

PRANAV INSTITUTE OF PHARMACEUTICAL SCIENCE & RESEARCH, GWALIOR (M.P.)

WOMEN GRIEVANCE CELL



AWARENESS SEMINAR

Women Grievance Cell - Pranav Institute of Pharmaceutical Science & Research, Gwalior (M.P.)

➤ INTRODUCTION

To ensure safety of women in universities and colleges, the University Grants Commission has set up a task force to review security arrangements at higher educational institutions across the country. The task force will identify shortcomings in the existing system, analyze and assess them, and suggest measures to put in place 'strong safeguards' for safety of both female students and employees.

In the wake of increasing crime against women and pursuant to the Directives of the Honorable Supreme Court of India, the Management and Administration of the Pranav Institute of Pharmaceutical Science & Research, Gwalior (M.P.) have decided to constitute a Women's Grievance Cell to uphold the dignity of women at work.

In the Indian Constitution, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. The Supreme Court of India in its August 13, 1997 judgment in Vishakha & others vs. State

of Rajasthan & others makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions are bound by the same directive.

In compliance with the mandate of the Supreme Court judgment, Pranav Institute of Pharmaceutical Science & Research, Gwalior (M.P.) has adopted this policy to prevent, prohibit and punish sexual harassment of women at the workplace. University is committed to provide for all female employees who fall within its jurisdiction including its academic, non-academic staff and students, a place of work and study free from sexual harassment, intimidation and exploitation. Every woman shall have a Right to be free from Sexual Harassment and the Right to Work in an environment free from any form of Sexual harassment.

➤ **OBJECTIVES OF THE CELL**

The Cell seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do then we can create a campus that is free of sexual harassment. Simple respect for all on the campus community is thus the focus.

➤ **FUNCTIONS OF THE CELL**

- ✓ To promote gender equality and create an enabling environment for gender justice where men and women can work together with a sense of personal security and dignity.
- ✓ To facilitate a gender-sensitive and congenial working environment at Pranav Institute of Pharmaceutical Science & Research, Gwalior (M.P.) so that women at work place are not subjected to gender specific discrimination or sexual harassment.
- ✓ To suggest academic measures and action programmes to bring about changes in practices and attitudes within society towards recognizing the fundamental right to gender equality.

- ✓ To find possible ways on how gender education and sensitization can be made an integral part of the university curriculum in all subject domains.
- ✓ To provide empathetic counselling environment for psychological empowerment to students and local women about their problems which they cannot share easily.
- ✓ To analyze underlying causes through research to women discrimination and to generate awareness.
- ✓ To sensitize the women students of University and society about their individual growth like nutrition, health, hygiene and sanitation.
- ✓ To facilitate the economic empowerment of women by meeting with various self help groups, NGO's and other government organizations.
- ✓ To recommend punitive action against the guilty to the Honorable Vice Chancellor.

❖ **THE CELL SEEKS TO ACHIEVE THESE GOALS THROUGH**

- **Dissemination of Information** – Through production, distribution and circulation of printed materials, posters and handouts
- **Awareness Workshops** – About sexual harassment for faculty, non-teaching staff and students. The aim is to develop nonthreatening and non-intimidating atmosphere of mutual learning.
- **Counseling** – Confidential counseling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported and is a sensitive issue.
- **Guest/Extension Lectures**- The lectures of eminent personalities from NGOs, civil authorities, academicians and experts working in the area.

❖ **The Complaint Mechanism Procedure to file/report a complaint:**

- The complainant will have to submit a written and signed complaint addressed to the Secretary of the Cell.
- The counselor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.

- If the case falls outside the purview of the Cell, the complainant will be informed about the same by the appropriate authority.
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by specifying the appropriate authorities.

Following members have been appointed committee members for the Women Grievance Cell of the University.

❖ **Chairperson:**

Dr. Ramesh C - Principal

❖ **Members :**

1) Dr. Virendra Kumar - Faculty

2) Ms. Monika Chhapariya - Faculty

3) Mr. Avinash Kaneriya - Faculty

4) Ms. Rakhi Kaushal - Faculty

❖ **Counsellor :**

Ms. Meetu Dixit - Faculty

❖ **Student members:-**

1) Ms. Bhavna Kanjoliya - Student

2) Ms. Shradha Rajput - Student

3) Mr. Devendra Bhadkariya - Student

4) Mr. Viplove Majumdar - Student