

**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
(2023-2024)**



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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. Ms. Shashi Wahni Khullar | 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. Kashish B.A. III
2. Ms. Avantika B.A. III
3. Ms. Khushi B.A. III

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

Lecture on Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013

Under the aegis of IQAC, Prevention and Redressal of Sexual Harassment of Women at Workplace Committee in collaboration with the Department of Political Science organised a lecture on Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 on 21st February, 2024. MR. Surinder Kumar, Member Secretary, State legal services authority was the guest speaker at the event. The lecture saw an active participation by the students with nearly 100 students attending and showing a keen interest by asking questions on different aspects of the act as well as about the problems being faced by them.



4. Cases :

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

Dr Shashi Wahi Khullar Vice-Principal
Dr. Meenu Verma, Head Department of Commerce
Dr. Neelam Rathee, Dept. of Psychology
Dr. Veenat, Dept. of Sociology

Gender Champions

Ms. Kashish B.A. III
Ms. Avantika B.A. III
Ms. Khushi B.A. III

Prof. Dr. Anita Kaushal
Principal and Chairperson