



Shri Guru Govindsinghji College (B.J.), Malegaon Road, Nanded.

(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

Principal: Dr. Vikas Limbaji Kadam [Ph. D. MA(MCJ), NET, PGDEM&FP]

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WOMEN'S RE-DRESSAL CELL SHRI GURUGOVINDSINGHJI PATRAKARITA MAHAVIDYALAYA, NANDED

(2023-24)

Introduction:

Sexual harassment in educational institutions is a significant issue that affects the safety, dignity, and well-being of individuals. Recognizing the importance of addressing this concern, Shri Guru Govindsinghji College (B.J.), Malegaon Road, Nanded, has established a Women's Grievance Redressal Cell. This cell is dedicated to creating a safe and supportive environment for all students and staff members. By providing clear procedures for reporting and addressing grievances, the Women's Grievance Redressal Cell aims to ensure that incidents of sexual harassment are handled promptly and effectively, thereby fostering a respectful and equitable academic community.

Key Objectives:

The primary objectives of the Women's Grievance Redressal Cell include:

1. **Ensuring a Safe Environment:** To create and maintain a secure and supportive environment for women, free from sexual harassment.
2. **Raising Awareness:** To educate and sensitize the college community about issues related to sexual harassment and gender equality.
3. **Providing Support:** To offer a reliable support system for victims of sexual harassment, ensuring they receive appropriate assistance and guidance.
4. **Implementing Policies:** To develop and enforce policies and procedures to effectively address complaints of sexual harassment.
5. **Encouraging Reporting:** To encourage victims to report incidents of harassment without fear of retaliation or stigma.

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Committee Members:

Sr. No	Name	Designation	
1	Dr. Vikas Limbaji Kadam	President	
2	Mr. Amol Deepakrao Dhule	IQAC coordinator	
3	Mr. Suresh Digambar Patil	Student Representative	
4	Mr. Sanjay Pundlikrao Narwade	Teacher Representative	
5	Mrs. Sharda Devidas Kulkarni	Alumani Representative	
6	Mr. Vipin Vikas Kadam	Social Representative	
7	Mr. Shudhodhan Shanakarrao Edke	(Coordinator)	



Sexual Harassment: Definition

Sexual harassment includes any unwelcome behavior of a sexual nature that creates an intimidating, hostile, or offensive environment. This can include, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Objective of the Women's Grievance Redressal Cell

The objective of the Women's Grievance Redressal Cell at Shri Guru Govindsinghji College is to uphold the dignity of women by addressing issues of sexual harassment and discrimination. The cell aims to foster a culture of respect and equality by ensuring that complaints are handled with sensitivity and confidentiality.

Grievance Procedure

The grievance procedure is designed to provide a structured and accessible process for addressing complaints of sexual harassment. It includes the following steps:


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1. **Filing a Complaint:** The victim can submit a written complaint to the cell. The complaint should detail the incident(s) of harassment.
2. **Acknowledgment:** The cell acknowledges receipt of the complaint and assures the complainant of confidentiality and support.
3. **Preliminary Inquiry:** An initial assessment is conducted to determine if there is a prima facie case of sexual harassment.
4. **Formal Investigation:** If a prima facie case is established, a formal investigation is initiated.

Procedure for Investigation

The investigation procedure is thorough and ensures fairness to both the complainant and the accused. It includes:

1. **Constitution of an Inquiry Committee:** A committee comprising members of the Women's Grievance Redressal Cell, including external experts if necessary, is formed.
2. **Collection of Evidence:** The committee collects evidence through interviews, documentation, and other relevant sources.
3. **Interviews:** Both the complainant and the accused are interviewed separately to gather their accounts of the incident.
4. **Report Preparation:** Based on the evidence collected, the committee prepares a detailed report with findings and recommendations.


Punishment for Sexual Harassment

If the investigation concludes that sexual harassment has occurred, appropriate disciplinary action is recommended. Punishments may include:

1. **Warning:** Issuance of a formal warning to the perpetrator.
2. **Suspension:** Temporary suspension from the college.
3. **Expulsion:** Permanent expulsion from the college.
4. **Legal Action:** Referral to law enforcement agencies for further action, if warranted.

Conclusion

The Women's Grievance Redressal Cell at Shri Guru Govindsinghji College plays a crucial role in maintaining a safe and inclusive environment for women. By addressing grievances promptly and effectively, the cell helps to ensure that incidents of sexual harassment are minimized, and that victims receive the support


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and justice they deserve. Through continuous awareness programs and a robust grievance redressal mechanism, the cell contributes to fostering a culture of respect and equality within the college community.

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