



# HAZI A. K. KHAN COLLEGE

ESTD : 2008

P.O + P.S.- Hariharpara . Dist.-Murshidabad Pin-742166

Website: [www.haziakkhancollege.ac.in](http://www.haziakkhancollege.ac.in) E-mail Id : [haziakkhancollege@yahoo.com](mailto:haziakkhancollege@yahoo.com)

E-mail Id: [haziakkhancollege@gmail.com](mailto:haziakkhancollege@gmail.com)

Mob:

## Student and Teacher Welfare Policy

Hazi A. K. Khan College, 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 ensure the comprehensive welfare of both students and teachers at Hazi A. K. Khan College. 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:

- Implement counseling services to address students' mental health needs.
- Organize awareness programs to reduce stigma associated with mental health issues.
- Counselling of students regarding mental health

#### 2. Academic Support:

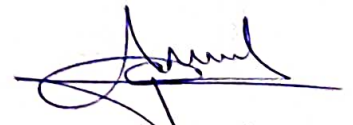
- Academic support through blended mode
- ICT enabled room
- Establish a poor fund to facilitate academic assistance to poor, needy and meritorious students.
- Provide additional resources for students facing learning challenges.
- Felicitate meritorious students after end semester examination.
- Wi-Fi facilities for students
- Fully automated library

#### 3. Health and Safety:

- Ensure a safe and clean campus environment.
- Conduct regular health check-ups and wellness programs.
- Organize blood donation camp
- Organize free eye check-up camp
- Organize Thallaesemia awareness and check-up camp.
- Arsenic free drinking water
- Clean toilet
- Water purifier
- Vending machine for female students

#### 4. Extra-Curricular Activities

- Organize seminars, workshops regularly
- Cultural Programmes and Sports frequently
- Organize Heritage walk, study tour, excursion, field trip

  
Principal  
Hazi A. K. Khan College  
Hariharpara, Murshidabad



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- Extension activities and Outreach programmes

## 5. Financial Assistance:

- Help students to get scholarships.
- Develop a transparent system for identifying and awarding financial aid.

## 6. Inclusive Practices:

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

## Section 2: Teaching and Non - Teaching Welfare

### Welfare Measures for Teaching and Non- Teaching Staff

The college has effective welfare measures for its teaching and non-teaching staff:

#### Financial

- Providing financial assistance to teaching and non-teaching staff for attending conferences/ seminars/ workshops/ FDP etc.
- Festival bonus is provided to the non-teaching staff.
- Advance salary is sanctioned to teachers till their pay fixation is done.

#### Professional development

- Duty Leave for participation in Orientation, Refresher, and Short-Term Training Programmes.
- Professional development programmes for skill up-gradation and training
- Recognition of staff on completion of Ph.D.
- Teachers with highest number of publications are felicitated.

#### ICT Facilities

- Wi-Fi enabled college campus.
- Desktop facilities are provided in the Library and Teachers' Room.
- Laptops and projectors for ICT enabled smart classrooms.

#### General Support Facilities

- 24-hour power back-up.
- Separate departmental rooms are provided to the teaching staff.
- RO based water purifier for drinking water
- Canteen that serves nutritious and hygienic food.
- Facilities such as ramp, specially designed toilet etc. for differently abled staff and students.
- Medical leave, child care leave, maternity benefits as per norms.
- Government Health Scheme for staffs.

#### Recreational Activities for Physical and Emotional Wellbeing

- Gymnasium facilities for both teaching and non-teaching staff.
- All staff are encouraged to participate in games on Annual Sports Day
- Annual Picnic is organised for the recreation of all stakeholder.

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Hariharpara, Murshidabad