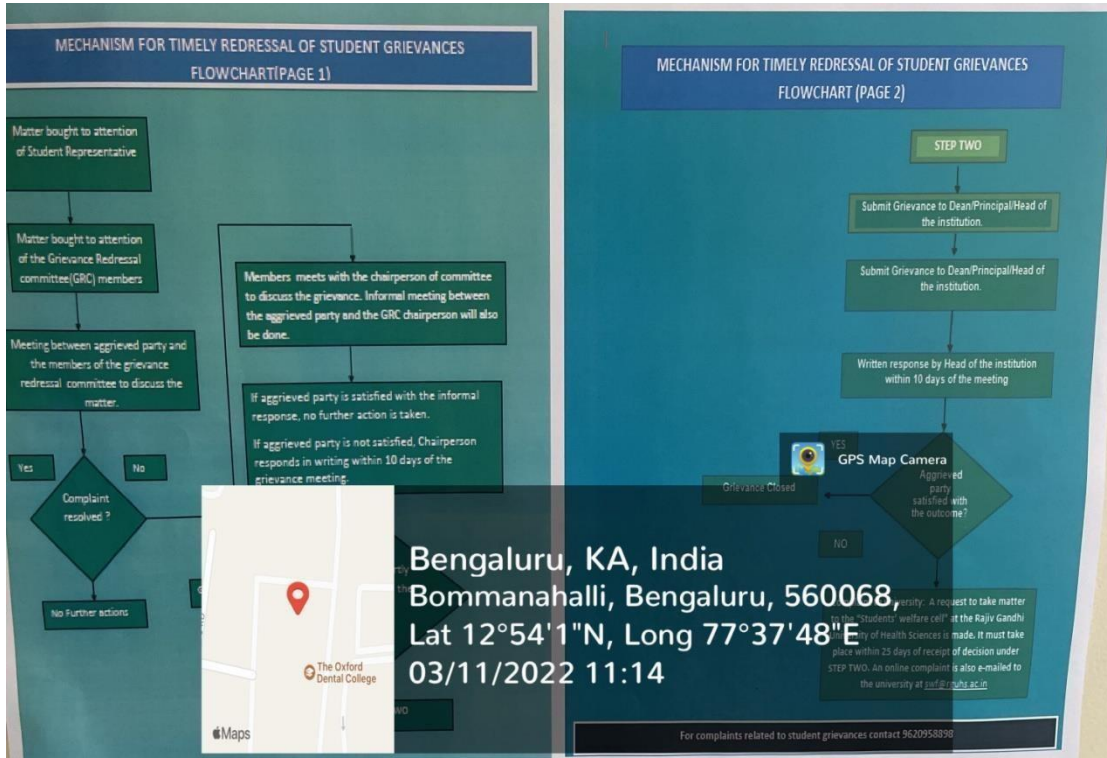
Please note your details correctly. These details will used further for duplicate Undertaking/Affidavits

[Go To Home](#)

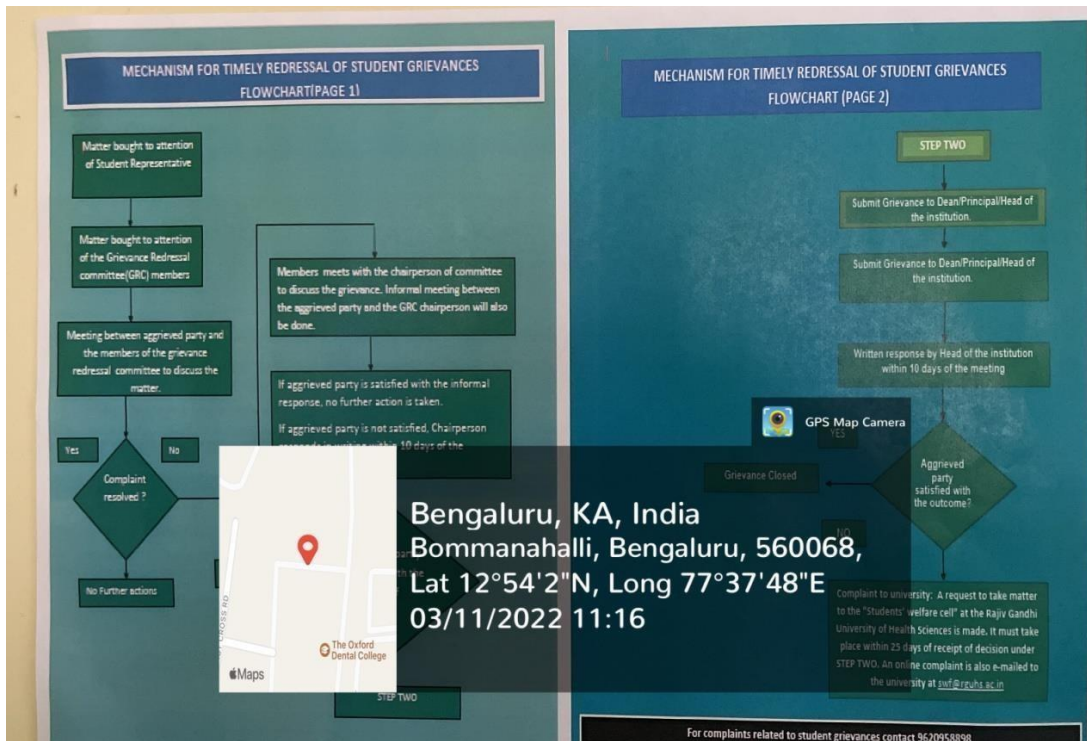
Sample of antiragging affidavit filled by student



