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 (2025-2026)



Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee
Report
(2025-2026)

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. Dr Harvinder Singh — 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:

- Ms. Anami BCom I.
- Ms. Anmol, BCom 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:

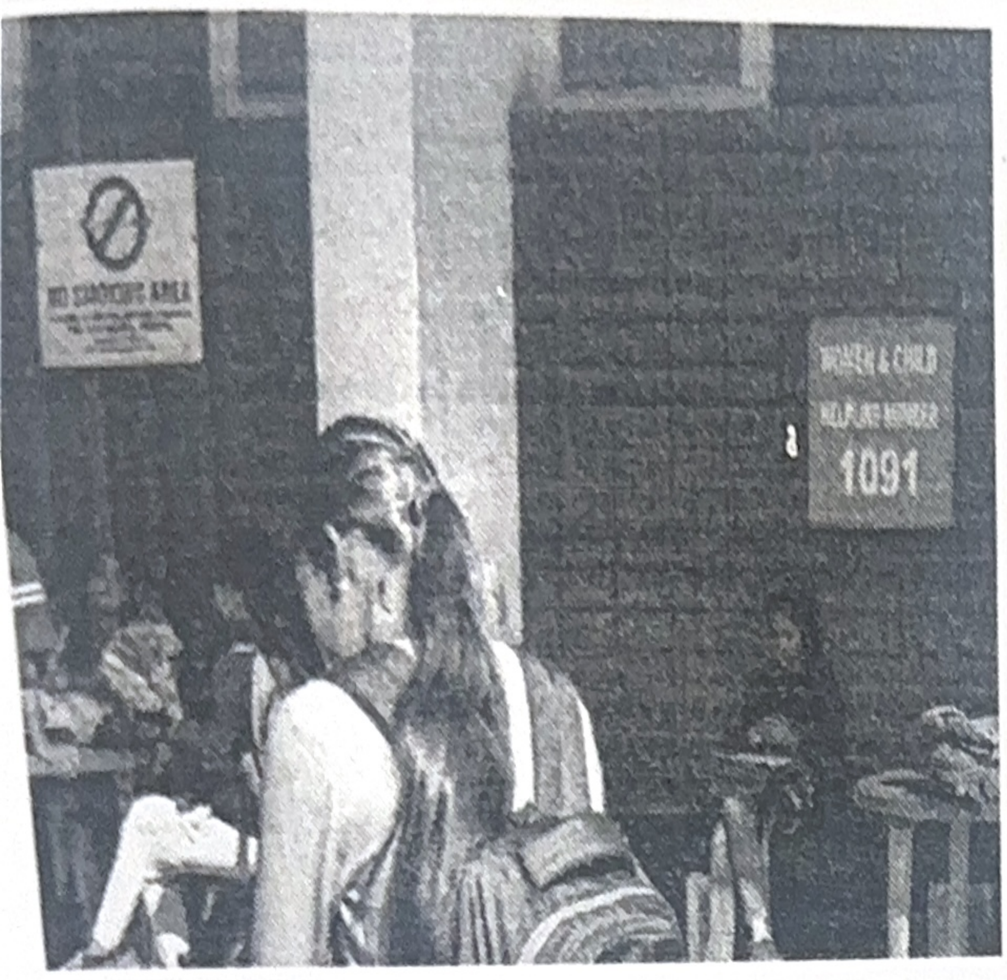
- A student with a grievance may approach the committee members and file a written complaint in person or via email.
- The cases will be attended promptly on receipt of written grievances from the students.
- The committee will review all cases and act as per rules.
- The committee will prepare and maintain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

