SMU SIKKIM MANIPAL UNIVERSITY

Established under Govt.of Sikkim, Act 9 of 1995, recognised under 2(f) of the UGC Act, 1956



GENDER EQUALITY DATA
SIKKIM MANIPAL UNIVERSITY



SIKKIM MANIPAL UNIVERSITY

THE Impact Rankings 2027

SDG 5: GENDER EQUALITY

1. Introduction

Sikkim Manipal University (SMU) recognises gender equality as an essential component of inclusive education, social justice and sustainable development. The University is committed to creating a safe, equitable and inclusive academic and working environment. SMU promotes women's access to higher education through dedicated scholarship schemes, including the Single Girl Child Scholarship under the Beti Bachao, Beti Padhao initiative and the Single Mother Scholarship. These initiatives aim to reduce financial barriers and encourage women from diverse socioeconomic backgrounds to pursue higher education and professional careers. Female students are also eligible for merit-based, merit-cum-means and sports scholarships offered by the University.

Through academic guidance, mentoring and student support mechanisms, SMU seeks to create an environment that enables female students to achieve their academic and career aspirations.

2. Gender-Wise Admission Monitoring and Equal Opportunities for Women in Higher Education

Sikkim Manipal University (SMU) encourages women's participation in higher education and promotes equal opportunities for admission to all eligible applicants. The University systematically maintains and analyses admission data gender-wise to monitor the number of male and female applicants and their admission outcomes. SMU is committed to promoting gender equality,

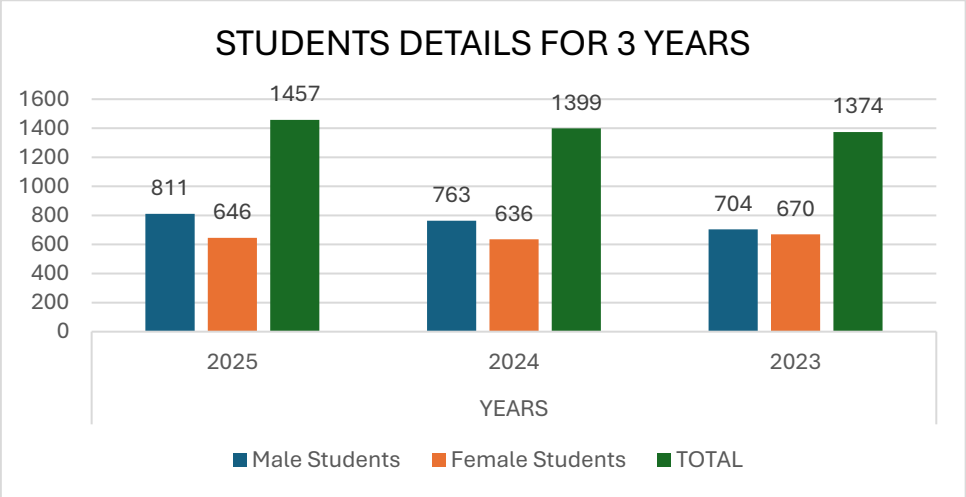
encouraging women's access to quality education and ensuring a fair and transparent admission process based on the prescribed eligibility criteria and admission requirements.

Detailed admission procedure can be found in SMU Prospectus 2025 the link of which is https://www.smu.edu.in/img/pdf/Prospectus-25.pdf

The admission of girls in the university is good in numbers which stands 44.3 in the academic year 2025-26.

STUDENTS DETAILS FOR 3 YEARS			
CATEGORY	**YEARS**		
	2025	**2024**	**2023**
Male Students	811	763	704
Female Students	646	636	670
TOTAL	**1457**	**1399**	**1374**
Percentage of Girls	44.3	45.5	48.8

The last three years girl admission statistics as compared to boys is shown below:



3. Scholarship Schemes and Financial Assistance for Promoting Women's Access to Higher Education

Sikkim Manipal University (SMU) promotes women's access to higher education through dedicated scholarship schemes and financial assistance. Under the Single Girl Child Scholarship (Beti Bachao, Beti Padhao), eligible female students receive a tuition fee concession to encourage their participation in higher education. The University also offers a Single Mother Scholarship to support students from single-mother households. In addition, female students are eligible for merit-based, merit-cum-means, sports and other institutional scholarships. These initiatives aim to reduce financial barriers, encourage female participation in professional education and promote equal opportunities for women to pursue academic and career aspirations.

3.1 Scholarships specifically benefiting girls and women

Sikkim Manipal University (SMU) provides specific scholarship opportunities to encourage female students to pursue higher education, along with merit-based and need-based financial assistance.

The following scholarship schemes are available specially for girl & single mother:

- **Single Girl Child Scholarship:** (Beti Bachao, Beti Padhao) – 20 % scholarship on tuition fee.
- **Single Mother Scholarship:** (Male or female students whose mother is a single parent) - 20 % scholarship on tuition fee

3.2 Other common scholarships available to female students

In addition to the above, eligible female students can also avail themselves of:

- **Merit-based scholarships**: Fee concessions based on academic performance.
- **Merit-cum-Means scholarships**: Financial assistance for economically weaker students.
- **Sports scholarships:** Tuition fee concessions for students with recognised sporting achievements.
- **Sikkim domicile scholarships:** 75% tuition fee scholarship for eligible students nominated by the Government of Sikkim.

3.3 Scholarship Statistics

In the Academic Year 2025, following number of female and male students have received the scholarship

GENDER WISE SCHOLARSHIP DETAILS FOR 2025				
Sl. No	**Gender**	**Majhitar Campus**	**Tadong Campus**	**Total**
1	Male Students	658	315	973
2	Female Students	497	238	735
Total		**1,155**	**553**	**1,708**

The percentage of eligible girl students receiving the scholarship is 43%. Apart from the university scholarship **(Annexture I),** female students are also sanctioned scholarship from the Manipal Pai Foundation as per MoU in