Geotagged Photograph of Display of Boards for grievance redressal



Geotagged photo of mechanism of student grievance redressal (7th floor)



Geotagged photo of mechanism of student grievance redressal (College entrance)



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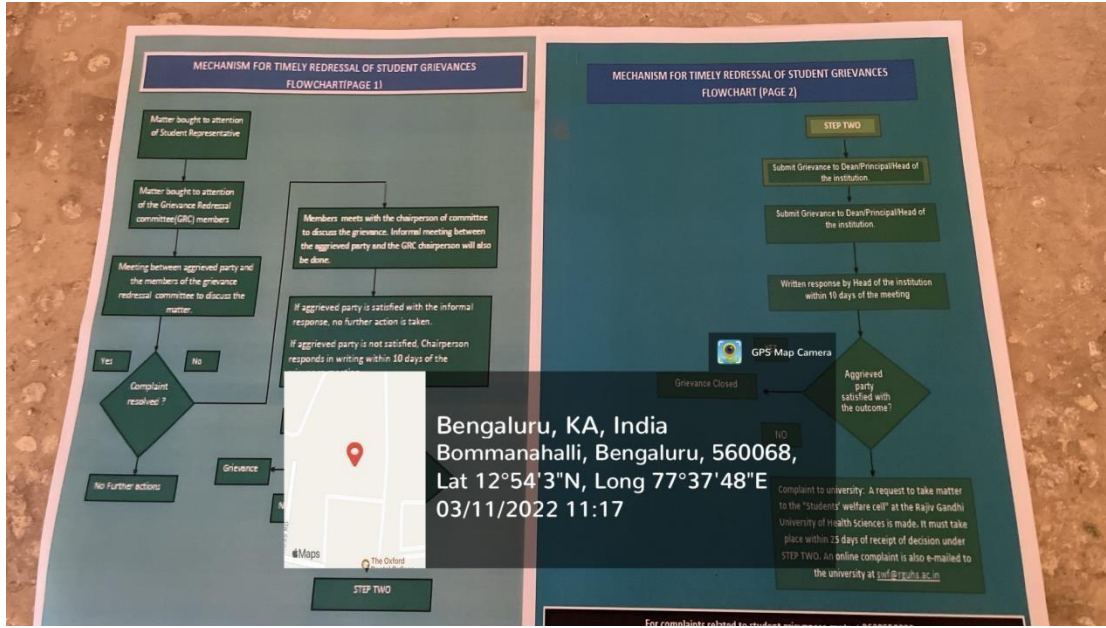
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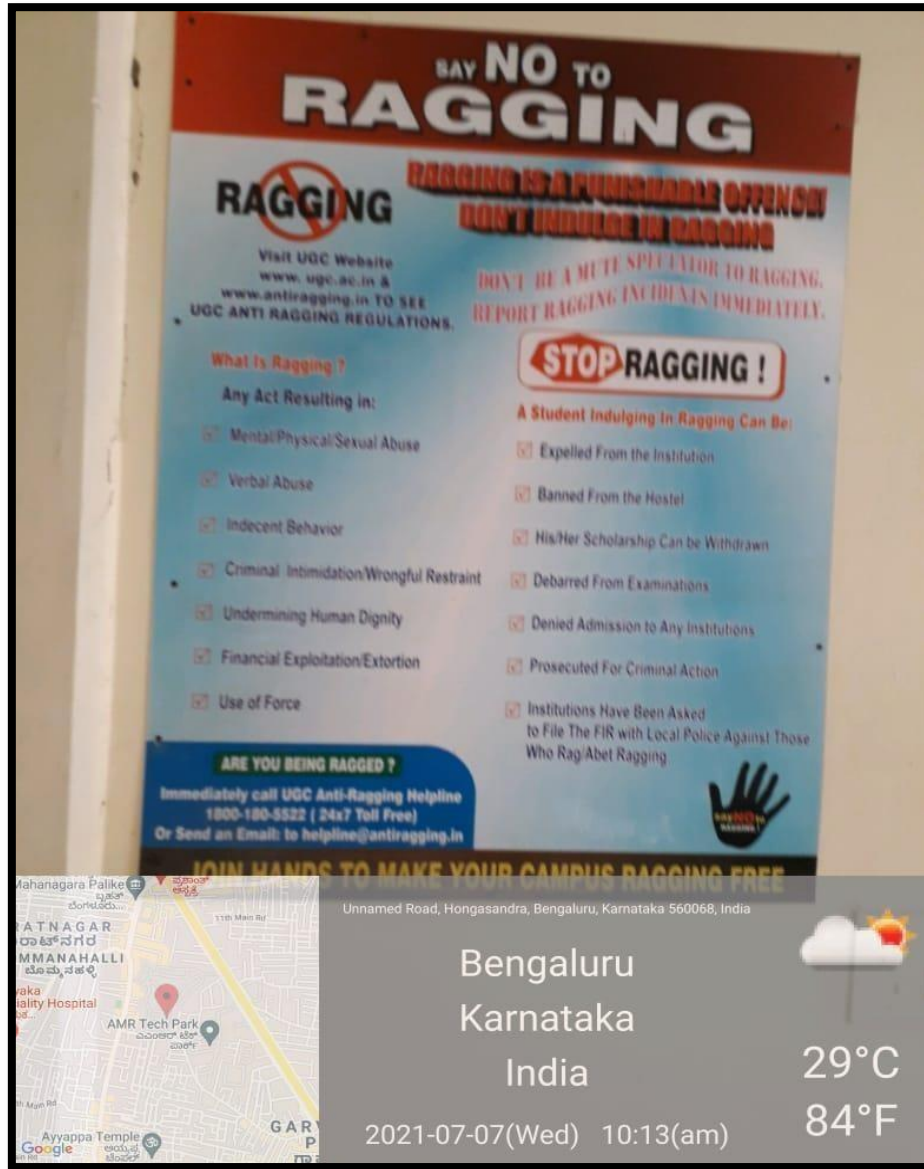
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Geotagged photo of mechanism of student grievance redressal (Library)



