

Self-Assessment Report (SAR) for Annual Internal Ranking (AIR) of Govt. Colleges of Himachal Pradesh for the Academic Session 2023-24

Criterion 2- Student Support, Services and Progression

2.7 Gender Equity

2.7.3 Women Anti-sexual Harassment Committee constituted as per Norms

Yes, the Women anti-sexual harassment committee of the Institution was constituted as per norms.

Policy statement on Sexual Harassment and Gender Discrimination

Objectives:

- To ensure the safety, dignity and equality of our students, staff and faculty.
- To create a safe and inclusive environment in the college.
- To equip the students, faculty and staff members with knowledge of their legal rights.
- To provide a platform for receiving and resolving of grievances.

The Women Grievances and Redressal Cell play a crucial role in maintaining a safe and respectful environment within the college. The cell ensures strict enforcement of zero tolerance policy towards sexual harassment and gender discrimination in all its forms.

Sexual harassment refers to any unwanted sexual advances, requests for sexual favors or other verbal and non-verbal conduct of a sexual nature such as unwanted touching, displaying sexually suggestive images etc.

Gender discrimination refers to any unequal treatment based on gender including discrimination based on gender identity or expression. This includes denying opportunities or benefits to individuals based on their gender as well as creating a hostile or offensive environment based on gender.

Legal provisions

The college's policy on sexual harassment and gender discrimination consists with the following legal provisions:

- The Vishaka guidelines, issued by the supreme court of India in 1997.
- The UGC's Saksham measures for ensuring the safety of women and programs for gender sensitization in campuses.

- The University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employee and students in higher educational institutions Regulations, 2015.

Note: Detailed legal provisions displayed on college/institution website.

Women Grievances and Redressal Cell / Internal Complaints Committee (ICC)

The Women Grievances and Redressal Cell/ ICC will be responsible for implementing the college's policy on sexual harassment and gender discrimination. The committee will be headed by a senior woman faculty member and will be made up of representatives from the college administration, faculty and students as gender champions from various streams running in the college.

The mandate of the Women Grievances and Redressal Cell/ ICC will be to provide a variety of services relating to sexual harassment and gender discrimination such as organizing workshops, seminars, guest lectures and sensitization programs.

The Women Grievances and Redressal Cell/ ICC is committed to create a safe and inclusive environment for all students, faculty and staff. All stakeholders will be encouraged to contact and consult the committee in case of questions or concerns about sexual harassment or gender discrimination in the college.

The names and contact information of the Women Grievances and Redressal Cell/ ICC members will be prominently displayed on the College website as well as at prominent places in the college campus.

Reporting Sexual Harassment and Gender Discrimination

Reports on sexual harassment/ gender discrimination can be made to any member of the committee and will be treated with sensitivity and respect. Complaints can also be made anonymously.

Complaint Procedure

- **Who can file a complaint:** Any student, faculty member or personnel from the college administrative staff, who believes that they have been the victim of sexual harassment or gender discrimination is encouraged to report the incident.
- **To whom:** a complaint can be addressed either to the Women Grievances and Redressal Cell/ ICC or any individual member of the committee.
- **How:** a complaint can be made in person or in writing.
- **Confidentiality:** all complaints of sexual harassment and gender discrimination will be handled in a confidential manner to the extent possible. All members of the committee, including the coordinator, will take all necessary steps to protect the confidentiality of the complainant and the respondent.
- **Protection of complainant:** The college will also take steps to ensure that the complaint is protected from retaliation of further harassment.

Remedies

- The college takes allegation of gender discrimination seriously and will take appropriate action against individual who engage in such behavior.
- Upon receipt of complaint, the college will initiate an investigation into the incident. The investigation will be conducted by a complaints committee, which will be composed of three members. The committee will be trained in the procedure for handling complaints of gender discrimination and will be independent of the parties involved in the complaint.
- The investigation will be conducted in a prompt and confidential manner. The complainant and the accused will have an opportunity to present evidence and witnesses to the committee. The committee will make a determination as to whether an offense has been committed based on a preponderance of the evidence. If the committee determines that an offence has occurred, it will recommend appropriate action to the college.
- Women Grievances and Redressal Cell/ ICC organize various activities regarding sexual harassment and gender discrimination such as workshops, seminars, guest lectures and awareness programs.

Sanctions for sexual harassment/ Gender discrimination

Sanctions for gender discrimination may include

- Counseling
- Disciplinary action
- Termination of employment
- Expulsion from the college

Conclusion:

Our college is committed to provide a safe and inclusive environment for all students, faculty and staff. This policy is intended to prevent sexual harassment and gender discrimination and to ensure that all members of the college community are treated with respect.

In addition to above the college will take the following steps to prevent sexual harassment and gender discrimination.

Create a culture of respect and inclusion. The college will promote a culture of respect and inclusion by providing training on sexual harassment and gender discrimination to all members of the college community. The college will also create opportunities for dialogue and discussion on these issues.

Provide resources for victims of sexual harassment and gender discrimination. College will provide resource for victim of sexual harassment and gender discrimination including counseling, support groups and legal assistance.

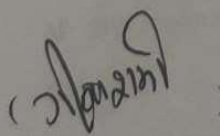
Hold perpetrators accountable. The college will hold perpetrators of sexual harassment and gender discrimination accountable, up to and including expulsion from the college.

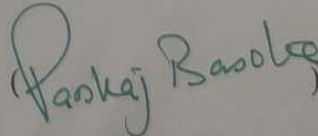
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The college is committed to creating a safe and inclusive environment for all.

Sr. No	Name of Chairperson and Members along with Designation	Mobile Number of Chairperson and Members	Correspondence Address
1	Dr. Pankaj Basotia, Principal/ Chairperson	9418126623	G.C. Rampur Bushahr, Distt. Shimla, H.P. 172001
2	Asstt. Prof. Gita Sharma, Convener	9418403650	-do-
3	Dr. Gopi Chand	8894011624	-do-
4	Asstt. Prof Jayanti Mala	9418300802	-do-
5	Asstt. Prof Anuradha	7807226691	-do-
4	Asstt. Prof. Narender Singh	9459110708	-do-
5	Asstt. Prof. Priyanka	8580730732	-do-
6	Asstt. Prof Norbu Zangmo	9418401659	-do-
7	Asstt. Prof Anjali	9418990911	-do-
8	Asstt. Prof Heera Bhagti	7018716776	-do-
9	Asstt. Prof Vickey Prabhat	7018624148	-do-
10	Asstt. Prof Sangeeta	7018587877	-do-
11	Asstt. Prof Hem Lata	8219064544	-do-

No complaint was received by Women Grievance & Redressal Cell during the session 2023-2024. Therefore, there is no gender discrimination/ bias in Govt. College Rampur Bushahr.


Convener
Women Grievance &
Redressal Cell


Principal
Govt. College Rampur. Bushahr

