



ST ANTHONY'S COLLEGE

(A Don Bosco Institution)

SHILLONG 793 001

MEGHALAYA - INDIA

NAAC Re-Accredited with 'A'

College with Potential for Excellence (awarded by UGC)

CRITERIA 5

Student Support and Progression

5.1.5. Details of Student grievances including Anti-Sexual Harassment and Anti- Ragging

Minutes of Meetings

Submitted to

The National Assessment Accreditation Council (NAAC)

2021



ST. ANTHONY'S COLLEGE, SHILLONG

College with Potential for Excellence
Affiliated to North Eastern Hill University

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5.1.5. Details of Student grievances including Anti-Sexual Harassment and Anti-Ragging

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ST. ANTHONY'S COLLEGE, SHILLONG

College with Potential for Excellence
Affiliated to North Eastern Hill University

Grievance Redressal (Details of Student grievances and Action Taken Report)

Minutes of Meeting of the Grievance Redressal Cell

Meeting Date: 4/7/2016

The meeting of the Grievance Redressal Cell was held at 12:05 at the Value Education Department including 24 Department Representatives.

The meeting was chaired by the Principal and convened by the Staff Convener. The students participated enthusiastically and brought some grievances to the table. These are –

1. There should be different waste bins for biodegradable and Non-biodegradable waste.
2. Students should be given vehicle passes for parking in the college campus.
3. The college should start some M.A. courses for Art departments since NEHU cannot accommodate all students desiring to pursue M.A.

The meeting concluded with a vote of thanks from the Staff Convener, with the promise that action will be taken wherever feasible.

Principal
St. Anthony's College
Shillong - 793001
Meghalaya - India

Rev. Br. Dr. Albert L. Dkhar

Principal

St. Anthony's College, Shillong

Minutes of Meeting of the Grievance Redressal Cell
Meeting Date: 12/6/2017

The meeting of the Grievance Redressal Cell was held at 12:05 PM at the Conference Hall, Media Annexe including all members of the cell.

The meeting was chaired by the Principal and convened by the Staff Convener. The students participated enthusiastically and brought some grievances to the table. These are –

1. Chairs must be provided for students in the canteens.
2. Canteens should cater to vegetarian needs as well.
3. Sufficient time must be given to students to shift from one classroom to the next between classes.
4. Lunch break should be made longer than 35 minutes.
5. Wall clocks should be provided in all classrooms

The meeting concluded with a vote of thanks from the Staff Convener, with the promise that action will be taken wherever feasible



Rev. Br. Dr. Albert L. Dkhar

Principal

St. Anthony's College, Shillong

Principal
St. Anthony's College
Shillong - 793001
Meghalaya - India

Minutes of Meeting of the Grievance Redressal Cell
Meeting Date: 9/7/2018

The meeting of the Grievance Redressal Cell was held at 12:05 PM at the Conference Hall, Media Annexe including all members of the cell.

The meeting was chaired by the Principal and convened by the Staff Convener. The students participated enthusiastically and brought some grievances to the table. These are –

1. It is inconvenient for waste bins to be so far from the coffee kiosk.
2. Reference books must be lent out to students.
3. No sanitary pad dispenser in the girls' common room and toilet.
4. RO water supply is not regular in the taps.

The meeting concluded with a vote of thanks from the Staff Convener, with the promise that action will be taken wherever feasible.



Rev. Br. Dr. Albert L. Dkhar

Principal

St. Anthony's College, Shillong

Principal
St. Anthony's College
Shillong - 793001
Meghalaya - India

Minutes of Meeting of the Grievance Redressal Cell
Meeting Date: 15/7/2019

The meeting of the Grievance Redressal Cell was held at 12:05 PM at the Conference Hall, Media Annexe including all members of the cell.

The meeting was chaired by the Principal and convened by the Staff Convener. The students participated enthusiastically and brought some grievances to the table. These are –

1. Starting new language classes in the college.
2. Skylights or fans in classrooms.
3. Convex mirrors are required at the college gate to prevent accidents
4. Power saving devices are required in the campus to promote green and eco-friendly awareness among students.

The meeting concluded with a vote of thanks from the Staff Convener, with the promise that action will be taken wherever feasible.



Rev. Br. Dr. Albert L. Dkhar

Principal

St. Anthony's College, Shillong

Principal
St. Anthony's College
Shillong - 793001
Meghalaya - India

Minutes of Meeting of the Grievance Redressal Cell
Meeting Date: 16/11/2020

The meeting of the Grievance Redressal Cell was held at 2:00 PM online over Zoom Platform.

The meeting was held online over Zoom platform and convened by the Staff Convener. In attendance were the Principal, Vice-Principal, IQAC coordinator, Staff Convener and Student representatives (Department Representatives).

Only two grievances were discussed. These are –

1. Difficulty in attending classes due to network issues.
2. Ebooks should be made available to students.

The meeting concluded with a vote of thanks from the Staff Convener, with the promise that action will be taken wherever feasible.



Rev. Br. Dr. Albert L. Dkhar

Principal

St. Anthony's College,
Shillong

Principal
St. Anthony's College
Shillong - 793001
Meghalaya - India

Anti-Ragging Cell Minutes of Meetings

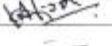

Minutes of Meeting of the Anti-Ragging Cell Meeting Date: 16/08/2016

ST. ANTHONY'S COLLEGE, SHILLONG

Meeting of the Anti-Ragging Cell was held on 16th August 2016 in the conference hall of the College. The meeting was chaired by the Principal. The Principal requested all the members for their efforts for maintaining ragging free environment in the college as well as in hostel campus for the session 2016-17. He explained in detail about the rules and regulations as per guidelines of Supreme Court Judgement of 2009. The Director also suggested measures to maintain Zero incidence of ragging. After thorough discussion the following decisions were taken:

1. Members are directed to prevent the ragging in and outside of the campus. If anything found, members are asked to bring it to the notice of the principal immediately.
2. Members and staff are directed to follow and act accordingly to the law of anti-ragging act.
4. Frequent rounds in the College Campus and surroundings.
5. Keep close watch on the visitors of non-students/strangers in the college campus.
6. Conduct awareness programme among the students and counsel them if necessary.
7. Organize meeting with students especially with girls to advise them to regulate their own movements and interactions, especially with strangers or undesirable characters.
8. Advise the girl students to avoid emotional relationships of any sort with male students about whose background they have limited knowledge and also advise them about the Do's and Don'ts.
9. Advise the girl students to communicate to their parents and faculty, if any sort of ragging occurs.
10. If any type of ragging is occurred, immediately conduct the meeting and recommend appropriate action to be taken as per the Act of prohibition of ragging in Educational Institutions to the concerned authorities.
11. Co-ordinator is directed to conduct committee meetings frequently and discuss day to day situation in the campus and inform to the higher authorities.
12. Create peaceful and ragging free atmosphere in the college campus/surroundings.

The meeting ended with the concluding words from the chair.

