

ANTI-WOMEN HARASSMENT COMMITTEE

PURPOSE OF ANTI WOMEN HARASSMENT COMMITTEE

Shri Dronacharya Post Graduate College Dankaur has zero tolerance toward women's harassment

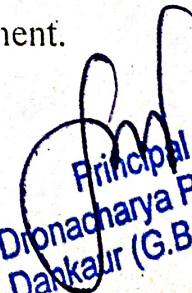
1. Creating women's harassment free atmosphere in and outside of the campus.
2. Creating awareness among female students, teachers and workers regarding Acts and Punitive Measures pertaining to women's harassment activities.
3. Creating a cordial relation between male female students' teachers and college workers for full feeling of the mission and objectives of the organisation.

SCOPE OF ANTI-WOMEN HARASSMENT COMMITTEE:

1. SDPG College, Dankaur with regard to prevention, prohibition and redressal of women harassment covers every female student and employee across the college.
2. SDPG College encourages every employee and student to believe they are mentally or sexually harassed to use the redressal mechanism as provided in these S.O.P.'s.
3. The S.O.P. s with respect to prevention, prohibition and redressal of mental and sexual harassment which may arise in places not limited to geographical locations viz. college/ offices/branches but includes places or locations where acts are conducted in contexts of working relationship.
4. Sexual harassment is judged by the impact on the complaint and not the intent of respondent. Sexual harassment as addressed in this policy need not necessarily be from a male to a female employee but it can be vice versa as well as between individuals of the same gender.
5. This policy comes into force with immediate effect.

RESPONSIBILITY:-

1. It shall be the duty of the Anti-Women Harassment Committee to ensure compliance with the provision of these regulations as well as the provision of any law for the time being in force concerning women harassment and also dedicated Anti-Women Harassment Cell in curbing the menace of harassment in the college.
2. Publicly notify the provision against harassment and ensure their wide dissemination.
3. Organise training programs or as is the case maybe a workshop for the employees, students and faculty as indicated in SAKSHAM report 2013 of the Commission to sensitize them and ensure knowledge and awareness of the right entitlements and responsibilities enshrined in the Act under these Regulations.
4. Reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels.
5. Publicly commit itself to a zero tolerance policy toward women harassment.

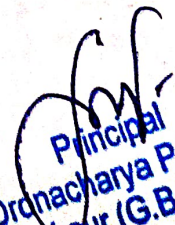

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6. Organise regular orientation and training programs for the members of the committee to deal with complaints and steer the process of settlement or conciliation etc, with sensitivity.
7. Treat women harassment as misconduct under service rules and initiate action for misconduct if the perpetrator is an employee or student.
8. Monitor timely submission of reports.
9. Prepare an annual status report with details on the number of cases filed and their disposal and submit to the Commission.

PROCEDURE:-

1. The chairperson of IQAC cell shall constitute the Anti-Women Harassment Committee with an inbuilt mechanism for gender sensitization against women harassment. The committee shall have the following compositions:
 - A. The coordinator of the Anti-Women Harassment Committee who shall be a women faculty employed at a senior level in the college.
 - B. Two faculty members and two non teaching employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the executive authority.
 - C. To students if the matter involves students who shall have enrolled at the undergraduate master level elected through the transparent democratic procedure.
 - D. At least one half of the total members of the Anti-Women Harassment Committee shall be women.

The Anti-Women Harassment Cell comply with the procedure prescribed in Regulations and the Acts for making a complaint and inquiring into the complaint in a time bound manner. SDPG College shall provide all necessary facilities to the Anti-Women Harassment Committee to conduct the inquiry expeditiously and within required privacy.


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