



DUM DUM MOTIJHEEL RABINDRA MAHAVIDYALAYA

Regd. u/s 2(f) and 12B of the U.G.C. Act., NAAC Accredited

[Affiliated to West Bengal State University]

208/B/2, Dum Dum Road, Kolkata 700074

E-mail: ddmrm2020@gmail.com

ISO 9001:2015, ISO 14001:2015 and ISO 50001:2018 Certified Institution

Student and Teacher Welfare Policy

Dum Dum Motijheel Rabindra Mahavidyalaya aims to create an educational community where students and teachers can thrive academically, professionally, and personally. The primary objective of this policy is to establish a framework that ensures the comprehensive welfare of both students and teachers at Dum Dum Motijheel Rabindra Mahavidyalaya. This document outlines guidelines, procedures, and initiatives aimed at creating a conducive and supportive environment for the academic and personal growth of all stakeholders.

Section 1: Student Welfare

1. Mental Health Support:

- Organize awareness programs to reduce stigma associated with mental health issues.

2. Academic Support:

- Establish a peer tutoring system to facilitate academic assistance.
- Provide additional resources for students facing learning challenges.

3. Health and Safety:

- Ensure a safe and clean campus environment.

4. Financial Assistance:

- Create a Students' Aid fund to support economically disadvantaged students.
- Develop a transparent system for identifying and awarding financial aid.

5. Inclusive Practices:

- Promote inclusivity and diversity through awareness campaigns.
- Accommodate the needs of differently-abled students by providing necessary facilities.



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Section 2: Teacher Welfare

1. Professional Development:

- Allocate resources and grant leaves for continuous training and workshops for faculty members.
- Encourage participation in conferences and seminars to enhance knowledge and skills.

2. Work-Life Balance:

- Implement policies to ensure a reasonable workload for teachers.
- Promote flexible working arrangements where applicable.

3. Health and Well-being:

- Provide health insurance and wellness programs for teachers.

4. Recognition and Rewards:

- Recognize and reward outstanding contributions to research.
- Establish a transparent system for evaluating and acknowledging faculty performance.

5. Collaborative Environment:

- Foster a collaborative and collegial atmosphere.
- Encourage interdisciplinary research and teaching collaborations.

6. Recreational Initiatives by Teachers Council

- The Teachers Council will organize annual picnics and outings to promote camaraderie among faculty members.
- Budget allocation and logistics planning will be the responsibility of the Teachers Council.

7. Cultural and Social Events:

- Facilitate cultural and social events such as festivals and gatherings to strengthen interpersonal relationships.
- Encourage participation in these events to enhance the sense of community within the teaching staff.



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Leave Policies:

As per the government of West Bengal and statute of West Bengal State University Leave Rules following are provided:

1. Earned leave
2. Medical leave
3. Casual Leave
4. Study Leave
5. Maternity Leave
6. Paternity Leave
7. Child Care Leave

Section 3: Monitoring and Evaluation

1. Regular Audits:

- Conduct periodic audits to assess the effectiveness of welfare initiatives.
- Solicit feedback from students and teachers through surveys.

2. Adaptive Policy Framework:

- Continuously review and update the policy based on changing needs and circumstances.
- Stay informed about best practices in student and teacher welfare.

Section 4: Implementation

1. Formation of Welfare Committees:

- Establish committees responsible for overseeing student and teacher welfare.
- Ensure representation from various stakeholders in these committees.

2. Communication Strategy:

- Develop effective communication channels to disseminate information about welfare initiatives.
- Foster transparency in decision-making processes.



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3. Resource Allocation:

- Allocate budgetary resources for the successful execution of welfare programs.
- Monitor and evaluate the efficient utilization of funds, ensuring alignment with the college's welfare objectives.

4. Collaboration with External Organizations:

- Establish partnerships with external organizations specializing in academic support, and professional development.
- Leverage these collaborations to enhance the range and effectiveness of welfare services provided to students and teachers.

5. Feedback Mechanism:

- Establish a robust feedback mechanism for students and teachers to express their opinions, suggestions, and concerns.
- Use this feedback to continuously refine and enhance welfare policies and initiatives.

By implementing the guidelines outlined in this policy document, Dum Dum Motijheel Rabindra Mahavidyalaya aims to create an environment that prioritizes the holistic well-being of both students and teachers, fostering a culture of learning, collaboration, and personal growth.