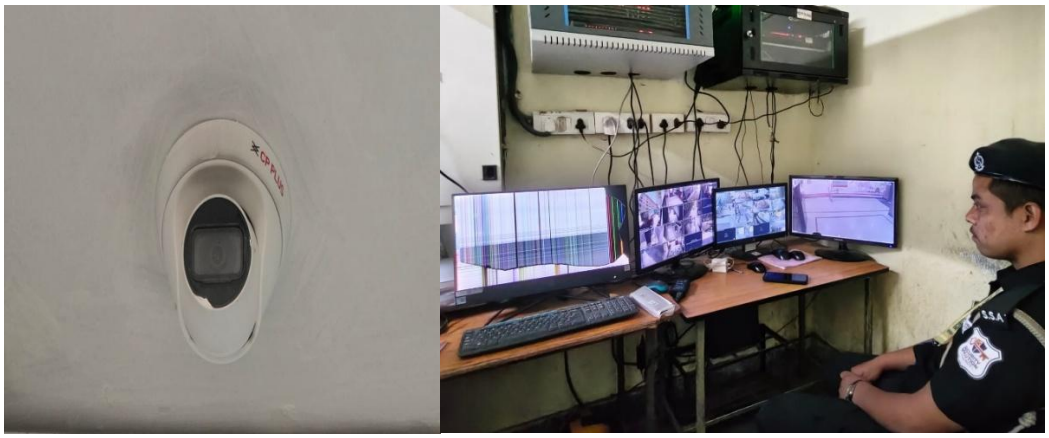
Annexture I

4. Safety and Support Measures for Female Students at SMU

The safety, security and well-being of female students are accorded the highest priority at Sikkim Manipal University (SMU). The University has established standard rules, regulations and institutional mechanisms to ensure a safe, secure

and supportive campus environment. Female students' concerns and grievances are handled with sensitivity, with appropriate support from female staff members. All staff members in the girls' hostels, including hostel wardens drawn from the teaching fraternity, are women to ensure a comfortable and secure residential environment.

There is 24 x 7 monitoring of all the SMU campus areas in all the constituent units including hostel premises.





Girls' Common Room and Counselling Room

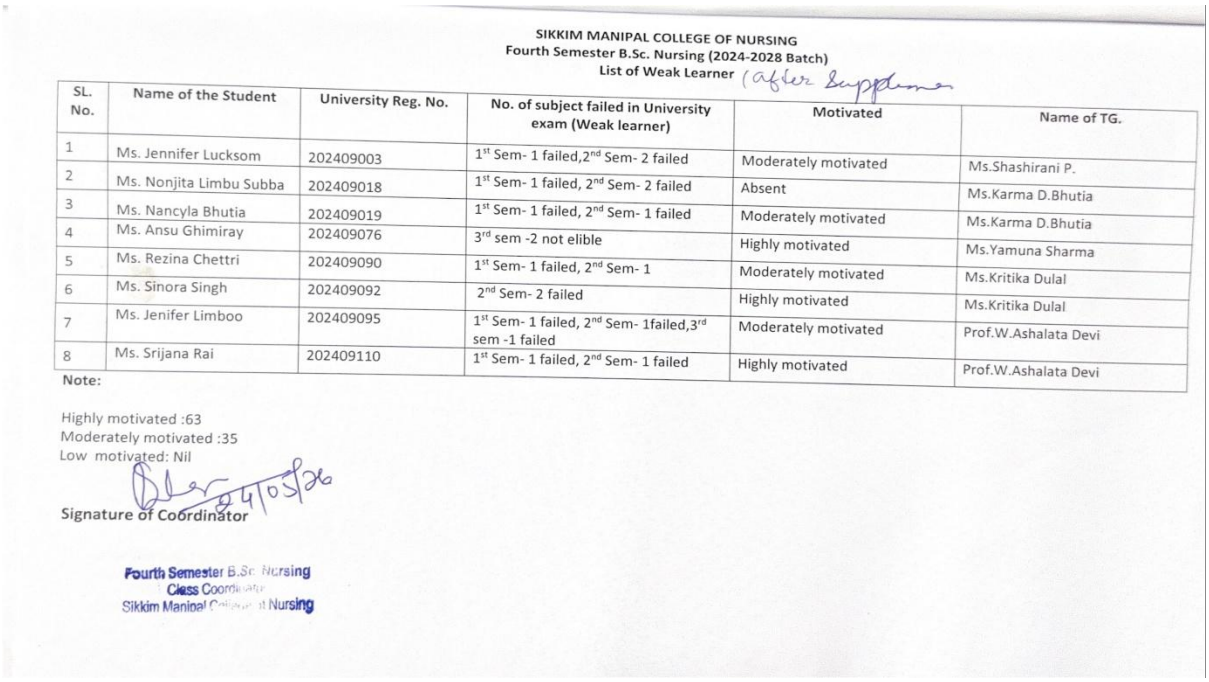




4.1 Teacher Guardian System for Student Mentorship, Women's Safety and Well-being

The University also implements a Teacher Guardian system, under which faculty members are assigned to students to provide academic guidance, personal support and mentoring. Teacher Guardians regularly communicate with parents regarding their wards' academic progress, well-being and other concerns. Additionally, the University has an Internal Complaints Committee (ICC) to address complaints relating to sexual harassment, along with established grievance redressal mechanisms. These measures reflect SMU's commitment to ensuring the safety, dignity, confidence and overall development of its female students.

Teacher Guardian Reports on Monitoring and Mentoring of Slow Learners is given below:



SIKKIM MANIPAL COLLEGE OF NURSING
Fourth Semester B.Sc. Nursing (2024-2028 Batch)
List of Weak Learner (after Supplimentary)

SL. No.	Name of the Student	University Reg. No.	No. of subject failed in University exam (Weak learner)	Motivated	Name of TG.
1	Ms. Jennifer Lucksom	202409003	1st Sem- 1 failed,2nd Sem- 2 failed	Moderately motivated	Ms.Shashirani P.
2	Ms. Nonjita Limbu Subba	202409018	1st Sem- 1 failed, 2nd Sem- 2 failed	Absent	Ms.Karma D.Bhutia
3	Ms. Nancyla Bhutia	202409019	1st Sem- 1 failed, 2nd Sem- 1 failed	Moderately motivated	Ms.Karma D.Bhutia
4	Ms. Ansu Ghimiray	202409076	3rd sem -2 not elible	Highly motivated	Ms.Yamuna Sharma
5	Ms. Rezina Chettri	202409090	1st Sem- 1 failed, 2nd Sem- 1	Moderately motivated	Ms.Kritika Dulal
6	Ms. Sinora Singh	202409092	2nd Sem- 2 failed	Highly motivated	Ms.Kritika Dulal
7	Ms. Jenifer Limboo	202409095	1st Sem- 1 failed, 2nd Sem- 1failed,3rd sem -1 failed	Moderately motivated	Prof.W.Ashalata Devi
8	Ms. Srijana Rai	202409110	1st Sem- 1 failed, 2nd Sem- 1 failed	Highly motivated	Prof.W.Ashalata Devi

Note:

Highly motivated :63
Moderately motivated :35
Low motivated: Nil

Signature of Coordinator 24/05/26

Fourth Semester B.Sc. Nursing
Class Coordinator
Sikkim Manipal College of Nursing

