

**Post Graduate Government College for Girls,  
Sector-11, Chandigarh**



**COURAGE TO KNOW**

NAAC Accredited 'A' Grade with CGPA 3.52

**Prevention of Sexual Harassment of  
Women, Women Cell and Legal  
Awareness Committee  
Report  
(2018-2019)**



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**1. Constitution:**

As per the provisions of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the college has constituted an Internal Complaints Committee (ICC) named Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee comprising members with a Senior Professor as Convener. The present constitution of ICC is as follows:

1. Prof. Dr. Anita Kaushal	Principal
2. Prof Nirupma Luthra Dept of Sociology	Convener
3. Ms Monika Vij Dept of Sociology	Member
4. Dr. Renu Somal, Dept. of Psychology	Member
5. Dr. Neelam Rathee Dept. of Psychology	Member

Besides this following student members have been appointed as Gender Champions but they are not part of committee:

1. Ms. Divya, 7147, BCom I
2. Ms. Amisha, 7108, BCom I
3. Ms. Mahima, 7113, BCom I
4. Ms. Mandeep, 7263, BCom I

**2. Objectives of the Committee:**

Sexual harassment at a college or workplace is considered as violation of women's right to equality, life and liberty. The committee is focused to ensure that there is no insecure and hostile learning environment which discourages women's participation in College, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth. Following are the objectives of the committee:

- To ensure that all the provisions in the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) legislations are adhered to in order to protect women employees and students from any act of sexual harassment in the campus.

- To comply with the directives of Hon'ble Supreme Court of India requiring all employers to develop and implement a policy for prevention of sexual harassment at the college.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the College.
- To follow and lay down guidelines for redressal of complaint related to sexual harassment of women at the College.
- To create awareness about gender equity.

### **3. Procedure/Mechanism for Lodging Complaint:**

As per the guidelines of the Act, the committee has formulated the procedure for lodging the complaints:

- An aggrieved person is required to submit a written complaint to the Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee within three months from the date of the incident. Provided that where such a complaint cannot be made in writing, the Chairperson or any member of the committee shall render all reasonable assistance to the person for making the complaint in writing or can email the complaint to the college email address: principal\_gcg@yahoo.co.in.
- The committee members investigate the cases and act upon the cases which have been forwarded along with the necessary documents /proof, if any
- The committee assures that the grievance has been properly addressed to and solved in a stipulated time limit.

### **4. Functions:**

The committee is empowered to look into the matters of harassment which includes the following functions:

- A student with a grievance may approach the committee members and file a written complaint in person or via email.
- The cases will be attended promptly on receipt of written grievances from the students.
- The committee will review all cases and act as per rules.
- The committee will prepare and maintain record of all the complaints and action taken.

### **5. Activities :**

#### **Interactive session on Prevalence and Legal Remedies of Incest in India**

Student Welfare, Redressal of Grievances, Sexual Harassment of Women and Legal Awareness Committee along with the Post Graduate Department of Sociology organized an interactive session on Prevalence and Legal Remedies of Incest in India on **18th**

**September, 2018.** Mrs. Jagdeep Bains a senior advocate was invited as the guest speaker. She discussed about the prevalence of different types of sex assaults in the Indian society. She talked about the legal remedies for crimes like incest and sexual harassment at work place. Around 70 students and faculty members participated in this event.



## 6. Cases:

In this session, there were no cases of sexual harassment reported to the committee.

Prof Nirupma Luthra Dept of Sociology  
Ms Monika Vij Dept of Sociology  
Dr. Renu Somal, Dept. of Psychology  
Dr. Neelam Rathee Dept. of Psychology

Convene  
Member  
Member  
Member

## Gender Champions

Ms. Divya, 7147, BCom I  
Ms. Amisha, 7108, BCom I  
Ms. Mahima, 7113, BCom I  
Ms. Mandeep, 7263, BCom I

Prof. Dr. Anita Kaushal  
Principal and Chairperson