

SSBT's COLLEGE OF ENGINEERING AND TECHNOLOGY BAMBHORI, JALGAON

WOMEN's GRIEVANCE REDRESSAL COMMITTEE

SSBT's college of Engineering and Technology believes in gender equality & gender justice in all of its intervention & practices. Keeping these principles in view, it is important to ensure an organizational climate free from discrimination & harassment with a particular focus on sexual harassment. For this Woman Grievance Redressal Cell is established in the college in academic year 2012-13. The committee is responsible for looking into any complaints filed by students and staff.

Objectives of Women Grievance Redressal Committee:

- I. To prevent sexual harassment and to promote the general well-being of Female students, teaching and non-teaching women staff.
- II. To provide guidelines for the Redressal of grievances related to sexual harassment of female students, teaching and non-teaching women staff of college.
- III. To enlighten the female students & women about their legal rights and to strive towards the empowerment of the women through the promotion of gender amity and programs concerning women welfare.
- IV. To uphold the dignity of the college by ensuring free atmosphere in the college by promoting cordial student to student relationship, student to teacher relationship and staff to staff relations etc. This cell helps staff, students & parents to record their complaints and solve their common problems and personal grievances.

Women grievance Redressal cell makes every effort to ensure that female students feel at home.

Complaint and Redressal mechanism:

- I. Any women employee/female student of the Departments/ Administration/Authority shall have the right to lodge a complaint with any of the members of the Cell.
- II. Complaints may be in the form of oral or in written. Register is maintained by the chairperson of committee. (It is a confidential document).
- III. Any women or girl student who wants to file a complaint can do by either sending an email to chairman of Woman Grievance Redressal cell. In case of sexual harassment the complainant shall include the specific nature of the incident, date and the place of the incident, name of all parties involved as well as a detailed report of all pertinent facts.
- IV. The complainant shall be summoned to hear complaints (if necessary). Complaint of harassment will be promptly and carefully investigated. Investigation will include interview with all relevant persons, including the aggrieved and other potential witnesses in the case of sexual harassment and decision on grievances to be taken by Principal.
- V. After hearing of complaints, the committee shall take appropriate decision and then same is communicated to the complainant if required. If the complainant is not satisfied with the decision of the committee then he/she can make appeal before the Principal.

Meetings of the Committee

- I. The committee members meet at least once every month of academic year.

- II. The Chairperson of the committee can call a special meeting at any time upon the written request of students.
- III. The quorum for any meeting of the committee shall be one third of its members. If the quorum is not present at any meeting, it shall be adjourned for half an hour and proceed with those who are present and the proceedings of such a meeting shall not be challenged on the ground of absence of quorum.

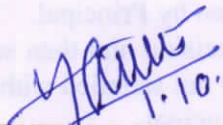
Penalties and Punishment for Sexual Harassment

The committee may recommend the following penalties on a person found guilty of sexual harassment

- I. **An employee found guilty of sexual harassment shall be liable to receive the following penalties:**
 - a. Warning or Censure.
 - b. Fine (Withholding of increments or promotion).
 - c. Reduction to a post in the lower pay-scale or to a lower stage of increment in his own pay-scale.
 - d. Compulsory retirement.
 - e. Termination of service
 - f. Removal/dismissal from service
- II. **A student found guilty of sexual harassment shall be liable to receive the following penalties:**
 - a. Warning.
 - b. Written Apology
 - c. Bond of good behavior
 - d. Debarring entry into a hostel/campus/off-campus
 - e. Suspension for a specified period of time
 - f. Withholding results
 - g. Debarring from examinations for a specified period of time
 - h. Expulsion

Tips for Improving Women Safety in College Premises

- *Behavior and conduct of Driver should be checked during travelling alone.
- *Must save help line numbers on mobiles and use it during emergency.
- *Use latest Apps available for safety.
- *Attend self defense workshop and legal awareness workshop.
- *Counseling with cell members others in similar situations to come forward and complain.


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