



Phone : 2350-5687,
2354-3853
Fax : (033)2350-5687

RAMMOHAN COLLEGE

(Formerly City College W.Dept.)

102/1, Raja Rammohan Sarani, Kolkata – 700009

E-mail : rmc.tic85b@yahoo.in, rmc.principal@gmail.com

Accredited B⁺⁺ Grade by NAAC

Ref.

Date.....20

Organization wide Awareness and Undertaking on Policies on Zero Tolerance

In the workplace such policy involves taking action against employees for misconduct or rule-breaking in an unbiased manner. The idea is that by enforcing consequences that show little tolerance for negative exceptions. The workplace should be a safe as well as a productive one where the employees know what their responsibilities are and also what are the duties of the authority.

Rammohan College follows zero tolerance policy even from since 2005 although it was not a very formal one. During 2022 to 2023, a committee has been formed to look after the implementation of the zero tolerance policies. Following steps were taken before the implementation of the zero tolerance policies:

1. Assessment of the necessity for Zero Tolerance Policies.
2. Development of a comprehensive zero tolerance policy.
3. Communication with employees and other stake holders regarding zero tolerance policies.
4. Implementation of zero tolerance policies.
5. Maintenance of zero tolerance policies.
6. Sensitization regarding zero tolerance policies among all stake holders.

On 10th November, 2022, a meeting was held to discuss about the formation of the **Zero Tolerance Policies Implementation Committee**. The committee was formed as follows:

1. One senior faculty member (Women) from the college – Chairperson
2. One lawyer
3. Few senior faculty members who are mature approachable and credible
4. Head of the Institution or, Chairperson of the Internal Complaints Cell



S Saengal
Principal
Rammohan College
Kolkata-9



Phone : 2350-5687,
2354-3853
Fax : (033)2350-5687

RAMMOHAN COLLEGE

(Formerly City College W.Dept.)

102/1, Raja Rammohan Sarani, Kolkata – 700009

E-mail : rmc.tic85b@yahoo.in, rmc.principal@gmail.com

Accredited B⁺⁺ Grade by NAAC

Ref.

Date.....20

Some of the more prominent issues that fall into zero tolerance category in an under graduate college like ours are drug use, sexual harassment, violence, racial discrimination, academic dishonesty, denial of students about their studies and institutional discipline, ill behaviour of teaching and non-teaching staff towards students etc.

Rammohan College is trying to sensitize the three most important components – Teachers, Non-teaching staff and Students about the concept of zero tolerance policies. However, since 2022-23, no unwanted incident has occurred at Rammohan College which required the intervention of the **Zero Tolerance Policies Committee**.



S Sanyal
Principal
Rammohan College
Kolkata-9