Name	Designation	Signature
Dr. Br. Albert L Dkhar	Principal	
Fr. Seji Stephen	Vice-Principal	
Fr. Devasia Vazhayil	Rector	
Ms Arlene Khamongrum	Counsellor	
Prof. Lydia Bang	Asst. Coordinator (Women Cell)	
Dr. Anjan Das	Director, MCA	
Dr. Irdira L Singha	Associate Professor	
Prof. Aiusha V Hujon	Assistant Professor	
Adv. Kalid Khan	Legal Expert	
Dr. A Ahmed	Associate Professor	
Prof. Kerma S Lyngdoh	Rtd. Pro VC NEHU	-
Dr. Fr. George Palamattam	Counsellor	-

Minutes of Meeting of the Anti-Ragging Cell
Meeting Date: 23/01/2017

St. Anthony's College, Shillong

Minutes of the meeting of the committee 23.01.2017 at 4.00 p.m. in the Conference Room to review and strengthen the measures to curb the menace of ragging in the College for the session 2016-2017.

Members Present

1. Principal
2. Vice Principal
3. Rector
4. Counsellor
5. Warden, Girls Hostels
6. Co-ordinator
7. Asst. Co-ordinator, Women Cell
8. Director, MCA
9. Legal Expert
10. Professor MCA, St. Anthony's College

The Committee was apprised of the 2009 regulations on curbing the menace of ragging in higher educational institutions and other instructions issued as per the instructions of the Hon'ble Supreme Court of India and the Regulations of the State Govt. that have already been implemented. Instructions in this regard were communicated in the meetings. The Committee spelled out the events to be carried out in the future:

- i. For the remaining session 2016-2017 directions regarding curbing the menace of ragging, anti-ragging committee, anti-ragging squads constituted by the committee, e-mail to the Principal's email id, self-declaration by the student and his/her parents to the effect that the student will not indulge in ragging, and if found so, will be liable for punishment as per the regulations and directions of the Hon'ble Supreme Court of India, and it will be included in the Prospectus 2017-2018.
- ii. Posters that "ragging is totally prohibited in the Institution and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of conspiracy to promote ragging, is liable to be punished" will be prepared and pasted.

The Committee further made the following recommendations:

1. Vice-Principal of the College will arrange to display Flex Boards carrying anti-ragging message along with important Telephone numbers in the College campus.
2. Principal will take an undertaking of self declaration from every enrolled student and their parents that they would not involve in any sort of anti-ragging activities.

3. It will be mandatory for the Principal, to issue whether or not the student will involve in anti-ragging during the course of his/her study in the character certificate to be issued from the institution.
4. A meeting may be fixed in the 2nd week of August or so in which the Director will address the fresher and senior students in the auditorium. The Director will arrange to download 'Documentary on Anti Ragging' available on UGC website and display it during this meeting.
5. Wardens of hostels on the Campus will arrange to show the 'Documentary on Anti Ragging' to the students.
6. A close watch should be kept on all outside anti-social elements and it should be ensured that they may not enter the College and Hostel Campuses. For this Purpose intensive patrolling on the College Campus will be carried out.
7. In every Department teachers should watch the activities of the students especially during lunch hours/recess and also when they come to the departments/institutes/colleges and go back. If any incident of ragging comes to the notice of any member of above Committee or any other member of the Teaching or Non-Teaching staff, it should immediately be brought to the notice of the Anti-Ragging Cell.
8. To avoid any incident of ragging in the Hostels during night hours, it was decided that anti-ragging Squads will carry out occasional checks in the hostel from 9.00 p.m. to 12.00 midnight to check the incidents of ragging.
9. During the first two months of the starting of classes, no guest of the students should be allowed to stay in the Hostels. No student should be allowed to enter the College Hostel without Hostel identity card.
10. Principal of the College will ensure the following:
 - (i) To issue the temporary ID Cards to newly admitted students and to submit completely filled Students Information Performa after one week of the last list.
 - (ii) To collect Rs.100/- ID Card Fee along with Students Information Form.
 - (iii) To inform all the Students, freshers as well as seniors, to keep their ID Cards always with them. It shall be obligatory on the part of Principal to issue temporary ID Cards if the Permanent ID Card has not been issued to a student.

The meeting ended with the concluding words from the Principal.

Name	Designation	Signature
Dr. Br. Albert L Dkhar	Principal	hr.
Fr. Saji Stephen	Vice-Principal	Saji
Fr. Devasia Vazhayil	Rector	Devasia Vazhayil
Ms. Arlene Kharnongrum	Counsellor	Arlene Kharnongrum
Prof. Lydia Bang	Asst. Co-Ordinator(Women Cell)	Lydia Bang
Dr. Anjan Das	Director, MCA	Anjan Das
Dr. Indira L Singha	Associate Professor	Indira L Singha
Prof. Aiusha V Hujon	Assistant Professor	Aiusha V Hujon
Adv. Khalid Khan	Legal Expert	-
Dr. A. Ahmed	Associate Professor	-
Prof. Kerma S Lyngdoh	Rtd. Pro VC NEHU	-
Dr. Fr. George Palamattam	Counsellor	-

hr.

Principal
St. Anthony's College
Shillong - 793001
Meghalaya, India

Minutes of Meeting of the Anti-Ragging Cell
Meeting Date: 15/11/2017

Anti-Ragging Monitoring Committee

St. Anthony's College, Shillong

Minutes of the meeting of the Anti-Ragging Monitoring Committee held on 15 November 2017 at the Principal's Office to discuss important agenda and plans in preparation for the 2017-18 session.

1. Br. Dr. Albert Longley Dkhar
2. Fr. Dr. Joby Joseph
3. Fr. Sagi Stephen
4. Prof. Arlene Kharnongrum
5. Prof. Anjan Das
6. Prof. A.V. Hujon
7. Fr. Devasia Vazhayil

Handwritten signatures and dates for the committee members: Albert Longley Dkhar (15/11/2017), Joby Joseph (15/11/17), Sagi Stephen, Arlene Kharnongrum, Anjan Das, A.V. Hujon, and Devasia Vazhayil.

The meeting began with words of welcome and prayers offered by Fr. Devasia Vazhayil.

The Chairman read the proceeding of the previous meeting held which was passed by the house as presented.

After some discussions on the proceeding and matters arising out of it, the Chairman introduced the agenda for discussions and deliberations.

I. Renewal of Members/Replacement of Members of the Committee:

The Chairman informed the house that certain members of the committee have requested to be released from the committee due to personal and professional reasons:

Fr. Devasia Vazhayil informed the house that he since he will be transferred to another institution soon he will no longer be able to contribute and participate in the activities of the committee.

Dr. Indira L. Singha informed the house that her application to study in America has been accepted and that she will be studying there for 2 years.

Prof. Kerma S. Lyngdoh has requested to be released on account of ill health.

Advocate Khalid Khan informed the house that he will be retiring from work soon so he wished to be released from the committee to enjoy his retirement.

The chairman led the house in thanking the above members for the service that they have rendered to the college as members of the anti-ragging committee. In

order to fill the vacancies created by the out-going members, the house resolved to induct new members as soon as possible to the committee to ensure the smooth running of the committee.