5. Promoting Women's Participation and Equal Opportunities in Underrepresented Academic Disciplines

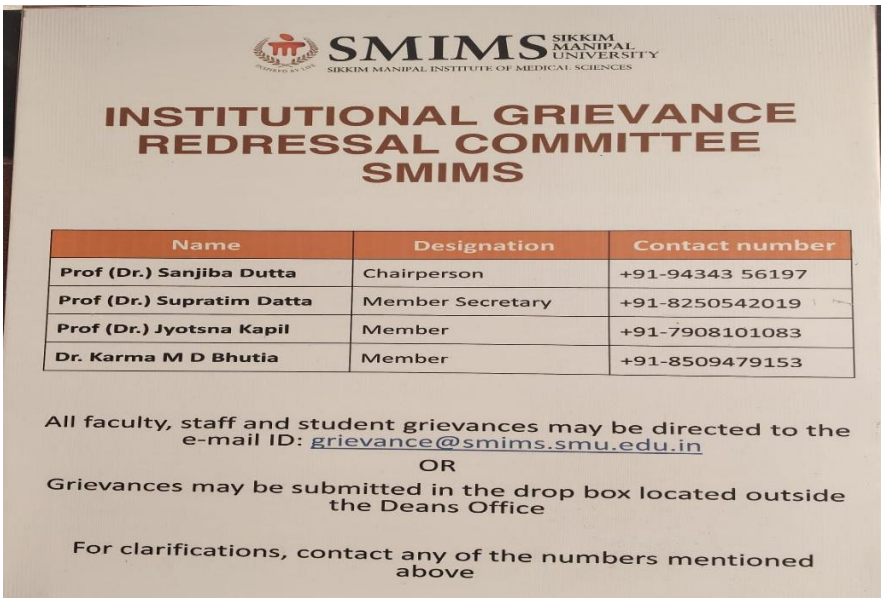
Sikkim Manipal University (SMU) encourages women's participation in all academic disciplines, including programmes where female representation is comparatively lower, such as Engineering (Civil & Mechanical) and other STEM programmes. The University provides equal opportunities for admission based on prescribed eligibility and merit criteria, without gender discrimination. University also promotes women's access to higher education through various scholarships.

6. University Policy on Gender Equality, Non-Discrimination and Equal Opportunities for Women

Sikkim Manipal University (SMU) has a policy of non-discrimination against women and is committed to providing equal opportunities to all, irrespective of gender. The University promotes a safe, inclusive and respectful environment for

women students and employees. It does not permit discrimination against women in admission, education, employment, career development or participation in academic and administrative activities. The University follows applicable laws, regulations and guidelines to protect women's rights, dignity and equal opportunities. There is Grievance Redressal Committee in all the constituent units to address any of the issues/ grievance of the students.

One such Committee is shown below



SMIMS SIKKIM MANIPAL UNIVERSITY
SIKKIM MANIPAL INSTITUTE OF MEDICAL SCIENCES

INSTITUTIONAL GRIEVANCE REDRESSAL COMMITTEE SMIMS

Name	Designation	Contact number
Prof (Dr.) Sanjiba Dutta	Chairperson	+91-94343 56197
Prof (Dr.) Supratim Datta	Member Secretary	+91-8250542019
Prof (Dr.) Jyotsna Kapil	Member	+91-7908101083
Dr. Karma M D Bhutia	Member	+91-8509479153

All faculty, staff and student grievances may be directed to the e-mail ID: grievance@smims.smu.edu.in

OR

Grievances may be submitted in the drop box located outside the Deans Office

For clarifications, contact any of the numbers mentioned above

The various policies that show the commitment of the university to maintain non-discriminatory environment in the campus are presented in **Annexure II.**

Annexture I

Memorandum of Understanding (MoU) between Sikkim Manipal University and Manipal Pai Foundation

SMU SIKKIM MANIPAL UNIVERSITY

OFFICE ORDER

ANNOUNCEMENT OF MANIPAL FOUNDATION SCHOLARSHIP FOR ACADEMIC YEAR 2025-26

1. Sikkim Manipal University is pleased to announce the Manipal Foundation Scholarship for thirty-eight (38) students of the University. This scholarship is instituted as per the Memorandum of Understanding (MoU) signed on 27th September 2025, between Sikkim Manipal University and Manipal Foundation, Bengaluru to support students from economically disadvantaged backgrounds.

2. The scholarship amount sanctioned for each student is as per Annexure A of the MoU. The scholarship is effective from the academic year 2025-26 and is credited directly into the University account by Manipal Foundation, Bengaluru.

3. Continuation of Scholarship:

The scholarship shall be continued in subsequent academic years till the completion of the course only to those students who:

a) Clear all subjects in the university examination of the previous year before the due date for payment of the annual fee.
b) Maintain regular attendance and discipline.
c) Do not bring disrepute to the Department, Institution, University, or Manipal Foundation.

4. Any deviation from the above conditions shall result in termination of the scholarship.

5. All Heads of Institutions (HoIs) are requested to ensure that the students comply with the continuation criteria, monitor the academic progress and conduct of the scholarship recipients, and submit the academic performance report to the Office of the Deputy Registrar (Admin & Academics), which will be further communicated to Manipal Foundation.

162/SMU/REG/OO/88 /2025

(Prof (Dr) K.S. Sherpa)
Registrar

Date: 06 October 2025

Enclosed: As above.

To

1. Pro VC & Dean, SMIMS
2. Director, SMIT
3. Principal, SMCON
4. Principal, SMCPT
5. Coordinator, Hospital Administration
6. Coordinator, Allied Health Professions
7. Offg Head, Dept of Medical Biotech
8. Chief Finance Officer, SMU
9. Deputy Registrar (QAR&A), SMU
10. Deputy Registrar (Admin & Academics), SMU
11. Deputy Manager, Finance Department, SMIMS/SMIT