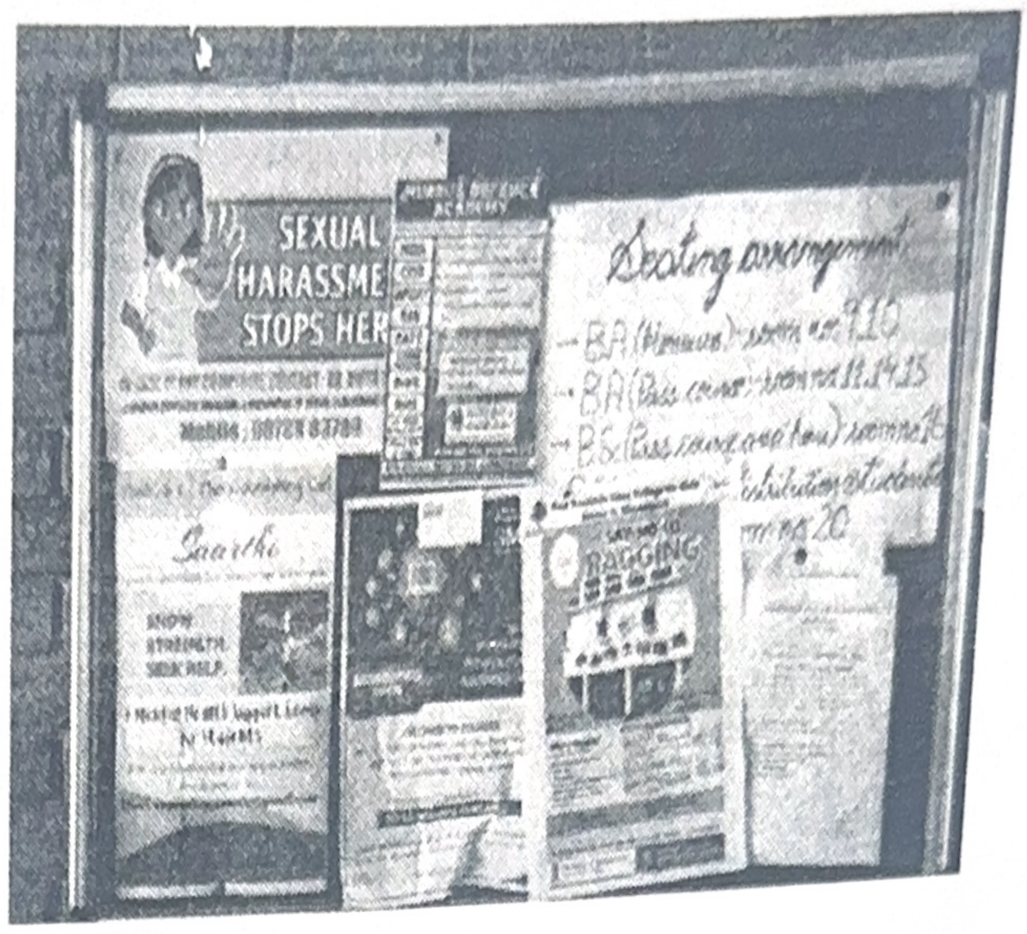
5. Activities :

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.