The house resolved to replace the out-going members in the next meeting to be held in the month of August 2018.

2. *Constitution of the Anti-Ragging Squad:*

The Chairman placed the need to have a team of people that will be able to monitor and respond immediately to any incident of ragging in the premises.

The house agreed to this suggestion and decided to form the team immediately in this regard and to name it as Anti-Ragging Squad. The following are the members of the squad:

Anti-Ragging Squad

No.	Name	Designation
1.	Br. Dr. Albert Longley Dkhar	Principal (Chairman)
2.	Fr. Saji Stephen	Vice Principal
3.	Fr. Gervasius Nongkseh	Administrator & Asst. Warden
4.	Prof. Linu John Prof. Fredrick Arnold Lamare	Staff Representatives
5.	Prof. Syntiew Manik	College Association

3. *Complaint lodged by two girl students on rude remarks:*

The Chairman informed the house that two girl students of the first semester the MCA has lodged a complaint with a member of the committee informing him that some boy students of the third semester had passed some rude comments and has used foul language directed to them.

The said member then went and investigated the matter. He met the two parties involved and questioned them accordingly. The matter was found to be a case of misunderstanding. The boys clarified that they did not directed the comments to the girls but had uttered them in the presence of the girls which directed at persons on present in the room. The boys apologized to the member and to the girls.

The matter was resolved peacefully by the member. The house expressed its appreciation at the wisdom and presence of mind of the member in addressing the matter.

As there were no other agenda for the house to discuss, the meeting was concluded with words of thanks from the Chairman.

Rev. Dr. Br. Albert L. Dkhar,
Chairman.

Anti-Ragging Monitoring Committee

Principal
St. Anthony's College
Shillong - 793001
Meghalaya, India


Minutes of Meeting of the Anti-Ragging Cell
Meeting Date: 7/08/2018

Anti-Ragging Monitoring Committee

St. Anthony's College, Shillong

Minutes of the meeting of the Anti-Ragging Monitoring Committee held on 7 August 2018 at the Principal's Office to discuss important matters pertaining to the inspection of the college with regards to implementing the anti-ragging policy in the campus

Members present:

1. Br. Dr. Albert L. Dkhar 

2. Fr. Saji Stephen

3. Fr. Dr. Joby Joseph 

4. Fr. Devasia Vazhayil

5. Prof. Anjan Das 

6. Prof. Arlene Kharnongrum 

7. Prof. A. V. Hujon 

8. Prof. Lydia Bang 

The Meeting began with a word of welcome and prayers offered by Fr. Saji Stephen.

The Chairman read the proceeding of the previous meeting which was held on 15 November 2017. After a brief discussion about certain aspects of the proceedings raised by members present, the house passed the proceedings.

This was followed by discussions on the agenda which were presented by the Chairman to the house one after the other:

Agenda 1: Feedback on the implementation of the anti-ragging policy in the campus

The Chairman requested the members present to share their observations and findings, if any, on the progress of the implementation of the anti-ragging policy in the campus.

The members present informed the house that they had met and talked to students about the policy and that they were working on creating more awareness about the need to prevent the practice of ragging in the college and why it is a crime to rag people. They also reported that they had also conducted surprised inspection and checks in and around the campus on their own to ensure that students are aware about the implementation of the policy in the campus and that there were no unreported incidents of ragging taking place in the campus.

The house expressed satisfaction with the feedback and the activities of the committee members with regards to the implementation of the anti-ragging policy in the college.

Agenda 2: Committee Sponsored Surprised Inspection to be conducted

The Chairman, while expressing gratitude to the members for their assistance in implementing the anti-ragging policy, said that the committee as a whole needs to conduct several surprise checks and also to address issues on the spot to curb any potential behaviour that could escalate to ragging or harassment.

The Chairman further added that there is a need to cover the hostels also so that unreported incidents of ragging or some form of ragging do not take place there too.

The house agreed that the suggestion was a relevant one and that there needs to be an official inspection from time to time.

It was decided that the first round of inspections will be held in the month of September and that the committee members would be split into teams so that they can cover more area and groups of students during the duration of the inspection. The house also suggested that the inspection be conducted at least three times in September

The committee further discussed the modality of the inspection and how the inspection was to be conducted. The house decided to discuss these points on the day of the inspection.

Agenda 3: Measures to sensitise, discipline and to prevent anti-ragging incidents

The Chairman introduced the need to have prepared measures to sensitise students on the policy and also to discipline students in case there are cases of anti-ragging and also ways to prevent incidents from taking place.

The house decided that it would be better to make a proper study of the themes and to develop a set of measures that would be applicable and appropriate for the context that the college is operating in.

The house further suggested that it would be best to consult with legal experts in this regard to avoid any kind of litigation or wrongful disciplinary actions.

The house readily approved these suggestions and unanimously decided to proceed with care in the framing of measures and other relevant actions. This was deferred to another meeting in the future.

The meeting was then opened up for discussion on any other matter from the members' side. There being no such matter being offered by the members the committee the meeting came to an end with words of thanks from the Chairman.



Br. Dr. Albert L. Dkhar,
Chairman.



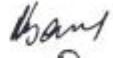




Anti-Ragging Monitoring Committee

Principal
St. Anthony's College
Shillong - 793001
Meghalaya, India

Anti-Ragging Monitoring Committee

St. Anthony's College, Shillong

Minutes of the meeting of the Anti-Ragging Monitoring Committee held on 28 March 2019 at the Principal's Office to discuss important matters pertaining to the with regards to the implementation of the anti-ragging policy in the campus

1. Br. Dr. Albert L. Dkhar 
2. Fr. Saji Stephen
3. Fr. Dr. Joby Joseph 
4. Fr. Devasia Vazhayil
5. Prof. Lydia Bang 
6. Prof. Anjan Das 
7. Prof. A. V. Hujon 
8. Prof. Syntiew Manik Syiemlieh 
9. Prof. Arlene Khamongrum 
10. Prof. Frederick A. Lamare 
11. Fr. Gervasius Nongkseh 

The Meeting began with a word of welcome and prayers offered by Fr. Gervasius Nongkseh.

The Meeting began with the Chairman reading the proceeding of the previous meeting held on 7 August 2018. The house raised certain issues with regards to the recording of some of the aspects discussed in the last meeting and requested for clarifications. The Chairman provided the clarifications as requested after which the house passed the proceedings.

The Chairman informed the house that the meeting was being convened to discuss only one agenda and that being to report on the surprise inspection conducted in the month of September 2018.

The Chairman requested the members to give their reports team wise. Three small teams had been formed to conduct the inspection. Each team had three members each. The inspection was conducted through the day with the teams observing groups of students and looking out for potential indicators that could lead to any form of ragging or harassment. Different areas of the college were identified as probable areas that could provide opportunities to students to engage in ragging.