Geotagged Photograph of Display of Boards for Anti-Ragging and Sexual Harassment Elimination



Geotagged Photo of Antiragging Board on 7th Floor



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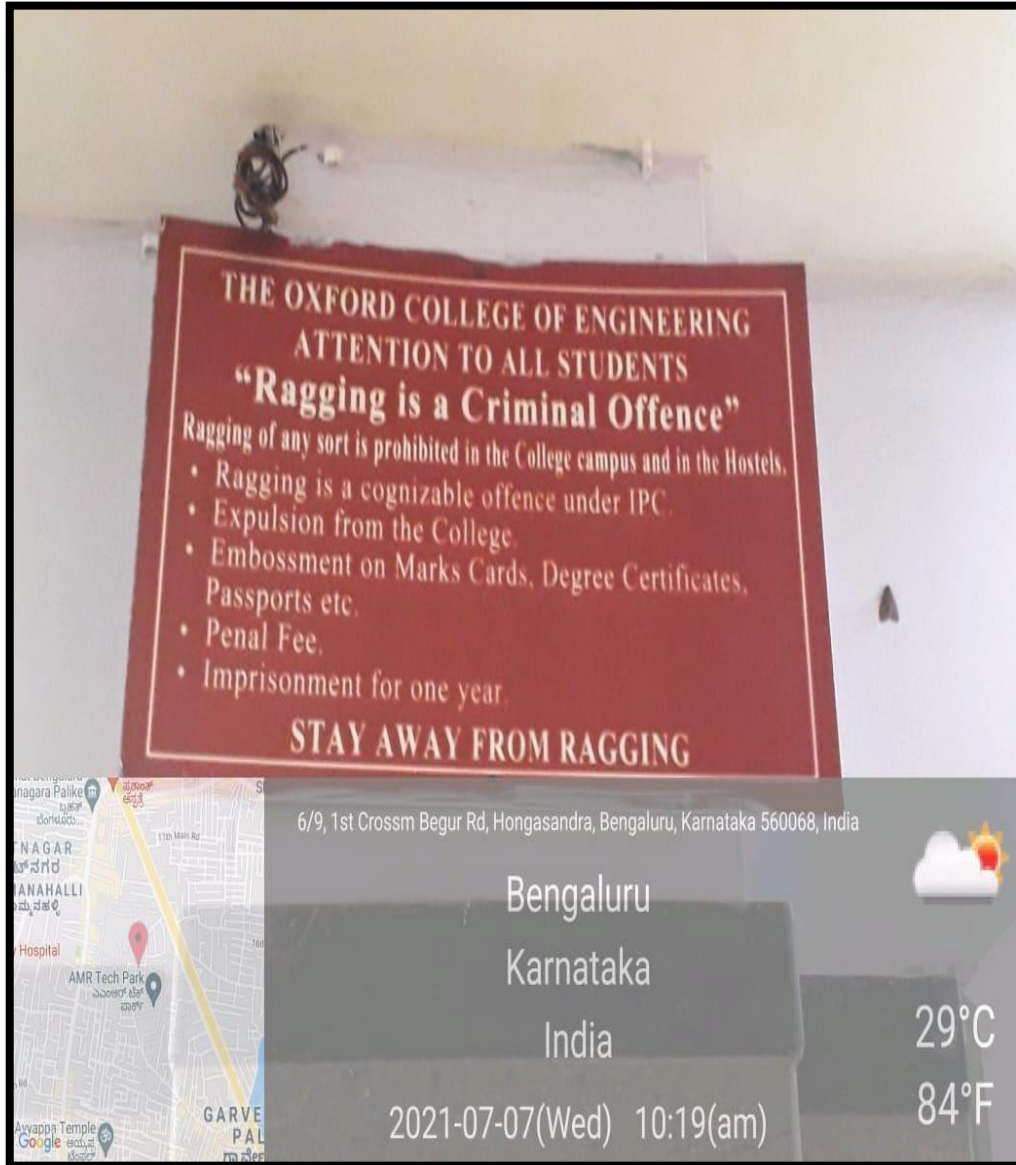
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Geotagged Photo of Antiragging Board in Canteen



