

Anti-Women Harassment Cell

INTRODUCTION:-

Hitherto, Ladies Care Unit was assigned the responsibility to attend the complains if any, relating to Anti-Women Harassment, But now, a separate cell has been established named as above. According to Hon. Supreme Court order, sexual harassment is any unwelcome physical contact and advances demand and request for sexual favour, sexually coloured remarks, display of pornography and any other unwelcome physical, verbal and non-verbal conduct of a sexual nature. Basically it is any unwelcome word or action of sexual nature.

Example:-

Denial of payment or official approval in the absence of sexual favour, pornography pictures/ messages displayed on desks or sent by e-mail, remarks made about personal appearance and dress, coloured jokes shared in the working place that make others present feel uncomfortable, eye-teasing, unsavoury remarks, jokes causing or likely to cause awkwardness or embarrassment, innuendos and taunts, gender based insults or sexist remarks, unwelcome sexual overtone in any manner such as over telephone and the like, touching or brushing against any part of the body and the like, displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or saying, forcible physical touch or molestation and physical confinement against one's will and any other act likely to violate one's privacy.

PURPOSE:-

To facilitate a gender-sensitive and congenial working environment in the college so that women (students or staff) are not subjected to gender specific discrimination or sexual harassment.

What Constitute Harassment?

Any unwelcome sexually determined behaviour (physical, verbal or any other form) which violates a women's dignity and interferes with her ability to operate freely in the campus. Harassment would also include gender based discriminatory behaviour.

Who Can Approach The Cell ?

Any female student/faculty of the college and in special cases, Grievance Redressal Cell in special cases, and Anti-Women Harassment Cell itself sue-motto.

How to Lodge a Complaint?

The person concerned can personally approach/mobile/write to any member of the Cell. The name of the complainant will be kept CONFIDENTIAL

Each such incidence of harassment results in violation of the Fundamental Rights of gender equality and the right to life and liberty. Any violations attract remedy under the enforcement of these Fundamental Rights of women.

COMPOSITION:-

A senior teacher shall be the President of the cell. Cell shall consist of following other positions:-

Vice – President Lady Teacher 1

Secretary Lady Teacher 1

The post of Vice-President and one representative of student should be reserved SC,ST,OBC and Minority.

And one girl student representative from each faculty. The Office Bearers/members of the cell may also have its meeting in Girls Common Room or where Cell feels Safe, Secret and Comfortable.

FUNCTIONS OF THE CELL:-

The office of the cell is an educational resource as well as a complaint centre for the lady members of the Faculty, staff and students of the Institution. Its mandate is :-

1. To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
2. To advise complainants of the informal and formal means of resolution as specified by the cell.
3. To ensure the fair and timely resolution of sexual harassment complaints.
4. To provide information regarding counseling and support services on our campus.
5. To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
6. To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

RIGHT OF APPEAL:-

Any student aggrieved with the decision of Anti-Women Harassment Cell, may make an appeal to the committee of office bearers of Managing Committee of College. Application must accompany with all evidences in support. After providing privilege of Natural Justice, with in a period of 7 days, appeal shall be disposed of. Names of such Members are given below :-

1-Mr. Bipin Chandra Mishra	09415430091	President
2- Mr. R. C. Shukla	09792201202	Member
3- Shri Ram Kishore Mishra	09956113765	Member

DISCIPLINARY COMMITTEE:-

A Disciplinary Committee consisting of teaching and non-teaching staff has been formed who takes round 2-3 times every day inside and outside the campus to have a close watch so that no incidence relating to Anti-Women Harassment even takes place and every girl student and lady teacher feels quite safe in the institute.

Management should provide sufficient number of CCTV in different places so that activities in the college can be seen and this will insure the safety and security of girl student. It must also insure that all CCTV are in working conditions and for the purpose, arrangement of energy supply should be done.

Note: A notice board for awareness about formation of cell and the address of its Office-bearers/members shall be displayed in the campus of institute.