The three teams presented their reports one by one which have been summarised as follows. The teams began their inspection by moving first to the areas identified as potential areas – canteens, classrooms that were more or less out of the way, hostels, toilets and so on. The teams also looked for students who showed less interest in their studies, those with disciplinary issues, students with problems etc.


Each area and group of students were observed for 45 minutes to one hour after which the team moved on to other areas and groups.

The House was happy to note that there no indicators or incidents that could be seen as ragging in the campus on the three days of the inspection. As per the observation of the teams the students were to a large extent polite and friendly to each other and that they were not displaying any kind of attitude that is indicative of disrupting or violent behaviour.

At the end of the reporting, the Chairman invited the house to suggest any other matter for discussions. A member of the house brought up the matter of developing measures and framework for addressing ragging related issues as introduced in the previous meeting.

The House discussed the matter at length and decided to constitute teams in the next meeting to work on it accordingly.

The meeting came to an end with words of appreciation from the Chairman for the efforts put in by the members in making the college a ragging free institution.


Br. Dr. Albert L. Dkhar,
Chairman,
Anti-Ragging Monitoring Committee

Principal
St. Anthony's College
Shillong - 793001
Meghalaya, India




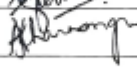
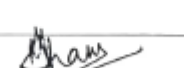



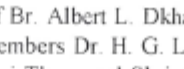
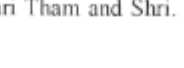
Minutes of Meeting of the Anti-Ragging Cell
Meeting Date: 5/05/2020

Anti-Ragging Monitoring Committee

St. Anthony's College, Shillong

The Anti-Ragging Monitoring Committee for the academic session 2019-20 was held on 05th June 2020 at 11.00 a.m. in the Principal's Office to discuss on different agenda.

The Following Committee Members were present:

Sl. No	Name	Designation	Signature
1	Br. Dr. Albert Longley Dkhar	Principal	
2	Fr. Gervisius Nongkseh	Vice Principal	
3	Dr. Fr. Joby Joseph	Rector	
4	Shri. Syntiew Manik Syiemlieh	Faculty	
5	Smti. Arlene Khamongrum	Faculty	
6	Shri. Khalid Khan	Advocate	
7	Smti. Medari Tham	Faculty	
8	Dr. H. G. Lyngdoh	Faculty	
9	Shri. Recordius E. Kharbani	Faculty	
10	Smti. Darihun J. Khamongrum	Faculty	

The meeting started sharply at 11.00 a.m. under the Chairmanship of Br. Albert L. Dkhar, SDB, PhD. He welcomed all the members to the meeting and introduced new members Dr. H. G. Lyngdoh, Shri. Recordius E. Kharbani, Smti. Darihun J. Khamongrum, Smti. Medari Tham and Shri. Khalid Khan. Then the meeting was carried out on the following agenda.

Agenda 1: Regarding confirmation of the previous meeting of the Anti-Ragging Committee held on 28th March 2019, the house unanimously confirmed the minutes of the previous meeting.

Agenda 2: Regarding measures taken for eradicating the menace of ragging in the college, it was decided by the members that ragging should be monitored closely by the squad in and around the campus as a result the students particularly the new comers should be encouraged to pursue their education without any fear and difficulties.

Agenda 3: Regarding matter relating to complaint, there was no such case before the committee showing that the college campus is free of ragging which had been during the past and the college is still maintaining the status.

As there were no other items for discussion, the meeting ended up with a vote of thanks to the members present.


Br. Albert L. Dkhar, sdb, PhD

Chairman, Anti-ragging Monitoring Committee

Principal
St. Anthony's College
Shillong - 793001
Meghalaya, India











Minutes of Meeting of the Anti-Ragging Cell
Meeting Date: 10/03/2021

Anti-Ragging Monitoring Committee

St. Anthony's College, Shillong

The Anti-Ragging Monitoring Committee for the academic session 2020-21 was held on 10th March 2021 at 4:00 p.m. in the Principal's Office to discuss on various agenda.

The Following Committee Members were present:

Sl. No	Name	Designation	Signature
1	Br. Dr. Albert Longley Dkhar	Principal	
2	Fr. Gervsius Nongkseh	Vice Principal	
3	Dr. Fr. Joby Joseph	Rector	
4	Shri. Syntiew Manik Syiemlieh	Faculty	
5	Smti. Arlene Kharnongrum	Faculty	
6	Shri. Khalid Khan	Advocate	
7	Smti. Medari Tham	Faculty	
8	Dr. H. G. Lyngdoh	Faculty	
9	Shri. Recordius E. Kharbani	Faculty	
10	Smti. Darihun J. Kharnongrum	Faculty	

The meeting started with a prayer led by Fr. Joby Joseph. The Principal congratulated the monitoring team for their tireless effort to ensure that the menace of ragging is nil in the college. After this, the following agenda were discussed -

Agenda 1: Regarding confirmation of the previous meeting of the Anti-Ragging Committee held on June 05, 2020, the house unanimously confirmed the minutes of the previous meeting.

Agenda 2: Confirmation/adoption of reconstitution of Anti-Ragging Committee in compliance to the UGC Regulations and amendments, it was decided that student representatives be included in the Committee so that student members will be able to share with fellow students, the measures that are being taken by the college to eradicate the menace of ragging. In this regard, it was decided to include Student Coordinators and Class representatives in the squad.

Agenda 3: Regarding matter relating to complaint, there was no such case before the committee either from the departments nor from the hostels because most of the classes were in ONLINE mode, showing that the college campus is free of ragging which had been during the past.

As there were no other items for discussion, the meeting ended up with a vote of thanks to the members present.



Br. Albert L. Dkhar, sdb, PhD
Chairman, Anti-ragging Monitoring Committee
Principal

St. Anthony's College
Shillong - 793001
Meghalaya, India

Women's Anti-Harassment (WAH) Cell Minutes of Meetings

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell Meeting Date: 19/08/2016

Minutes of the Meeting "Women's Cell"

Date: 19th August 2016

Time: 12:00 pm

Members Present

Prof. Lydia Bang (President) - *Lydia Bang*
Prof. C. Saiborne (General Secretary) - *C. Saiborne*
Dr. F. Marbaniang (Publicity Secretary) - *F. Marbaniang*
Prof. W. Nongbsap
Prof. I. Boiss
Prof. E. Jyrwa - *E. Jyrwa*
Prof. E. Dkhar - *E. Dkhar*
Prof. M. Dkhar - *M. Dkhar*
Prof. G. Syiemiong - *G. Syiemiong*
Smt. E. M. Mukhim - *E. M. Mukhim*
Ms. L. Wallang - *L. Wallang*
Prof. A. Kharnongrum - *A. Kharnongrum*
Sr. Lusika Sangma

- The President welcomed all the members of the committee
- The Secretary reported on the activities conducted and seminars and workshops attended by the members of the committee.
- The members of the group decided to conduct at least two activities in a year where one can be a workshop or seminar and the other can be fun activities for the students.
- Two of the members were given the responsibility to decide on what activities to conduct and two members were given the responsibility to decide if the seminar/ or workshop will be a reach out programme or only for students and teachers of the college.
- The secretary then thanked all the members of the group.

h
Principal
L. College

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 17/03/2017

2017

Minutes of the meeting
"Women's Anti-Harassment Cell"

Women Cell has been active in the college for a number of years, but under the recommendation of the AICTE in the year 2017 the cell was renamed as "Women's Anti Harassment Cell" which was appreciated and welcomed by many in the college.