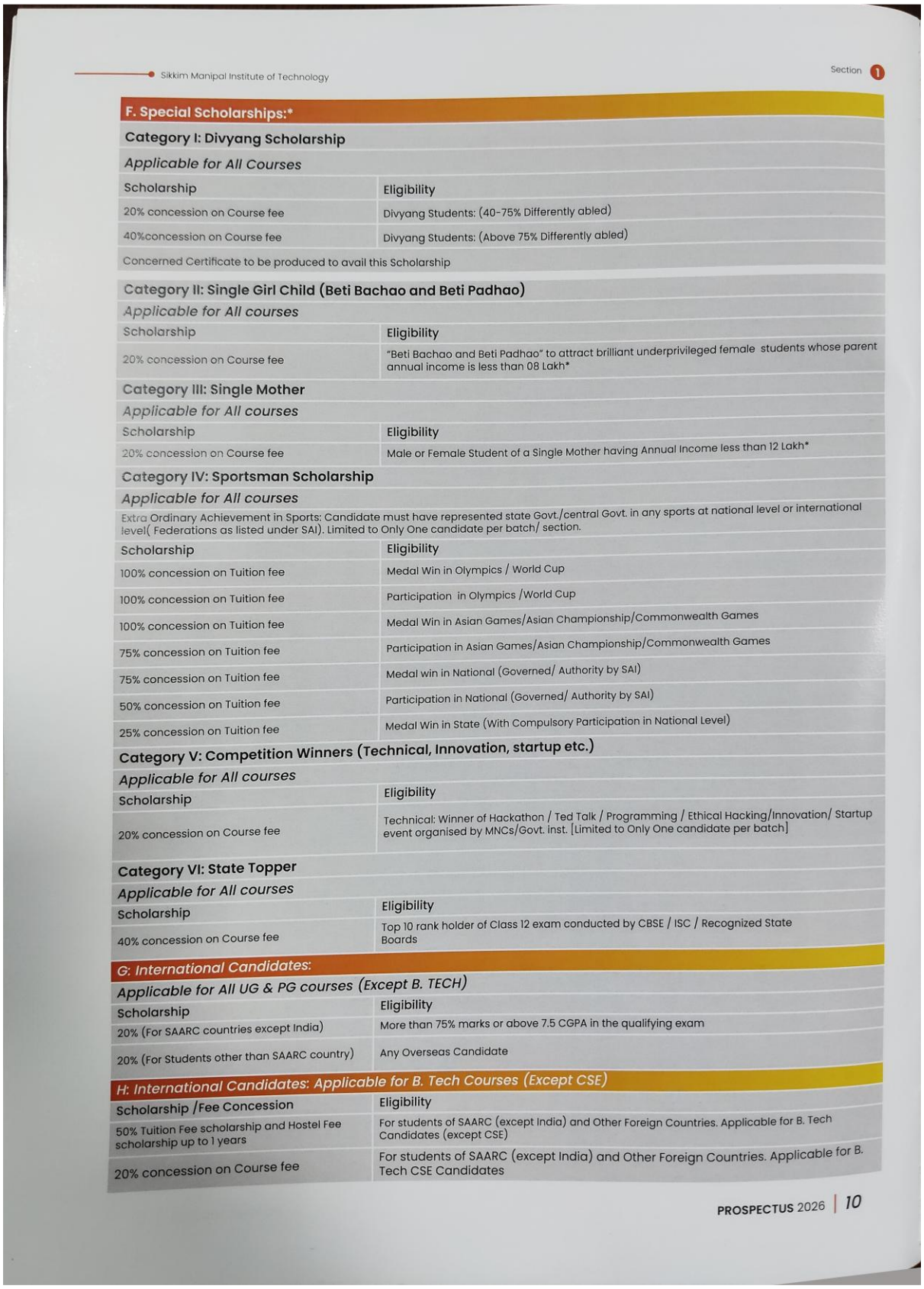
Scholarship

Faculty of Humanities, Social Sciences and Liberal Arts (SMFHSSLA)	
Scholarships	**Eligibility**
Merit Scholarship	
10% Concession on Tuition fees.	≥ 50% to < 60% in the qualifying examination
20% Concession on Tuition fees.	≥ 60 to <75 % in the qualifying examination
30% Concession on Tuition fees.	≥75 % in the qualifying examination
Single Girl Child (Beti Bachao and Beti Padhao)	
Applicable for All courses 20% concession on tuition fee	"Beti Bachao and Beti Padhao" to attract brilliant female students whose parent annual income is less than 08 Lakh
Alumni Scholarship	
20% concession on tuition fee	Passed B.A. and B. Com from SMFHSSLA
Scholarship for Single Mother	
20% of course fee.	Male or Female student of a single mother having Annual Income of less than 12 lakhs
Scholarship for outstanding achiever in sports	
100% of tuition fee	Participated or Medal win in Olympics or World Cup
75 % of tuition fee	Participated in Asian Games/ Asian Championship or Commonwealth Games
100 % of tuition fee	Medal win in Asian Games/ Asian Championship or Commonwealth Games
National Level	
50% of tuition fee	Participation in national level (Governed/authority by SAI)
75% of tuition fee	Medal Win in national level (Governed/authority by SAI)
State Level	
25% of tuition fee	With compulsory participation in national level

Student Clubs in SMFHSSLA

There are seven clubs in SMFHSSLA offering students opportunities for social, personal, and professional development to enrich their college experience.

- Sports
- Literary
- Entrepreneurship Development Cell and Investors Club
- NSS
- Students Research Forum
- Drama Club
- Cultural Club



F. Special Scholarships:*

Category I: Divyang Scholarship

Applicable for All Courses

Scholarship	Eligibility
20% concession on Course fee	Divyang Students: (40-75% Differently abled)
40%concession on Course fee	Divyang Students: (Above 75% Differently abled)

Concerned Certificate to be produced to avail this Scholarship

Category II: Single Girl Child (Beti Bachao and Beti Padhao)

Applicable for All courses

Scholarship	Eligibility
20% concession on Course fee	"Beti Bachao and Beti Padhao" to attract brilliant underprivileged female students whose parent annual income is less than 08 Lakh*

Category III: Single Mother

Applicable for All courses

Scholarship	Eligibility
20% concession on Course fee	Male or Female Student of a Single Mother having Annual Income less than 12 Lakh*

Category IV: Sportsman Scholarship

Applicable for All courses

Extra Ordinary Achievement in Sports: Candidate must have represented state Govt./central Govt. in any sports at national level or international level(Federations as listed under SAI). Limited to Only One candidate per batch/ section.

Scholarship	Eligibility
100% concession on Tuition fee	Medal Win in Olympics / World Cup
100% concession on Tuition fee	Participation in Olympics /World Cup
100% concession on Tuition fee	Medal Win in Asian Games/Asian Championship/Commonwealth Games
75% concession on Tuition fee	Participation in Asian Games/Asian Championship/Commonwealth Games
75% concession on Tuition fee	Medal win in National (Governed/ Authority by SAI)
50% concession on Tuition fee	Participation in National (Governed/ Authority by SAI)
25% concession on Tuition fee	Medal Win in State (With Compulsory Participation in National Level)

Category V: Competition Winners (Technical, Innovation, startup etc.)

