

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



COURAGE TO KNOW

**Prevention of Sexual Harassment of
Women, Women Cell and Legal
Awareness Committee
Report
(2022-2023)**



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Awareness Committee
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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:

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|---|----------------|
| 1. Prof. Dr. Anita Kaushal | Principal |
| 2. Ms. Monika Vij Sikka | Vice Principal |
| 3. Dr. Meenu Verma, Head Department of Commerce | Convener |
| 4. Dr. Neelam Rathee, Dept. of Psychology | Member |
| 5. Dr. Veenat, Dept. of Sociology | Member |

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

1. Ms. Aditi – B.A III
2. Ms. Brhamleen B.A. III
3. Ms. Kashish B.A. II
4. Ms. Avantika B.A. II
5. Ms. Khushi B.A. II

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 :

Our college has been putting efforts zestfully in spreading awareness about the very cause among our young girl students, keeping in mind their safety at utmost priority. The college authorities send suggestions to Chandigarh Police to check eve teasing, as a result of which following actions have been taken by the Police-

- The Police patrolling around the college during late hours has increased to ensure the better safety of the girl students.
- The martial arts students of the college conduct self-defense demonstrations from time to time for the students to learn martial arts, which will be helpful to them in troublesome situations.
- The helpline numbers are also displayed in the college campus so that the police can be contacted immediately in case of eve teasing.



Demonstration of Self-Defence Techniques

Interactive session on Tips on Women Safety and Understanding Posh Act

Sexual Harassment of Women and Legal Awareness Committee of the Post Graduate Government College for Girls, Sector -11, Chandigarh organised an interactive session on, 'Tips on Women Safety and Understanding Posh Act' on 29th Sept' 2022 in the college auditorium. This session was conducted by the Women and Child Support Unit, Chandigarh Police.



Ms. Sita Devi, DSP, Women and Child Support Unit was the guest of honour. She apprised the participants comprising the students and the faculty members of the college about the preventive measures women can adopt in everyday life to ensure their safety. She explained The Sexual Harassment Of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013 in detail. Her presentation was insightful and engaging. Citing the examples of the cases dealt by her in Chandigarh, she elaborated the nuances of the law and kept the audience engaged. She emphasised on the importance of having a supportive and conducive environment at the workplace where students and women employees feel safe and confident about reporting the case of abuse.



Team Swayam (self - defence unit of Women and Child Support Unit) demonstrated the techniques of self - defence that women can practice in the situation of crisis. They enacted the situations where women are often targeted and demonstrated the techniques that can help catch the perpetrators at the site of crime.



Latitude
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Longitude
76.78135891444981°

Thu
29 Sep
2022

11 m
Altitude

Local
01:16:37
PM

GMT
07:46:37
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Post Graduate Govt. College for Girls, Sector 11-C Chandigarh
Post Graduate Govt. College for Girls, (Computer Application
Department) Sector, 11C, Sector 11, Chandigarh, 160011, India

Note : Post Graduate Government College for Girls

The concluding segment of the programme was on the safety of women from cyber crimes. Ms. Garima, volunteer with cyber crime police, Chandigarh talked about the various types of cyber crimes happening in the present times. She emphasized on the preventive measures that can be taken in order to save oneself from these crimes. Quoting the cases dealt by the cyber cell, Chandigarh, she explained how women are more vulnerable to these crimes and the importance of being vigilant while using the internet and mobile phones. She also shared the helpline numbers and the web links where one can report these cases.

On the whole, the event was a success. Participants understood the law and the mechanism of grievance redressal and the process to lodge the complaint in the event of sexual harassment at workplace.

6. Cases :

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

Ms. Monika Vij Sikka
Dr. Meenu Verma, Head Department of Commerce
Dr. Neelam Rathee, Dept. of Psychology
Dr. Veenat, Dept. of Sociology

Gender Champions

Ms. Aditi – B.A III
Ms. Brhamleen B.A. III
Ms. Kashish B.A. II
Ms. Avantika B.A. II
Ms. Khushi B.A. II

Prof. Dr. Anita Kaushal
Principal and Chairperson

P.G.GOV.T.COLLEGE FOR GIRLS SECTOR-11, CHANDIGARH.

MINUTES OF MEETING




Minutes of Meeting of Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee that was convened in the office of the Principal, Post Graduate Government College for Girls, Sector-11, Chandigarh on 3rd Feb, 2023 at 12: 30 PM.

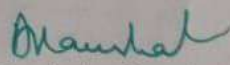
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| Prof. Dr. Anita Kaushal | Principal |
| Prof. Dr. Guneeta Chadha | Vice Principal |
| Dr. Meenu Verma, Head Department of Commerce | Member |
| Dr. Neelam Rathee | Member |
| Dr. Veenat, Dept. of Sociology | Member |

A meeting of Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee was held on 3rd Feb, 2023. Following points were discussed:

- There were no complaints of sexual harassment received so far.
- Committee members discussed about the interactive sessions that have to be conducted for orientation of students regarding the provisions of the POSH, Act and the functioning of the I.C.C. of the college.
- It was decided to display the information about the committee and the members on various notice boards.

Dr. Meenu Verma, Head Department of Commerce
Dr. Neelam Rathee, Head, Dept. of Psychology
Dr. Veenat, Dept. of Sociology

Member 
Member 
Member 


Prof. Dr. Anita Kaushal
Principal and Chairperson

P.G.GOV.T.COLLEGE FOR GIRLS SECTOR-11, CHANDIGARH.

MINUTES OF MEETING

Minutes of Meeting of Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee that was convened in the office of the Principal, Post Graduate Government College for Girls, Sector-11, Chandigarh on 26th Sept, 2022 at 12: 30 PM.

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| Prof. Dr. Anita Kaushal | Principal |
| Prof. Dr. Guneeta Chadha | Vice Principal |
| Dr. Meenu Verma, Head Department of Commerce | Member |
| Dr. Neelam Rathee, Head, Dept. of Psychology | Member |
| Dr. Veenat, Dept. of Sociology | Member |

A meeting of Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee held on 26th Sept, 2022. Following was discussed:

- There were no complaints of sexual harassment received so far.
- Committee members planned to conduct an event to demonstrate self-defense techniques and also organize a talk on regulations under the POSH, Act 2013. The purpose would be to orient the students about the legal provisions that can be opted for, in case of sexual harassment of any kind like eve teasing etc.

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| Dr. Meenu Verma, Head Department of Commerce | Member | <i>Meenu</i> |
| Dr. Neelam Rathee, Head, Dept. of Psychology | Member | <i>Neelam</i> |
| Dr. Veenat, Dept. of Sociology | Member | |

Anita Kaushal
Prof. Dr. Anita Kaushal
Principal and Chairperson