Date: 15th March 2017


Time: 11:00 am


Members Present:

Br. Albert. L Dkhar (Chairman) 

Fr. Sagi Stephen, (Rector) 


Prof. Lydia Bang (President) 

Prof. C. Saiborne (General Secretary) 

Dr. F. Marbaniang (Publicity Secretary) 


Prof. W. Nongbsap

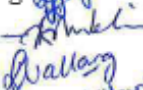
Prof. I. Boiss

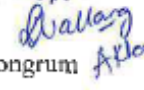
Prof. E. Jyrwa 

Prof. E. Dkhar 

Prof. M. Dkhar 

Prof. G. Syiemiong 

Smt. E. Mukhim 

Ms. L. Wallang 


Prof. A. Kharnongrum 

Sr. Lusika Sangma

The first meeting of the "Women's Anti Harassment Cell" was held on 15th March 2017 where members of the committee were welcomed. The meeting began with a short prayer led by the Rector Dr. Fr. Joby Joseph and then the Principal welcomed all the members of the committee and thanking them for making themselves available for other concerns in the college other than teaching. The principal then explained to the members the need to changing the name of the cell, for which the members asked questions which were further clarified.

The Principal further informed the committee that committee members will remain the same as per the Women's Cell which will be reviewed as per the need.

The President then thanked the Principal, Rector and all the other members for being presents in meeting which was very important and the beginning of a new start.


Principal
St. Anthony's College
Shillong - 793001
Meghalaya - India

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 16/09/2017

Minutes of the meeting
"Women's Anti Harassment Cell"

Date: 16th September 2017

Time: 12:00 pm

Members Present

Prof. Lydia Bang (President)	<i>Lydia Bang</i>	Prof. M. Dkhar	<i>M. Dkhar</i>
Prof. Cathy Salborne (General Secretary)	<i>Cathy Salborne</i>	Prof. G. Syiemiong	<i>G. Syiemiong</i>
Dr. F. Marbaniang (Publicity Secretary)	<i>F. Marbaniang</i>	Smt. E. M. Mukhim	<i>E. M. Mukhim</i>
Prof. W. Nongbsap		Ms. L. Wallang	<i>L. Wallang</i>
Prof. I. Boiss		Prof. A. Kharnongrum	<i>A. Kharnongrum</i>
Prof. E. Jyrwa	<i>E. Jyrwa</i>	Sr. Lusika Sangma	
Prof. E. Dkhar	<i>E. Dkhar</i>		

The second meeting of the cell was called by the President Prof. L. Bang where first she welcomed all the members of the cell. She further cited the purpose of the meeting which was to review on what has been done so far and what can be done.

Some of the members suggested that since the name of the Cell has been changed it is also important that the members should also be aware of what are the different things that we will be dealing with. Others also suggested that students and staff should be informed regarding the existence of this cell through general platforms like orientation programme and staff meetings, to which all the group members agreed upon. In the meeting the members also pondered on the activities that can be done through the cell. However most of the members came to a conclusion that as a functioning Cell we should first study other active Anti-Harassment Cells in the country so as to get an idea of how the cell can function and activities can be carried out.

The President ended the meeting and thanked all the members.

h

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 21/04/2018

2018
Minutes of the Meeting
"Women's Anti-Harassment Cell"

Date: 21st April 2018

Time: 12:00 pm

Members Present:

Br. Albert Longley Dkhar (Chairman) *hw*

Fr. Sagi Stephen (Rector) *Sagi*

Prof. Lydia Bang (President) *Lydia*

Prof. Cathy Saibome (General Secretary) *Cathy Saibome*

Prof. Clara Erwine Sawian

Prof. Emilia P F Lynrah *Emilia*

Prof. Amy, A.L Nongpiur *Amy*

Smt. Ellereen Mary Mukhim *Mukhim*

Smt. Carolyn J Thabah *Thabah*

Prof. Arlene Khamongrum *Khamongrum*

A short meeting was held on the beginning of 2018 by the committee with a sole intention to come back together and ponder on some of the activities that the Cell can conduct. New members were also inducted in this meeting

- The meeting began with the president welcoming the members, she further asked the members if any observation and study has been done on any of the Active Anti Harassment Cell. She further reminded the members of the group that the cell has been functioning for almost a year.
- Some of the members suggested that seminars or workshops can be conducted by the Cell as per the need of the hour.
- Other members suggested that workshop on Gender issues can also be addressed.
- Other members suggested that no matter what topic we deal with it should address more to the needs of the students and staffs
- Others suggested that members of the group can also attend such workshops conducted by other organisations.

The meeting ended with the presidents thanking the members and reminding each one to inform each other if any workshop or conferences are conducted by other organisations related to the Cell so that we can attend.

hw








Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 17/12/2018

Emergency Meeting
"Women's Anti- Harassment Cell"

Date: 17th December 2018

Time: 9:30 am – 10:30 am

Members Present

1. Dr. Br. Albert Longley Dkhar (Principal) 
2. Dr. Fr. Joby Joseph (Rector) 
3. Prof. Lydia Bang 
4. Smt. Elereen M. Mukhim 
5. Prof. Amy A L Nongpiur 
6. Smt. Carolyn J Thabah 
7. Prof. Arlene Kharnongrum (Counsellor) 
8. Two Student Representative

An Emergency meeting was called on the 17th December 2018 as there was a report of harassment from two students. The students reported the case to one of the teaching staff members which was further reported to the committee and further reported to the Principal.

- The members were briefed about the complaint keeping confidentiality of names of the victim and the accused.
- The committee decided that the victim and the accused should be handled separately and that the counsellor will speak to the victims if they want to file a formal complaint with the committee.
- The counsellor also informed that she will be meeting the students right after the meeting.
- The Principal requested the members to kindly keep the matter confidential and to report back on what to do next.


Principal
College
Sant

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell








Meeting Date: 19/12/2018

Minutes of the meeting "Women's Anti-Harassment Cell"

Date: 19th December 2018

Time: 10:00 am – 10:45am

Members Present

1. Dr. Br. Albert Longley Dkhar (Principal) 
2. Dr. Fr. Joby Joseph (Rector) 
3. Prof. Lydia Bang 
4. Smt. Ellereen Mukhim 
5. Prof. Amy A.L. Nongpiur 
6. Smt. Carolyne J Thabah 
7. Prof Arlene Kharongrum (Counsellor) 

The Principal firstly welcomed the members and thanked them for their concern after which he asked the counsellor to speak.