Applicable for All courses

Scholarship	Eligibility
20% concession on Course fee	Technical: Winner of Hackathon / Ted Talk / Programming / Ethical Hacking/Innovation/ Startup event organised by MNCs/Govt. inst. [Limited to Only One candidate per batch]

Category VI: State Topper

Applicable for All courses

Scholarship	Eligibility
40% concession on Course fee	Top 10 rank holder of Class 12 exam conducted by CBSE / ISC / Recognized State Boards

G: International Candidates:

Applicable for All UG & PG courses (Except B. TECH)

Scholarship	Eligibility
20% (For SAARC countries except India)	More than 75% marks or above 7.5 CGPA in the qualifying exam
20% (For Students other than SAARC country)	Any Overseas Candidate

H: International Candidates: Applicable for B. Tech Courses (Except CSE)

Scholarship /Fee Concession	Eligibility
50% Tuition Fee scholarship and Hostel Fee scholarship up to 1 years	For students of SAARC (except India) and Other Foreign Countries. Applicable for B. Tech Candidates (except CSE)
20% concession on Course fee	For students of SAARC (except India) and Other Foreign Countries. Applicable for B. Tech CSE Candidates

I: Regional Scholarship	
Applicable for SIKKIM DOMICILE only for all courses	
Scholarship	**Eligibility**
75% Tuition Fee Scholarship	For students nominated by Govt. of Sikkim
Up to 40% Tuition Fee Scholarship (Merit Based)**	For students who are resident of Sikkim but not nominated by Govt. of Sikkim

J: Lateral Entry Scholarships	
Applicable for B. Tech Lateral Entry Candidates only	
Scholarship	**Eligibility**
50% concession on Course fee	≥ 90% (on Diploma Degree overall Percentage)
40% concession on Course fee	≥ 80% to <90% (on Diploma Degree overall Percentage)
30% concession on Course fee	≥ 70% to <80% (on Diploma Degree overall Percentage)
20% concession on Course fee	≥ 60% to <70% (on Diploma Degree overall Percentage)

K: Wards of Armed Forces and Para Military Forces Martyrs	
Applicable for All courses	
Scholarship	**Eligibility**
50% concession on Course fee	Dependent children of personnel who have laid down their life in the line of duty
Applicable for All UG courses for Dependent Children of Retired/In Service Peronnel	
Scholarship	**Eligibility**
40% concession on Course fee	Marks > 90%
30% concession on Course fee	Marks > 85% & ≤ 90%
25% concession on Course fee	Marks > 80% & ≤ 85%
20% concession on Course fee	Marks > 70% & ≤ 80%
10% concession on Course fee	Marks > 60% & ≤ 70%
5% concession on Course fee	Marks > 50% & ≤ 60%
Applicable for All PG courses for Dependent Children of Retired/In Service Peronnel	
Scholarship	**Eligibility**
40% concession on Course fee	Marks > 85%
30% concession on Course fee	Marks > 70% & ≤ 85%
20% concession on Course fee	Marks > 60% & ≤ 70%
10% concession on Course fee	Marks > 50% & ≤ 60%
Note: Marks Means Aggregate% or PCM %(BTECH)	

L: MBA Scholarships	
Applicable for MBA candidates with valid CAT/XAT Score for that academic year	
Scholarship / Fee Concession	**Eligibility**
40% concession on Course fee	Marks > 90%
30% concession on Course fee	Marks > 80% & ≤ 90%
20% concession on Course fee	Marks > 70% & ≤ 80%
Applicable for MBA candidates with valid CMAT/MAT Score for that academic year	
Scholarship	**Eligibility**
40% concession on Course fee	Percentile ≥ 95%
30% concession on Course fee	Percentile ≥ 85% & < 95%
20% concession on Course fee	Percentile ≥ 75% & < 85%

*** The scholarship applicable to the economically weak students based upon the income of the parents/guardian (in adsence of living or working parents) subject to verification of requisite documents by competent authority of SMIT case to case basis as per availability.*

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- Cultural Club

SIKKIM MANIPAL UNIVERSITY

Internal Quality Assurance Cell (IQAC)

SOP FOR

SLOW AND FAST LEARNER

(IDENTIFICATION & ACTIVITIES)

Version	**1.0**
Issue Date	

Internal Quality Assurance Cell (IQAC)

SOP FOR

Slow And Fast Learner

(Identification & Activities)

Objective

The purpose of assessment of the learning levels of the students and conduction of activities for them are:

- Identification of the Slow learners and Fast learners in the class.
- To ensure that Slow learners and Fast learners are taken care as per their needs.
- To help them out for improvement in their academics

Introduction:

Regular classroom learning focuses on the acquisition of new skills based on previously learnt concepts. When many of the students are learning at a faster pace, a slow learner tends to be left behind.

This creates a knowledge gap among the slow and fast learners in basic concepts & skills and reduced comprehension ability across a wide spectrum of academic areas.

Slow learners are student with the ability to acquire all academic skills at a rate below than that of the average student. As a result of their inability to match the learning pace of their peers, they might consider themselves lesser than others which may affect their self-confidence and self-esteem.

Slow learners need extra support and if this support/ guidance is not provided, they often feel neglected and start resenting class. They develop a pessimistic attitude, which ultimately affects their academic performance.

On the other hand, Fast learners know a great deal about a variety of topics and have a quicker grasp and recollection of factual information than other students of the class. They can easily feel bored if they are not kept busy with challenging work.

Therefore, it is essential to maintain a positive attitude and offer support to both slow & fast learners to eliminate many factors that hinder learning, such as distractions, a fast classroom pace and a competitive atmosphere.

Identification of Slow and Fast Learner

1. After one month of teaching in case of First Semester/ First Year classes, subject teacher to conduct a Class Test/ Quiz and on the basis of marks obtained, students are classified as Slow and Fast Learner.
2. From Second Semester/ 2nd Year onwards Class Test/ Quiz, preceding exam performance, current subject performance and class observation need to be used to classify students in two groups: Fast learners and Slow learners. Based on preceding exam marks students can be classified as given in table below:

Category	Preceding Exam Marks %
Slow Learner	**Marks Percentage ≤ 45%**
Fast Learner	**Marks Percentage ≥ 45 %**

