

Women's Grievance Redressal Cell
2018 to 2023
Now Internal Complaint Committee
Durga Mahavidhyalaya
Raipur C.G

About the Cell

In compliance to the orders of the Hon'ble Supreme Court of India in the case of Vishaka & others versus the State of Rajasthan and others (SCC 606 1997), the Anti Harassment Cell at Durga Mahavidyalaya, was framed to look after the grievances of women against sexual discrimination/ harassment for its redressal and elimination.

Introduction

The function of the cell is to provide and maintain a dignified, congenial working environment for women employees (including teaching, non-teaching and contractual workers) and students, where they can work, study and explore their potential to the fullest.

Objectives of the Cell:

To equip the female students, faculty and staff members with knowledge of their legal rights.

To safeguard the rights of female students, faculty and staff members.

To provide a platform for listening to complaints and redressal of grievances.

To incorporate hygiene habits and ensure a healthy atmosphere in and around the university premises.

To prevent sexual harassment and to promote general well-being of female students, teaching and non teaching women staff of the college.

To ensure personality along with academic development of students.

To organize various types of training programmes and create awareness about self-employment schemes for the encouragement of self-reliance among women.

Punishment for sexual harassment

Any member of the institute fraternity (student/employee) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government/ university rules.

A student guilty of sexual harassment shall be liable for any of the following penalties:

Warning or reprimand.

Rustication from the College as the case may be.

Any other punishment as defined by the government/ university act.

Complaint procedure:

Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute or other grievances by writing a letter or putting the complaint in the office of the women grievances.

The complaint will be afforded full confidentiality at this stage.

After receiving the complaint, the Chairperson shall convene the meeting of the cell.

The Chairperson /convenor will convene the meetings.

The investigation committee shall then decide the course of action to proceed.

The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment or any other grievances by complainer /her representative.

Ethical Responsibilities to the Complaints and the Accused

Cell shall be ethically responsible to the complainants and the accused and shall do its utmost to provide justice for each complaint to the best of its ability.

Dr Protibha Mukherjee Sahukar

Principal

Dr. Pragati Dubey

Convenor

Dr. Deepali Sharma

Chairperson