The counsellor reported

- The counsellor presented the written complain that was acknowledged by the President of the Women's Anti Harassment Cell, the Principal and other members.
- The counsellor also reported that the parents of the students were informed about the incident and that it is only with the consent of the parents that the students had given a written complain.
- The counsellor also informed that the students and their parents does not want to file any Legal complain and that they want the college to handle the matter.
- The counsellor also put forth the request made by the Victims and parents, for no harsh punishment but just a strict warning

The members who spoke with the accused also shared that he is apologetic for what had happened and that he is ready for any measures that will be decided by the committee.

The members then decided that keeping in mind the good record the person accused has had so far and the request made by the victims, the committee decided to ask for a written apology from the accused and a strict warning to be given to the accused.

The president then thanked all the members for being there.

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 27/03/2019

2019

Minutes of the meeting
"Women's Anti-Harassment Cell"

Date: 27th March 2019

Time: 12:00 pm

Members Present:

Prof. Lydia Bang (President) *LBang*
Prof. Cathy Saiborne (General Secretary) *CSaiborne*
Prof. Clara Erwine Sawian
Prof. Emilia P. F. Lynrah *ELynrah*
Prof. Amy. A. L. Nongpiur *ANongpiur*
Smt. Ellereen M. Mukhim *EMukhim*
Smt. Carolyn Joyce Thabah *CThabah*
Prof. Arlene Khamongrum *AKhamongrum*

The presidents welcomed all the members to the meeting and also conveyed that the meeting has been called to review on the case reported last year, for which the Counsellor informed that the students and Parents were satisfied with the way the college handled the case and that they have good faith and confidence in the committee.

The members then further deliberated on the need to have Guidelines to handle such cases. Further it was also reiterated that each member should be familiar with the "Vishaka Guideline" stipulated by the Supreme Court of India, in Vishaka and others vs. State of Rajasthan case in 1997, regarding sexual harassment at workplace. The court stated that these guidelines were to be implemented until legislation is passed to deal with the issue.

The meeting was dismissed with the president thanking the members and reminding them of their homework

Principal
Principal

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 27/03/2019

2019

Minutes of the meeting
"Women's Anti-Harassment Cell"

Date: 17th September 2019

Time: 12:00 pm

Members Present:

Prof. Lydia Bang (President) *Lydia Bang*
Prof. Cathy Saiborne (General Secretary) *Cathy Saiborne*
Prof. Clara E Sawjan
Prof. Emilia P. F. Lynrah *Emilia P. F. Lynrah*
Prof. Amy. A. L. Nongpiur *Amy. A. L. Nongpiur*
Smt. Ellereen M. Mukhim *Ellereen M. Mukhim*
Smt. Carolyne J Thabah *Carolyne J Thabah*
Prof. Arlene Khamongrum *Arlene Khamongrum*

- The meeting began with president welcoming all the members
- The main discussion in the meeting was the understanding of the "Vishaka Guidelines"
- Some members suggested that legal consultation needs to be done before formulating the guidelines for the college
- Presidents asked the Counsellor to get some legal advice on the issue.
- The meeting ended with a vote of thanks from the secretary

[Signature]
Principal
St. Anthony's College
793001

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 9/02/2020

2020


Minutes of the Meeting
"Women's Anti-Harassment Cell"

Date: 9th February 2020


Time: 12:00 pm


Members Present:

Prof. Lydia Bang (President) 


Prof. Cathy Saiborne (General Secretary) 


Prof. Clara E Sawian

Prof. Emilia P. F. Lynrah 

Prof. Amy. A. L. Nongpiur 

Smt. Ellereen M. Mukhim 

Smt. Carolyn J Thabah 

Prof. Arlene Kharnongrum 

- The President welcomed all the members and informed them that the meeting was called for keeping in mind that college week was about to take place.
- The members were reminded to be vigilant during the college week.
- Some of the members reported that they had attended some programmes related to women empowerment.
- The counsellor also informed that legal consultation was done and that more meeting will be held in order to formulate guidelines for the functioning of the cell
- The secretary then concluded the meeting with a vote of thanks


Principal
St. Anthony's College
Shillong - 783001
Meghalaya, India

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 11/11/2020

Minutes of the Meeting
"Women's Anti-Harassment Cell"

Date: 11th November 2020

Time: 12:00 pm

Members Present:

Prof. Lydia Bang (President) *Lydia Bang*
Prof. Cathy Saiborne (General Secretary) *Cathy Saiborne*
Prof. Clara Erwine Sawian
Prof. Emilia P. F. Lynrah *Emilia P. F. Lynrah*
Prof. Amy. A. L. Nongpiur *Amy. A. L. Nongpiur*
Smt. Ellereen M. Mukhim *Ellereen M. Mukhim*
Smt. Carolync J Thabah *Carolync J Thabah*
Prof. Arlene Khamongrum *A. Khamongrum*

- An online meeting was held after a long time, so the President welcomed all the members.
- The members were then provided a platform to share their feelings and experiences through the Pandemic. It has been a difficult year for many but however members expressed their enthusiasm in seeing each other online.
- The president then reminded all the members to be vigilant at difficult times like this and try to reach out to students or staff who are in need of help.
- The president then thanked all the members



Principal
St. Anthony's College
Shillong - 793001
Meghalaya, India

**Minutes of Meeting of the Women's Anti-Harassment (WAH)
Cell Meeting Date: 06/05/2021**

St. Anthony's College, Shillong
Women's Anti-Harassment (WAH) Cell
Minutes of the Meeting held on the 06.05.2021

- The meeting was held through Zoom platform and commenced at 3:30 pm.
- Members present:
 - Fr. Joby Joseph (Rector)
 - Rev. Br. Dr. Albert L. Dkhar (Principal)
 - Fr. Gervasius Nongkseh (Vice Principal)
 - Dr. Sarah Kharbuli (Coordinator)
 - Dr. G. Zirsanglani (Asst. Coordinator)
 - Ms. Thywill Susngi
 - Mr. Bablu Rajak
 - Prof. Meerandah Kharkongor
 - Prof. Karen Mihsill
 - Prof. Megdalyne Pyngrope
 - Ms. Laridashisha Wahlang
 - Ms. Lalremkimi Hauhulh (Student Representative)
- A short welcome was given by the Principal of the college, Rev. Br. Dr. Albert L. Dkhar, sdb, after which the time was handed over to the Rector of the college, Fr. Joby Joseph, sdb, for the opening prayer and a few words of encouragement stressing on the need to create a positive environment for all and supporting the family culture that is prevalent in the college.
- Brother Principal introduced the members of the Cell and quoted St. John Paul II on the task of every man is the dignity of every woman and vice versa. He then enlightened the members on the tasks of the WAH Cell such as –
 1. Ensuring safety of women on campus.
 2. Safeguard women's rights on campus
 3. Inculcate a habit of personal hygiene and etiquette
 4. Empower women of their rights and create awareness on gender issues
 5. WAH of the college will constitute to maintain harmonious atmosphere in the campus
- Brother Principal also informed that-
 1. WAH Cell should work in close collaboration with the Grievance Redressal Cell of the college.
 2. Aggrieved party can submit written complaints to any member of the Cell. Frivolous complaints should not be taken lightly and should be fined.
 3. WAH Cell meetings should be at least once per semester making it twice a year.
 4. Seminars/workshops/lectures should be by specialists who are balanced to create a healthy environment in the college and we should remember we are creating awareness for future families. Also, the seminars/workshops/lectures should be in line with



However, what cannot be seen should be taken care of as well so that things should never escalate.