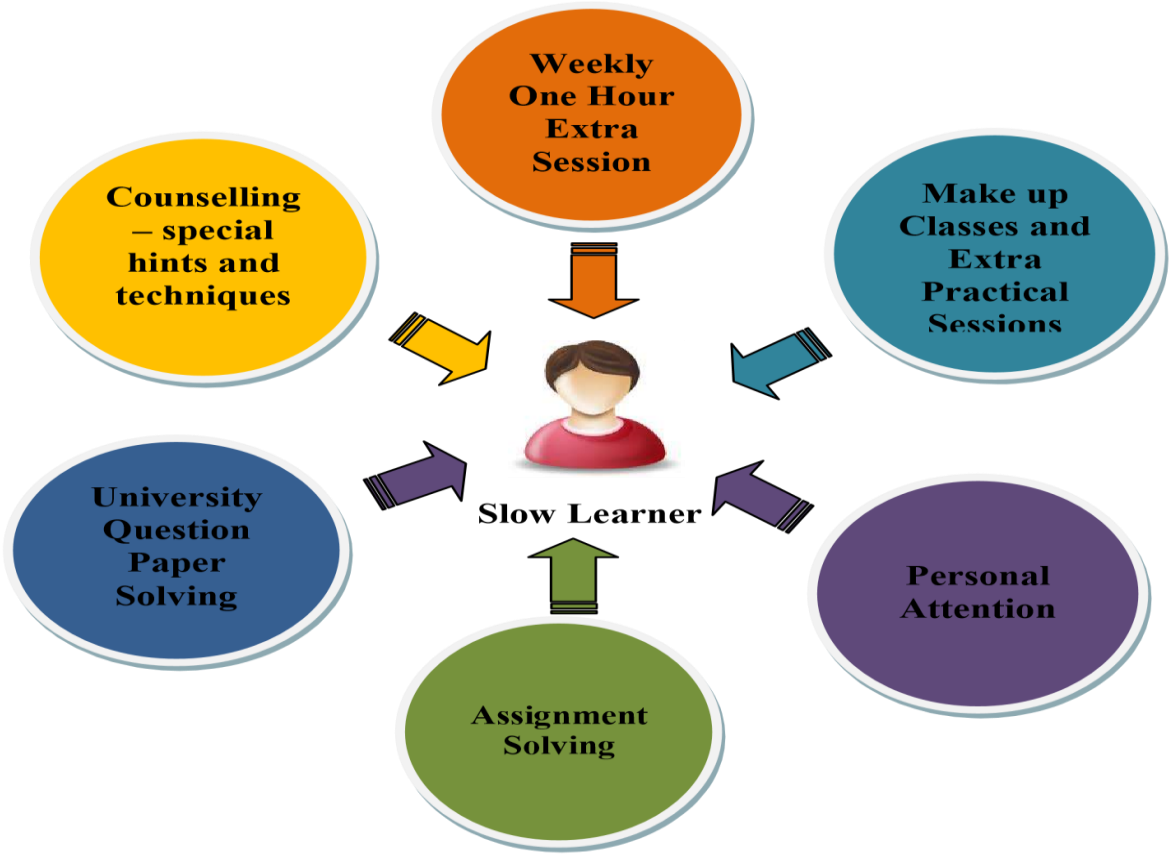
3. Slow learner and Fast learners would be identified for each subject separately by respective subject teacher for all the semesters/ year.

Activities to improve performance of Slow Learner

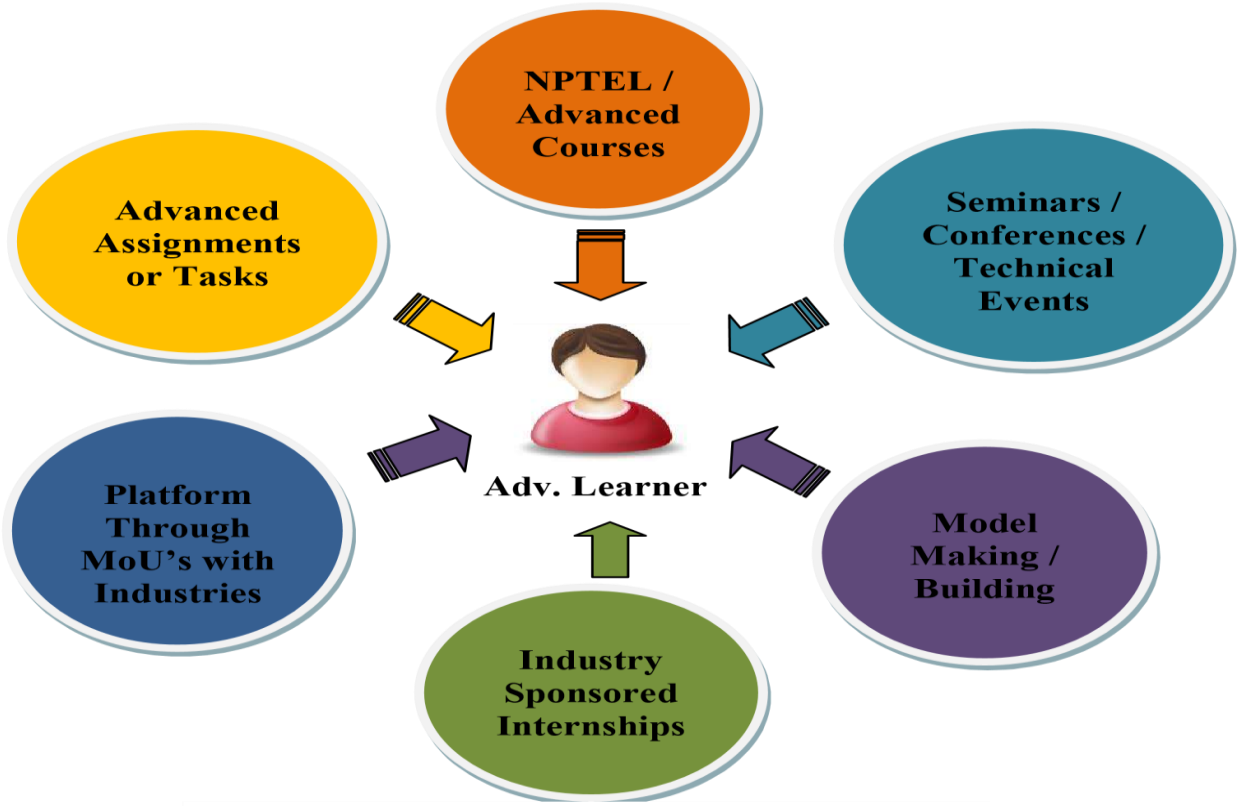
1. Provisions should be made in weekly timetable by adding extra one hour to conduct problem solving sessions /revision sessions/extra sessions.
2. Make up classes and practical sessions should be conducted.
3. Personal Attention should be provided by respective subject teacher in teaching Assignments and solving sample question papers.
4. Question bank sharing
5. Counselling on regular interval.
6. Encourage peer tutoring.
7. Encourage interaction and oral communication.