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Geotagged Photo of Antiragging Board in Girls Hostel



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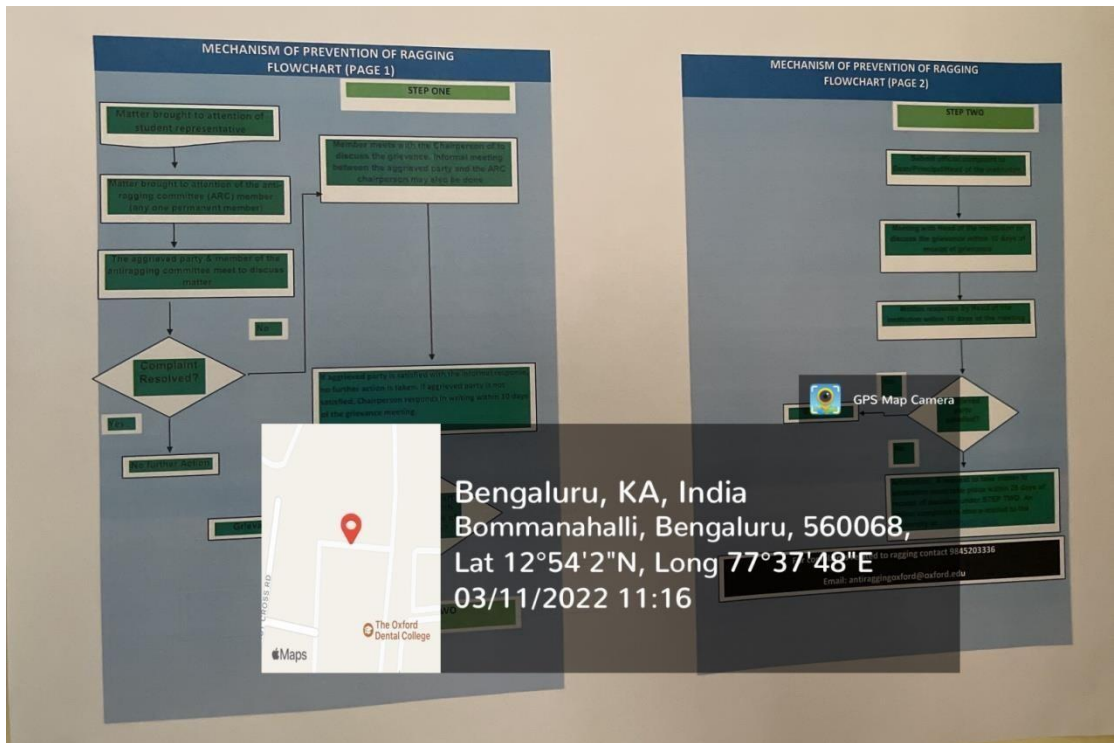
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Geotagged Photo of Antiragging Board in Boys Hostel