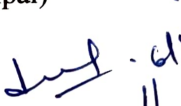
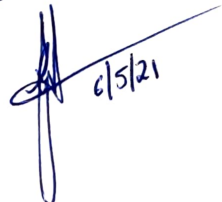

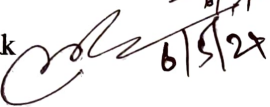
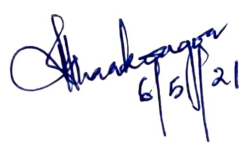
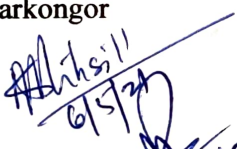


- A copy of the functions of the WAH Cell will be provided to the Coordinator, Dr. Sarah Kharbuli. It was also suggested by Dr. Grace Zirsangliani to have a WhatsApp group of members of the cell.
- In conclusion, Dr.Sarah Kharbuli thanked everyone present in the meeting.

A handwritten signature in blue ink, consisting of a vertical line followed by a wavy horizontal line.

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 06/05/2021

St. Anthony's College, Shillong
Women's Anti-Harassment (WAH) Cell
Minutes of the Meeting held on the 06.05.2021

- The meeting was held through Zoom platform and commenced at 3:30 pm.
- Members present:

- Fr. Joby Joseph (Rector) 
- Rev. Br. Dr. Albert L. Dkhar (Principal) 
- Fr. Gervasius Nongkseh (Vice Principal) 
- Dr. Sarah Kharbuli (Coordinator) 
- Dr. G. Zirsanglani (Asst. Coordinator) 
- Ms. Thywill Susngi 
- Mr. Bablu Rajak 
- Prof. Meerandah Kharkongor 
- Prof. Karen Mihsill 
- Prof. Megdalyne Pyngrope 
- Ms. Laridashisha Wahlang
- Ms. Lalremkimi Hauhulh (Student Representative) 

- The Principal of the college, Rev. Br. Dr. Albert L. Dkhar sdb welcomed the members, after which the time was handed over to the Rector of the college, Fr. Joby Joseph, sdb, for the opening prayer and a few words of encouragement stressing on the need to create a positive environment for all and supporting the family culture that is prevalent in the college.
- Brother Principal introduced the members of the Cell and quoted St. John Paul II on the task of every man is the dignity of every woman and vice versa. He then enlightened the members on the tasks of the WAH Cell such as –
 1. Ensuring safety of women on campus.

2. Safeguard women's rights on campus
 3. Inculcate a habit of personal hygiene and etiquette
 4. Empower women of their rights and create awareness on gender issues
 5. WAH of the college will constitute to maintain harmonious atmosphere in the campus
- Brother Principal also informed that-
 1. WAH Cell should work in close collaboration with the Grievance Redressal Cell of the college.
 2. Aggrieved party can submit written complaints to any member of the Cell. Frivolous complaints should not be taken lightly and should be fined.
 3. WAH Cell meetings should be at least once per semester making it twice a year.
 4. Seminars/workshops/lectures should be by specialists who are balanced to create a healthy environment in the college and we should remember we are creating awareness for future families. Also, the seminars/workshops/lectures should be in line with awareness in harassment in the workplace, sexual harassment, men's treatment of women, etc.
 5. We should look into NEHU ordinances as the college is affiliated to it.
 - Brother Principal then handed over the time to Dr. Sarah Kharbuli
 - Dr. Kharbuli asked the members present to introduce themselves and thanked the selection committee for choosing her as the coordinator of the WAH Cell
 - A letter from the UGC was read on the steps to take against the atrocities of crimes against women and children
 - The letter stated the need to add more content in curriculum in relation to gender sensitization to which Fr. Joby Joseph (HOD of Value Education) verified that the department is already taking classes on the particular topic and data can be shared with the WAH Cell.
 - To organise online webinars/lectures on gender equality to which a suggestion was made to create smaller committees to plan the programmes
 - The plans are to be made known to the Principal who will then put them up to the IQAC of the college for consent.
 - Plans are to be in line with the academic calendar i.e. present calendar till July 2021 while the next calendar will be August 2021- July 2022.
 - Immediate plans should be to include programmes in June 2021.
 - The minute book is present with office staff Mrs. Carol Thabah.
 - Programmes should be consistent with those in the minute book.
 - Brother Principal then suggested on a write-up about the WAH Cell and its responsibilities to be sent to Fr. Joby Joseph for the college handbook.

- Madam Thywill Susngi recommended to have a preamble of the WAH Cell where the 2015 UGC Regulations can be added and also include a Declaration of Policy
- The email addresses and contact numbers of the members should be made available in the college website
- Any updates on the WAH Cell are to be given to Mr. Bablu Rajak to be uploaded in the college website.
- Student representative, Lalremkimi Hauhulh, felt that the contact details of members being present in the college website will be more helpful to the student community than the suggestion box as anonymity will make it easier to voice concerns. She also said that so far there has not been any complaints in regards to women harassment.
- Brother Principal told that there were incidences of complaints in the past but fortunately all have been solved in house and that as far as possible we should try to tackle problems ourselves. Both teaching and non-teaching staffs should be alert on such issues. He also thanked God for the good environment in the college and said respect is seen in the college. However, what cannot be seen should be taken care of as well so that things should never escalate.
- A copy of the functions of the WAH Cell will be provided to the Coordinator, Dr. Sarah Kharbuli. It was also suggested by Dr. Grace Zirsangliani to have a WhatsApp group of members of the cell.
- In conclusion, Dr. Sarah Kharbuli thanked everyone present in the meeting.

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 28/05/2021

St. Anthony's College, Shillong
Women's Anti-Harassment (WAH) Cell
Minutes of Meeting
Date: 28.05.2021

• **Members present:**

○ Dr. Sarah Kharbuli (Coordinator)

Prof. Sarah Kharbuli
28/5/21

○ Dr. G. Zirsanglani (Asst. Coordinator)

Dr. G. Zirsanglani
28/5/21

○ Prof. Meerandah Kharkongor

Prof. Meerandah Kharkongor
28/5/21

○ Prof. Karen Mihsill

Prof. Karen Mihsill
28/5/21

○ Prof. Megdalyne Pyngrope

Prof. Megdalyne Pyngrope
28/5/21

○ Ms. Lalremkimi Hauhulh (Student Representative)