Activities Fast learners

1. Advanced assignments or tasks should be assigned to fast learners.
2. Encouragement to complete NPTEL/Advanced courses
3. Encouragement Participation in Seminars/Conferences/Technical Events
4. Assignment based on Model making/ building.
5. Group activity leader for assignment/ Project task.
6. Soft skill training



Activates Conducted for Slow Learner



Activates Conducted for Adv. Learner

Roles and Responsibilities of Subject Teacher

Subject Teacher is responsible for carrying out different aspects of slow leaner and fast learner identification and learning activities. Subject Teachers will be responsible for:

1. Conducting class test, evaluation and preparing list of slow and fast learners.
2. Preparing schedule for extra sessions /problem solving sessions / revision sessions for slow learners.
3. Conducting the sessions for slow learners as per prepared schedule.
4. Maintaining the attendance of slow learners' sessions.
5. Preparing the list of advanced assignment or list of tasks assigned to fast learners.
6. Preparing the report after university result declaration of current semester which shows the improvement in performance of slow learners to close the loop.
7. Maintain all records for slow learners and fast learners' activity.

Documents to be Maintained

1. Report of result of class test / unit test and marks obtained.
2. List of slow learners.
3. List of fast Learners.
4. Schedule of activity for slow learners
5. Attendance record for session conducted for slow learners.
6. Report of performance improvement for slow learners.
7. List / Record of tasks given to fast learners.

Flow of Records

Concern Subject Teacher will submit the documents maintained to Head of the Department. HoD of concern department forward the compiled report to Associate Director (A)/ Associate Dean(A) for record. Associate Director (A)/ Associate Dean(A) in tern provide a copy of the report of a randomly selected department to IQAC, SMU.

SMU SIKKIM MANIPAL UNIVERSITY
Established under Govt.of Sikkim, Act 9 of 1995, recognised under 2(f) of the UGC Act, 1956

CONVENING ORDER

AMENDMENT: RE-CONSTITUTION OF COMMITTEE FOR EQUAL OPPORTUNITY CELL AND SC/ST CELL

1. Reference to:-

   (a) SoP: Grievance Redressal Cell for SC, ST, OBC & other Minority Employees & Students as circulated vide No. 198/SMU/ Reg/SOP/152/2022 dated 09 Dec 2022.

   (b) UGC Guidelines for Scheme of Equal Opportunity Centre for Colleges XII Plan (2012-2017)

   (c) UGC Notification No. 1-7/2011(SCT) dated 13 January 2026, regarding the University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2026 (UIN: 1/2026).

   (d) SMU Convening Order 058/SMU/REG/CO/49/2025, dt 22 August 2025.

2. Consequent upon the relieving of Dr B.K. Tamang, Prof & Head, Dept of Anatomy, SMIMS, and Mr Yogesh Baraily, Sr. Executive Assistant, SMIMS from service, the University has reconstituted the Committee for the Equal Opportunity Cell and Grievance Redressal Cell for SC, ST, OBC, Minority, Women, and Differently Abled Persons (for both employees and students). The reconstituted committee is as follows:

Composition of the Committee

(a)	Chairperson	-	Dr Karma Mingur Diki Bhutia, Professor, Dept FMT, SMIMS
(b)	Convenor	-	Prof W Ashalata Devi, Professor, SMCON
(c)	Member	-	Mr. Md Nasir Ansari, Associate Professor, Dept of EEE, SMIT
(d)	Member	-	Dr Yogen Ghatani, Asst Prof, Dept of Mathematics, SMIT
(e)	Member	-	Mr. Ashok Kr Sundas, Asst. Librarian, Central Library, SMIMS
(f)	Student Representative		

Medical Campus

i.	MBBS	-	Mr Kunzang Hissay Bhutia, MBBS Batch- 2023
ii.	SMCON	-	Ms Menuka Pradhan, SMCON Batch- 2023
iii.	SMCPT	-	Ms Apekcha Ghimirey Sharma (SMCPT 2023 Batch)
iv.	**Technical Campus**	-	Anushree Ghatani, B.Tech-Civil Engineering (SMIT 2023 Batch)

3. The Grievance Redressal Cell For SC, ST, OBC, Minority, Women, Differently Abled Person for employees & students will function as part of the Equal Opportunity Cell (EOC).

4. This convening order supersedes Para 2 of the SoP quoted in 1 (a) and Convening Order quoted in 1 (d). All other terms of references remain unchanged.

5. Equal Opportunity Cell will comply with the UGC Guidelines quoted in para 1(b & c).

058/SMU/REG/CO/44 /2026
Date: 19 Aug 2026

(Prof (Dr) K.S. Sherpa)
Registrar

Copy to:-
1. All HoIs/HoUs/HoOs
2. All Concerned
3. Concerned File

SIKKIM MANIPAL UNIVERSITY 5th Mile, Tadong, Gangtok

Sikkim Manipal University, 5th Mile, Tadong, Gangtok, East Sikkim - 737102 (INDIA)
Ph. +91 3592 270702, 232041, 231138, 270294 | Fax : +91 3592 231147 | www.smu.edu.in

7.2 Anti ragging poster, Posh poster, internal complaint committee poster

ज्ञान-विज्ञान विमुक्तये
प्रा. मनिष र. जोशी
सचिव
Prof. Manish R. Joshi
Secretary

सत्यमेव जयते

G20 भारत 2023 INDIA

विश्वविद्यालय अनुदान आयोग
University Grants Commission
(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

D. O. No. F. 1-15/2009 (ARC) Pt.III **December 14, 2023/23 अग्रहायण, 1945**

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, to exercise the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website www.ugc.gov.in & www.antiragging.in.

It is once again brought to your kind notice that ragging is a criminal offence and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These regulations are mandatory, and all institutions are required to take necessary steps for its implementation in Toto including the monitoring mechanism. Any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums; constitution of Anti-Ragging committee and Anti-Ragging squad, setting up of Anti-Ragging Cell, installing CCTV cameras at vital points, Anti-Ragging workshops and seminar, updating all websites with nodal officers' complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers and mention of Anti-Ragging warning in the institution's E-prospectus and E-information booklets/brochures must be ensured. Surprise inspection of hostels, students' accommodation, canteens, rest cum recreational rooms, toilets, bus-stands must be carried out & Anti-Ragging posters must be displayed at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. These posters are available on UGC website www.ugc.ac.in. The size of the posters should be 8x6 feet. Any other measure which would augur well in preventing/quelling ragging and any uncalled-for behavior/incident must be undertaken.

Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail the Anti-Ragging Helpline at helpline@antiragging.in. For any other information regarding ragging you may please visit the UGC website i.e. www.ugc.gov.in & www.antiragging.in and contact UGC monitoring agency i.e. Centre for Youth (C4Y) on Mobile No. 09818044577 (only in case of emergency).