Geotagged Photo of Antiragging Board in Canteen



Geotagged Photo of Antiragging Board in Boys Hostel



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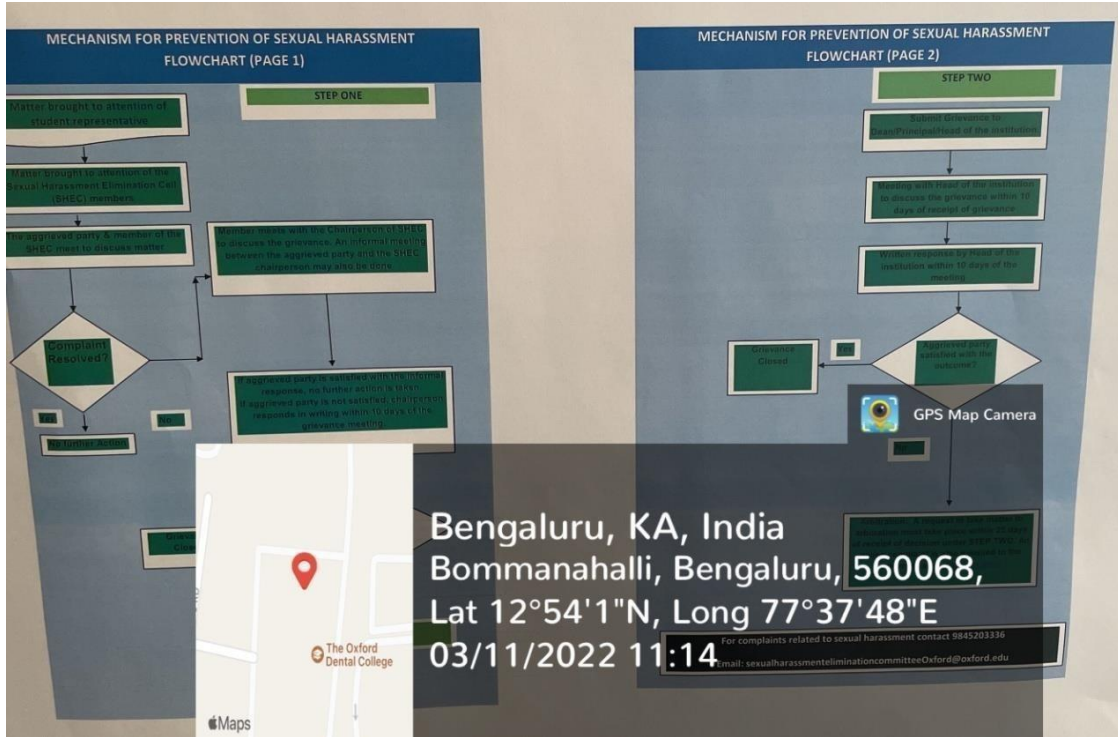
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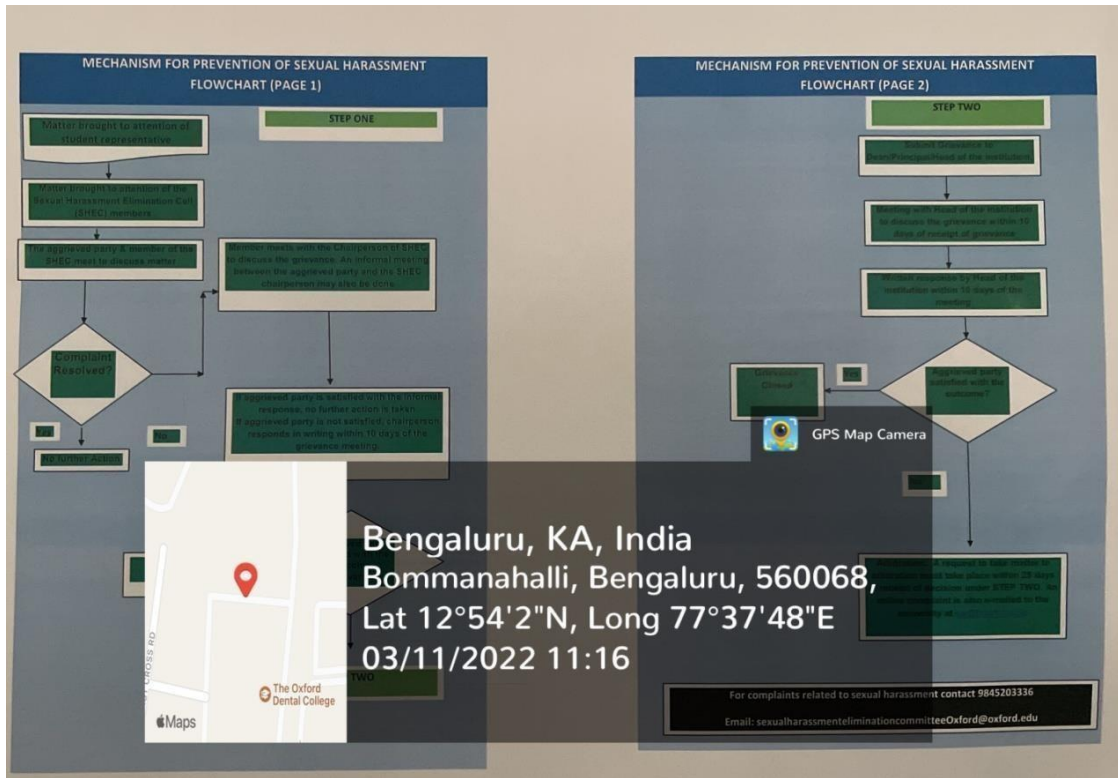
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Geotagged Photo of Mechanism of redressal for sexual harassment complaints