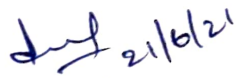
Ms. Lalremkimi Hauhulh
28/5/21


- The meeting was conducted through Zoom platform on 28th May, 2021, at 11:00am. Dr. Sarah Kharbuli welcomed everyone and explained about the purpose of the meeting, which is primarily to conduct a program on gender sensitization issues, and which will be held in the 3rd or 4th week of June, 2021
 - After discussion, it was decided that a Webinar can be organized for the students and staff of the college.
 - It was also decided that members will suggest names of resource persons, for forming of a panel so that alternatives could be available in the event of a last moment cancellation of the selected resource person. The required arrangements for the program will be taken care of by the members and Prof Nathaniel Majaw and Prof Bablu Rajak will be requested for providing the technical assistance.
 - E-Certificates will be awarded to all participants.
 - Lastly, the members were requested to suggest some relevant topics and also the names of the resource persons.
 - The meeting concluded with a vote of thanks by the coordinator.
-

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 21/06/2021

St. Anthony's College, Shillong
Women's Anti-Harassment (WAH) Cell
Minutes of Meeting
Date: 21.06.2021

• **Members present:**

○ Dr. Sarah Kharbuli (Coordinator)  21/6/21

○ Dr. G. Zirsanglani (Asst. Coordinator) -  21/6/21

○ Prof. Meerandah Kharkongor  21/6/21

○ Prof. Megdalyne Pyngrope  21/6/21

○ Ms. Lalremkimi Hauhulh (Student Representative)  21/6/21

- The meeting was conducted through Google Meet platform on 21st June, 2021, at 3:30pm. Dr. Sarah Kharbuli welcomed everyone and presented the agenda of the meeting, which is to finalize arrangements of the webinar on “Gender Equity in College Campuses” which is scheduled on the 29th June, 2021 from 11am to 12:15pm.
 - Dr. Sarah Kharbuli informed the members that Miss Ivyreen Warjri (Assistant Director, Good Governance Cell, MATI) has accepted to be the resource person.
 - It was decided that the panelists will comprise of Rev. Br. Dr. A. L. Dkhar (Principal), Dr. Sarah Kharbuli, Dr. Grace Zirsanglani, Prof. Lydia Bang (former President WAH) & Prof Damanbha Lyngdoh (Assistant Coordinator IQAC).
 - E-certificates will be provided to all participants after they have submitted their feedback forms.
 - It was also decided that the feedback link will be made available 5 minutes before the end of the lecture and it will remain open for 15 minutes.
 - The meeting concluded with a suggestion by members to invite Prof. Nathaniel Majaw and Sir Bablu Rajak in the next meeting which will be held on 28th June, 2021, a day before the webinar, in order to brief the members on the technical issues for the webinar.
The meeting ended with a vote of thanks from the chair.
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Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 25/07/2021

St. Anthony's College, Shillong
Women's Anti-Harassment (WAH) Cell
Minutes of Meeting
Date: 25/7/2021

• **Members present:**

○ Dr. Sarah Kharbuli (Coordinator)

[Signature]
25/7/21

○ Prof. Meerandah Kharkongor

[Signature]
25/7/21

○ Prof. Megdalyne Pyngrope

[Signature]
25/7/21

○ Prof. Karen Mihsil

[Signature]
25/7/21

- The meeting was conducted through Google Meet platform on 25th July, 2021.
 - The purpose of the meeting was to discuss about the mails received from the National Commission for Women regarding:
 - (i) Invitation for proposals for conducting Webinars for the financial year 2021-2022 (dated 16-07-21)
 - (ii) Invitation for research proposal (dated 22-07-21)
 - After a detailed discussion it was decided that a proposal be submitted for a webinar which can be conducted after the odd Semester examinations.
 - Regarding the invitation for a research proposal, since it is subject specific and requires domain knowledge, the members decided to render assistance if required to the Social Science departments shortlisted for conducting the project.
 - It has also been decided that awareness programmes in future will be made accessible to the public as well.
 - In conclusion, the members decided to meet once a month and emphasized on the need to frame SOPs/guidelines for better functioning of the cell.
 - The meeting ended with a vote of thanks.
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Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 02/10/2021

St. Anthony's College, Shillong
Women's Anti-Harassment (WAH) Cell
Minutes of Meeting
Date: 2/10/2021

• **Members present:**

- Dr. Sarah Kharbuli (Coordinator) *Suf 2/10/21*
- Dr. G. Zirsanglani (Asst. Coordinator) - *[Signature] 2/10/21*
- Prof. Bablu Rajak *[Signature] 2/10/21*
- Prof. Meerandah Kharkongor *[Signature] 2/10/21*
- Prof. Karen Mihsil *[Signature] 2/10/21*

The meeting was held through Google Meet platform and commenced at 5:00 pm. A short welcome was given by Prof. Sarah Kharbuli

Agenda:

1. Guidelines of the WAH cell of St. Anthony's College, Shillong.
2. Material to be uploaded in college website.

Discussions:

1. Guidelines of the WAH cell of St. Anthony's College, Shillong:
 - Prof. Sarah Kharbuli informed the house that Ms. Thywill Susngi is working on the guidelines for the cell. She also urged other members to contribute towards drafting the guidelines by checking the websites and contacting other colleges and institutions.
 - Prof. Meeranda Kharkongor added that the UGC guidelines are usually what other institutions follow.
 - Mr. Bablu Rajak has suggested to check the websites of autonomous colleges as they give a clear picture of the objectives of Women's Anti-Harassment Cell. He also suggested that, after the guidelines have been drafted, they be sent to Fr. Gervasius Nongkseh for proof reading.
2. Material to be uploaded in the college website:
 - a. Names and designations of current members along with their email addresses.
 - b. Brief write up about the cell.
 - c. Activities of the cell from 2015 onwards in tabular form.
 - d. Minutes of meetings not to be uploaded except number of meetings.
 - e. Guidelines to be attached.

In conclusion, Prof. Sarah Kharbuli thanked everyone present in the meeting.

Minutes of Meeting of the Women's Anti-Harassment (WAH) Cell
Meeting Date: 04/10/2021

St. Anthony's College, Shillong
Women's Anti-Harassment (WAH) Cell
Minutes of Meeting
Date: 4.10.2021

• Members present:

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- Dr. Sarah Kharbuli (Coordinator)
- Dr. G. Zirsanglani (Asst. Coordinator)
- Prof. Meerandah Kharkongor
- Prof. Megdalyne Pyngrope
- Advocate Thywill Susngi

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4/10/21

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4/10/21

Agenda: Finalising the Guidelines for the Women Anti Harassment Cell

- The coordinator welcomed everyone to offline meeting of the cell which was held in the Fishery Science Department.
 - The Guidelines were discussed in detail and finalized for updating in the College website
 - The need to include another student representative from the PG section was discussed
 - Discussion on the programmes to be conducted in the near future.
- The meeting ended with a vote of thanks from the chair.
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ST ANTHONY'S COLLEGE

(A Don Bosco Institution)

SHILLONG 793 001

MEGHALAYA - INDIA

NAAC Re-Accredited with 'A'

College with Potential for Excellence (awarded by UGC)

Declaration:

I hereby declare that the details and information given above are complete and true to the best of my knowledge and belief.



Principal

St. Anthony's College
Shillong - 793001
Meghalaya - India