वसुधैव कुटुम्बकम्
ONE EARTH • ONE FAMILY • ONE FUTURE

बहादुरशाह जफ़र मार्ग, नई दिल्ली-110002 | Bahadur Shah Zafar Marg, New Delhi-110002
Ph.: 011-23236288/23239337 | Fax : 011-2323 8858 | E-mail : secy.ugc@nic.in

CONTINUATION SHEET

-02-

In compliance to the directions of the Anti-Ragging Monitoring Committee constituted by Hon'ble Supreme Court of India, HEIs/Councils have to implement the following:

1. The concept of mentor-mentee as given out in the UGC Regulations for curbing the Menace of Ragging in HEIs - 2009 be followed by students in all institutions to make a comfortable bond amongst Juniors and Seniors.
2. The Anti Ragging Cell and Anti Ragging Squads of institutions should be empowered by provisioning of a legal counsel so that airtight cases against the ragging culprits can be made.
3. Henceforth for extreme ragging and suicide cases, Principal of the college and Registrar of the University will be called and will be answerable to the National Anti-Ragging Monitoring Committee for the reasons of non-compliance of UGC Regulations for ragging.
4. All the Councils/Regulatory Bodies must constitute a committee as and when a serious/suicide/death case is reported related to their Council/Regulatory Body to relook into the issue even when case is under police investigation. The Regulatory Bodies/Councils are also advised to appoint a legal person for the matter.
5. The Committee has also instructed the Anti Ragging Monitoring Agency to be more vigilant and carry out surprise checks all across the Nation to ensure that the UGC Regulations to curb the menace of ragging are being strictly adhered to by the HEI's, Teaching Staff and the students. Punitive action as mentioned in these regulations will be taken against the defaulters.

UGC also drives an Anti-Ragging Media Campaign through different modes and has undertaken the following activities to promote the campaign which are available on UGC website www.ugc.gov.in

1. UGC developed 05 TV Commercials of 30 seconds each with different perspective for Parents, Victim and Offenders.

2. UGC designed and distributed 04 types of posters amongst Universities / Regulatory Authorities / Councils / IITs / NITs / other educational institutions for their prominent display.

3. UGC consecutively organized 02 Anti-Ragging Competitions for students/faculty/general public for the wider awareness of the menace of ragging.

In compliance of the 2nd Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at www.antiragging.in

You are also requested to implement the revised procedure for students to file an online Anti-Ragging affidavit. The student will receive an e-mail with his/her registration number. The student will forward that e-mail to the Nodal officer in his/her university/college e-mail.

Universities/Colleges have to display the email address and contact number of the Nodal Officer of Anti-Ragging Committee of their university/college on their website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities, etc.

CONTINUATION SHEET

-03-

Universities and Colleges are requested to insert a mandatory column in their university/college's admission form as per the given format:

Anti Ragging Undertaking Reference no:	

All HEI's are further advised to fill in the complete details of their respective Anti Ragging Committee and Anti Ragging Squad on the website i.e. www.antiragging.in and also display these lists on the Notice Boards.

Universities are also requested to ensure strict compliance of this advisory and fill the compliance on www.antiragging.in. You are also requested to forward this advisory to all the colleges in your ambit with strict compliance directions. All colleges be instructed to make multiple prints of this circular and the same to be prominently displayed at all the locations visited by the Students.

IT IS ONCE AGAIN REITERATED FOR THE BENEFIT OF ALL THE STAKEHOLDERS THAT RAGGING IS A CRIMINAL OFFENCE AND THE CULPRITS WILL ATTRACT PUNITIVE ACTION AS MENTIONED IN THE UGC REGULATIONS.

With kind regards,

Yours sincerely,

(Manish Joshi)

The Vice-Chancellor/Registrars of all Universities

Copy to:

1. All Regulatory Authorities
2. Ms. Jasleen Kaur, Under Secretary, Ministry of Education, (iasleen.kau@nic.in).
3. DS(website), UGC (for uploading on (i) UGC website, (ii) Under ragging related Twitter handle of UGC)
4. Ms. Alka Tomar, Centre for Youth (C4Y)(alka.tomar@c4yindia.org) (for uploading on antiragging.in)

(Manish Joshi)

7.3 National Anti-Ragging Day and Anti-Ragging Awareness Programme at SMU





8. Sikkim Manipal University (SMU) provides Maternity and Paternity Leave benefits to support employees in balancing professional responsibilities and family commitments. These policies promote gender equality, employee welfare, family well-being and a supportive, inclusive working environment.

8.1 Maternity Leave Policy

- Maternity Leave is admissible only to women employees employed either on contract/probation/confirmation directly by the University or any of the constituent units of the University. A woman employee whether permanent or otherwise shall be entitled to maternity leave benefits provided she has worked for a period of not less than 80 days during the twelve months, immediately preceding the date of her expected delivery, in the SMU, or its constituent units.
- Maternity benefit is granted up to two living children. Under the MB Amendment Act, this benefit could be availed by women for a period extending up to 8 weeks before the expected delivery date and remaining 18 weeks can be availed post childbirth. For women who are expecting after having 2 children, the duration of paid maternity leave shall be 12 weeks (i.e., 6 weeks pre and 6 weeks post expected date of delivery). Entitlement is based on number of living children and not on number of deliveries. A woman employee giving birth to twins in the first delivery shall not be entitled for the maternity leave for second delivery. However, a woman employee with one living child from the first delivery shall be eligible for the maternity leave even if she gives birth to twins in the second delivery.

- The maximum period of entitlement for maternity leave shall be 26 weeks with full pay, of which not more than 45 days shall precede the date of expected delivery.
- In case of a miscarriage or medical termination of pregnancy before seven months, a woman employee, on production of prescribed proof, shall be entitled to 45 days leave with pay immediately following the day of miscarriage or medical termination of pregnancy. This benefit can be availed only once in the entire service span of an employee.
- In case of miscarriage or medical termination of pregnancy after seven months, a woman employee on production of prescribed proof shall be entitled to 90 days leave or less than that, depending upon the physical status of the employee as mentioned in the medical certificate issued by the consultant, following the day of miscarriage or medical termination of pregnancy)
- However any Maternity Leave consumed as per Maternity Benefit Act shall be adjusted against the leave entitlement of 90 days.
- A woman employee with fewer than two surviving children on valid adoption of a child below the age of one year may be granted child adoption leave for a period of 90 days immediately after the date of valid adoption.
- Intimation to the HOD and the HOI must be done at least one month before availing maternity leave.
- Medical certificate mentioning the expected date of delivery shall be submitted to HOI for availing of the maternity leave.

- Leave of any other kind, except casual leave, may be granted in continuation of maternity leave, if the request for its grant is supported by a medical certificate.

8.2 Paternity Leave Policy

- Paternity leave is entitled to married male employees for a maximum period of 15 days and can be availed 10 days before or up to three months after childbirth, provided the limit is up to two surviving children.
- Paternity leave cannot be combined with any other form of leave.

The details of the policy can be found in Click Here