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वीर शहीद केसरी चन्द राजकीय स्नातकोत्तर महाविद्यालय, ढाकपथर (विकासनगर) देहरादून-248125
Veer Shaheed Kesari Chand Rajkiya Santkottar Mahavidyalaya, Dakpathar (Vikasnagar) Dehradun-248125

Letter No.

Date 30/04/2022

Policy Document of Women Cell

- Women Cell will prepare its Annual gender sensitisation Plan at the commencement of each Academic Session.
- Women Cell will provide girlhood counselling to the female students as per needs.
- Women Cell will organise various programs on women health & hygiene, women safety and self defense, legal issues etc.
- Women Cell will engage itself with women empowerment activities from various aspects.
- Women Cell will pursue for incorporating women-specific facilities in the framing of Development Plans.

Prevention of Sexual Harassment at work Place

1. College is committed to provide a harassment free environment to all its stakeholders irrespective of their caste, class or gender. The college has always endeavoured to maintain a workplace that fosters, harmonious, Productive working relationships totally free of sexual harassment, discrimination and retaliation.
2. In order to ensure such a safe and conducive work environment, this policy has been framed in line with the provisions of the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act 2013.
3. The guidelines of the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act 2013 shall be followed by the permanent women Cell of the college.
4. The college shall put signboards at different places in the college campus to highlight its policy of zero tolerance towards sexual harassment, alongwith the contact numbers of the members of permanent women Cell.
5. The Composition of the Internal complaint committee shall be as per the guidelines of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higer Educational Institutions) Regulation, 2015.

[Handwritten signatures and initials]



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6. The college is committed to ensure that sexual harassment instances and incidents can be reported without fear of reprisal or retaliation.
7. The Permanent women cell will conduct fair investigation (as per the procedures laid down in the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act. 2013" and reach reasonable decision in a timely manner.
8. The Cell will organise Gender sensitisation programmes regularly to acquaint the students, Faculties and non-teaching staff about the rules, regulations and procedures of "Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act. 2013.
9. Gender equity programmes have been also organised.
10. The student are free to share their problems with their professors.
11. The Vishakha guideline against sexual harassment in the workplace have been circulated to all the department of college to make professor and other employees of departments become aware of the rules and can help the student at the hour of need.

Complaint Mechanism

An Aggrieved woman who intends to file a complaint is required to submit six copies of the written complaint, along with supporting documents and names and addresses of the witnesses to the women Cell within 3 months from the date of the incident and in case of a series of incidents, within a period of 3 months from the date of the last incident. The women Cell can extend the timeline for filling the complaint, for reasons to be recorded in writing by a period of 3 months. The law also makes provisions for friends, relatives, co-workers, psychologists, psychiatrists, etc. to file the complaint in situations where the aggrieved employee is unable to make the complaint in situations on account of physical incapacity and/or mental incapacity.

COORDINATOR
IQAC
V.S.K.C. Govt. P.G. College
Dakpathar, Vikasnagar

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