Geotagged Photo of Mechanism of redressal for sexual harassment complaints (College entrance)



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Composition & Minutes of Meeting of Student Grievance Redressal Committee

Meeting Minutes

Meeting Information

Date: 18/7/2022

Time: 09:00 am

Location: Auditorium

Committee members:

Dr. Archana (Chairperson)

Dr. Sri Rekha (Chairperson)

Dr. Asha (Member)

Dr. Jyothi (Member)

Dr. Shobha (Member)

Dr. Naved (Student representative and Member)

Agenda Items

Both undergraduate and post graduate students complained about the presence of water seepage subsequent peeling of paint in the departmental clinics in all floors during monsoon.

Action taken: Painting and plumbing jobs were carried out in the floors of the college building



Audience assembled for Grievance redressal committee meeting



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Among other grievances discussed by the Grievance Redressal Committee, were examination related grievances. Students had requested for photocopies of the answer sheets in the university examination. A total of 17 requests were given for photocopies of answer scripts from 8 students. These details were as follows:

Sl no	Year	Name of the student	Subject
1.	1 st year BDS	Faizal Ahmed	1. General human anatomy 2. General human physiology and biochemistry 3. Dental anatomy
2.	3 rd year BDS	Kristi Saikia	1. Kristi Saikia
3.	3 rd year BDS	Nallagonda Thejesh	1. General medicine 2. Oral pathology and microbiology
4.	3 rd year BDS	Sachin Kumar	1. General medicine 2. General surgery
5.	4 th BDS	Aseela Saniya	1. Orthodontics and dentofacial orthopedics 2. Periodontology 3. Public health dentistry
6.	4 th BDS	Disha Sharma	1. Pediatric and preventive dentistry 2. Prosthodontics including crown and bridge
7.	4 th BDS	Dinesh M	1. Prosthodontics including crown and bridge
8.	4 th BDS	Mohammed Sayeed ur Rehman	1. Pediatric and preventive dentistry 2. Conservative dentistry and endodontics


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Composition & Minutes of Meeting of Anti-Ragging Committee

Meeting Minutes – Meeting – 01

Meeting Information

Date:18/7/2022

Location:College Auditorium

Time:11:00 am

Committee members:

Dr. Savitha AN (Chairperson) *Savitha*

Dr. Malathi (Member Coordinator)

Dr. Anuradha Pai (Member)

Dr. Priya Subramaniam (Member)

Dr. Sri Rekha A (Member)

Dr. Divya (Member)

Dr. Praveen (Member)

Dr. Bharath (Member)

Dr. Elamma Thomas (Member)

Mr Gurumurthy (Member)

Agenda Items

1. This meeting was held with the annual 'Ragging awareness program' as proscribed by the Dental Council of India (DCI).
2. Our Dean & Director, Dr AR Pradeep, informed all the fresher students regarding zero-tolerance policy and informed that since inception, there are no instances of ragging in our college.
3. Pamphlets about ragging, anti-ragging policy and its ill-effects were handed over to all the students and staff during the program.
4. Dr. Suresh BS (Chief guests of the program, DCI member) emphasized that ragging is a punishable crime.
5. The highlight of the program was the lecture given by Dr Girish Kumar, Advocate. He spoke about the problems faced by students due to ragging by seniors in colleges and the ill-effects of ragging. He also spoke about ragging from a legal perspective and cited a few examples of punishments faced by seniors after incidents of ragging.
6. Mr. Chethan, Sub-Inspector Bommanahalli Police station, spoke about ragging as a criminal offence and the punishments for the guilty. Mr Chethan also shared his phone number for redressal of future grievances.
7. After the completion of the DCI Antiragging program, a general review and orientation on behavioural management was held by the Antiragging committee of the college with the students and interns of the college.
8. The members of the Antiragging committee were acquainted on the necessity of regular visits to canteen, library and hostel to deter ragging incidents.
9. Scheduled surprise faculty visits to the boys' and girls' hostels between 10 and 12 pm on every alternate Sunday did not show any incidents of ragging.
10. Unscheduled surprise faculty visits to the canteen and library did not show any incidents of ragging.
11. No complaints were received on the anti-ragging helpline number.
12. Students were asked to fill out the Antiragging affidavits as necessitated by the DCI.