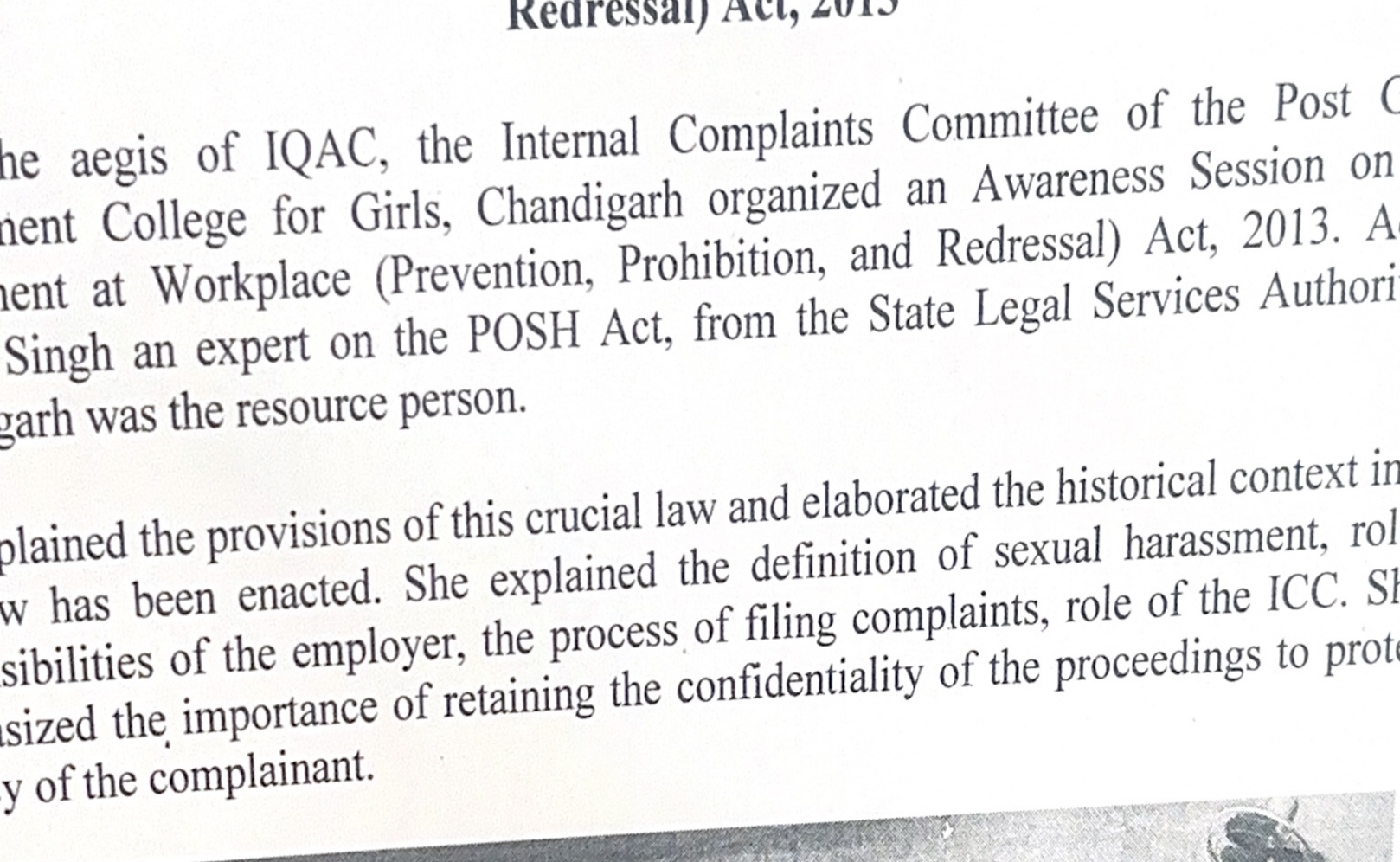


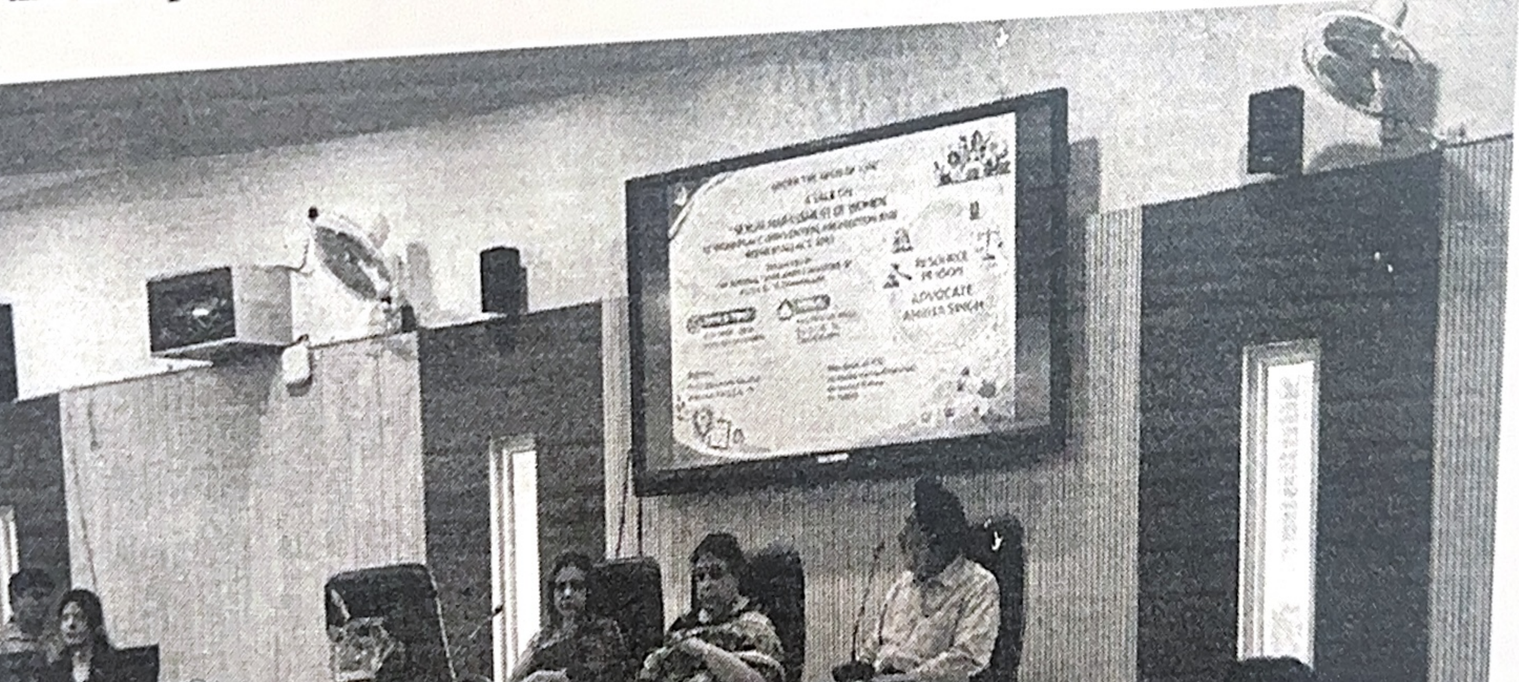


Awareness Session on Sexual Harassment at Workplace (Prevention, Prohibition, and Redressal) Act, 2013

Under the aegis of IQAC, the Internal Complaints Committee of the Post Graduate Government College for Girls, Chandigarh organized an Awareness Session on Sexual Harassment at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Advocate Amrita Singh an expert on the POSH Act, from the State Legal Services Authority, UT, Chandigarh was the resource person.

She explained the provisions of this crucial law and elaborated the historical context in which this law has been enacted. She explained the definition of sexual harassment, roles and responsibilities of the employer, the process of filing complaints, role of the ICC. She also emphasized the importance of retaining the confidentiality of the proceedings to protect the privacy of the complainant.





was an interactive session; 102 students, faculty members from various departments and the college administrative staff participated. The event was a success in raising awareness about the legal safeguards available for women at the workplace. Overall, the event contributed to the ongoing efforts of the Internal Complaints Committee at Post Graduate Government College for Girls, Chandigarh, to promote a safer and more respectful environment for all students and staff members.

Cases:

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

Dr Harvinder Singh	Vice-Principal
Dr.Meenu Verma, Head Department of Commerce	Convener
Dr. Neelam Rathee, Dept. of Psychology	Member
Dr. Veenat, Dept. of Sociology	Member

Gender Champions

- Ms. Anami BCom I.
- Ms. Anmol, BCom II.

Prof. Dr. Anita Kaushal

Principal and Chairperson