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**Antirragging committee with the resource persons
for prevention of ragging**



**Audience assembled for Antirragging committee
meeting**

Savitri



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**Composition & Minutes of Meeting of Anti-Ragging Committee
Meeting Minutes – Meeting – 02**

Meeting Information

Date:29/12/2022

Location: Lecture hall (7th floor)

Time:10:00 am

Committee members:

Dr. Savitha AN (Chairperson)

Dr. Malathi (Member Coordinator)

Dr. Anuradha Pai (Member)

Dr. Priya Subramaniam (Member)

Dr. Sri Rekha A (Member)

Dr. Divya (Member)

Dr. Praveen (Member)

Dr. Bharath (Member)

Dr. Elamma Thomas (Member)

Mr Gurumurthy (Member)

Agenda:

1. Our Dean & Director, Dr AR Pradeep, informed all the students regarding zero-tolerance policy.
2. Pamphlets about ragging, anti-ragging policy and its ill-effects were handed over to all the students and staff during the program.
3. Mr. Chethan, Sub-Inspector Bommanahalli Police station, spoke about ragging as a criminal offence and the punishments for the guilty. Mr Chethan also shared his phone number for redressal of future grievances.
4. The members of the Antiragging committee were acquainted on the necessity of regular visits to canteen, library and hostel to deter ragging incidents.
5. Unscheduled surprise faculty visits to the boys' and girls' hostels between 10 and 12 pm on random Sundays did not show any incidents of ragging.
6. Unscheduled surprise faculty visits to the canteen and library did not show any incidents of ragging.
7. No complaints were received on the anti-ragging helpline number.





CHILDREN'S EDUCATION SOCIETY (Regd.)

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Ph: 080-61754680 Fax : 080 – 61754693E-mail:deandirectortodc@gmail.com

Website: www.theoxford.edu

Composition & Minutes of Meeting of Anti-Ragging Committee

Meeting Minutes – Meeting – 02

Meeting Information

Date: 03/05/2023

Location: College Auditorium

Time: 10:00 am

Committee members:

Dr. Savitha AN (Chairperson) *[Signature]*

Dr. Anuradha Pai (Member Coordinator)

Dr. Anuradha Pai (Member)

Dr. Priya Subramaniam (Member)

Dr. Sri Rekha A (Member)

Dr. Divya (Member)

Dr. Praveen (Member)

Dr. Bharath (Member)

Dr. Elamma Thomas (Member)

Mr Gurumurthy (Member)

Mr Siddaramu (Member)

Agenda:

1. Our Principal, Dr Priya Subramaniam, informed all the students regarding the zero-tolerance policy.
2. Pamphlets about ragging, anti-ragging policy and its ill-effects were handed over to all the students and staff during the program.
3. Dr Shiv Sharan, Member Dental Council of India, spoke about the current zero-tolerance policy on ragging in the Dental Council of India.
4. The members of the Antiragging committee were acquainted on the necessity of regular visits to canteen, library, and hostel to deter ragging incidents.
5. Unscheduled surprise faculty visits to the boys' and girls' hostels between 10 and 12 pm on random Sundays did not show any incidents of ragging.
6. Unscheduled surprise faculty visits to the canteen and library did not show any incidents of ragging.
7. No complaints were received on the anti-ragging helpline number.



**Composition & Minutes of Meeting of Sexual Harassment Elimination Committee
Meeting Minutes – Meeting – 01**

Meeting Information

Objective: Orientation of students, teaching staff and non-teaching staff on dos and don'ts and what amounts to sexual harassment

Date: 18/7/22

Location: College Auditorium

Time: 10:00 am

Committee members:

Dr. Savitha AN (Chairperson)

Dr. Malathi (Member Coordinator)

Dr. Anuradha Pai (Member)

Dr. Priya Subramaniam (Member)

Dr. Sri Rekha A (Member)

Dr. Savitha PN (Member)

Dr. Divya (Member)

Dr. Saleha (Member)

Dr. Praveen (Member)

Mr Munish (Member)

Dr. Elamma Thomas (Member)

Mr. Gurumurthy (Member)

Dr Naved Iqbal (Member)

Agenda Items

1. Mr. Chethan, Sub-Inspector Bommanahalli Police station, spoke about sexual harassment as a criminal offence and the punishments for the guilty.
2. The attendees were briefed on the Indian law on sexual harassment, definition of sexual harassment, dos and don'ts of sexual harassment at workplace, constitution and responsibilities of the sexual harassment cell and redressal of sexual harassment at workplace.
3. The attendees were also briefed about the types of sexual harassment including verbal physical and visual.
4. The attendees were also briefed about the redressal mechanism and the coping mechanism when one is sexually harassed.
5. A general review of the redressal of complaints was also undertaken for the preceding quarter (3 months). No incidence of sexual harassment was reported in this period.



Audience assembled for Sexual harassment elimination committee meeting and



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Composition & Minutes of Meeting of Anti-Ragging Committee

Meeting Minutes – Meeting – 02

Meeting Information

Date:03/05/2023

Location: College Auditorium

Time:10:00 am

Committee members:

- Dr. Savitha AN (Chairperson) 
- Dr. Anuradha Pai (Member Coordinator)
- Dr. Anuradha Pai (Member)
- Dr. Priya Subramaniam (Member)
- Dr. Sri Rekha A (Member)
- Dr. Divya (Member)
- Dr. Praveen (Member)
- Dr. Bharath (Member)
- Dr. Elamma Thomas (Member)
- Mr Gurumurthy (Member)
- Mr Siddaramu (Member)

Agenda:

1. Our Principal, Dr Priya Subramaniam, informed all the students regarding the zero-tolerance policy.
2. Pamphlets about ragging, anti-ragging policy and its ill-effects were handed over to all the students and staff during the program.
3. Dr Shiv Sharan, Member Dental Council of India, spoke about the current zero-tolerance policy on ragging in the Dental Council of India.
4. The members of the Antiragging committee were acquainted on the necessity of regular visits to canteen, library, and hostel to deter ragging incidents.
5. Unscheduled surprise faculty visits to the boys' and girls' hostels between 10 and 12 pm on random Sundays did not show any incidents of ragging.
6. Unscheduled surprise faculty visits to the canteen and library did not show any incidents of ragging.
7. No complaints were received on the anti-ragging helpline number.





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**Composition & Minutes of Meeting of Sexual Harassment Elimination Committee
Meeting Minutes – Meeting – 02**

Meeting Information

Objective: Orientation of students, teaching staff and non-teaching staff on dos and don'ts and what amounts to sexual harassment

Date: 29/12/22

Location: College Auditorium

Time: 11:00 am

Committee members:

- Dr. Savitha AN (Chairperson) *Savitha*
Dr. Malathi (Member Coordinator)
Dr. Anuradha Pai (Member)
Dr. Priya Subramaniam (Member)
Dr. Sri Rekha A (Member)
Dr. Savitha PN (Member)
Dr. Divya (Member)
Dr. Saleha (Member)
Dr. Praveen (Member)
Mr Munish (Member)
Dr. Elamma Thomas (Member)
Mr. Gurumurthy (Member)
Dr Naved Iqbal (Member)

Agenda Items

1. A general review and orientation on behaviour and gender sensitization of students, non-teaching staff and teaching staff was held.
2. The students and staff were briefed on the Indian law on sexual harassment, definition of sexual harassment, dos and don'ts of sexual harassment at workplace, constitution and responsibilities of the sexual harassment cell and redressal of sexual harassment at workplace.
3. The attendees were also briefed about the types of sexual harassment including verbal physical and visual.
4. The attendees were also briefed about the redressal mechanism and the coping mechanism when one is sexually harassed.
5. A general review of the redressal of complaints was also undertaken for the preceding quarter (3 months). No incidence of sexual harassment was reported in this period



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**Composition & Minutes of Meeting of Sexual Harassment Elimination Committee
Meeting Minutes – Meeting – 03**

Meeting Information

Objective: Orientation of students, teaching staff and non-teaching staff on dos and don'ts and what amounts to sexual harassment

Date: 03/05/2023

Location: College Auditorium

Time: 10:00 am

Committee members:

- Dr. Savitha AN (Chairperson) *[Signature]*
Dr. Anuradha Pai (Member Coordinator)
Dr. Anuradha Pai (Member)
Dr. Priya Subramaniam (Member)
Dr. Sri Rekha A (Member)
Dr. Divya (Member)
Dr. Praveen (Member)
Dr. Bharath (Member)
Dr. Elamma Thomas (Member)
Mr Gurumurthy (Member)
Mr Siddaramu (Member)

Agenda:

1. Our Principal, Dr Priya Subramaniam, informed all the students regarding the zero-tolerance policy.
2. A general review and orientation on behaviour and gender sensitization of students, non-teaching staff and teaching staff was held.
3. The students and staff were briefed on the Indian law on sexual harassment, definition of sexual harassment, dos and don'ts of sexual harassment at workplace, constitution and responsibilities of the sexual harassment cell and redressal of sexual harassment at workplace.
4. The attendees were also briefed about the types of sexual harassment including verbal physical and visual.
5. The attendees were also briefed about the redressal mechanism and the coping mechanism when one is sexually harassed.
6. A general review of the redressal of complaints was also undertaken for the preceding quarter (3 months). No incidence of sexual harassment was reported in this period

