



Government Post Graduate College, New Tehri (Uttarakhand)

राजकीय स्नातकोत्तर महाविद्यालय, नई टिहरी, उत्तराखण्ड

**REPORT ON THE MEASURES FOR PREVENTION OF SEXUAL HARASSMENT
IN THE ORGANISATION AND PROVIDING SPEEDY REDRESSAL MECHANISM**


यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवताः ।
यत्रैतास्तु न पूज्यन्ते सर्वास्तत्राफलाः क्रियाः ॥

The divine are extremely happy where women are respected; where they are not, all actions (projects) are fruitless.



As the quote emphasize, the world is a happy place if the women folk are kept happy and prosperous. It is unfortunate that the traditional wisdom has been defied in the current era though the mandate in major world forums has been on Gender issues sensitization. In pursuance of its agenda and mandate the United Nation has therefore kept "Goal-5 i.e. GENDER EQUALITY: Achieve gender equality and empower all women and girls (Women and Child Development)" exclusively for the upliftment of the women in the entire world. Women security is not only the cause of concern of the world but also the College. The College is sensitive enough to ensure security of Women folk in the periphery. Legally the College has laid the foundation of a Grievance Redressal Cell for the said purpose. Further the cell is strengthened time and again with improvisations; well equipped with Legal aid from the social workers and adequately following the provisions and spirits laid down by the Bhanwari case .

The Vishaka guidelines was a pioneering step taken to ensure the safety of women. According to the guidelines, the employers of the organizations are responsible to take preventive actions to stop sexual harassment at workplaces and to file a complaint if such Act is found to have happened with the employee.


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Vishaka Guidelines : Bhanwari Devi (Vishaka & Ors. V/S State of Rajasthan, AIR 1997 Sc 3011) Case and its GUIDELINES THEREIN

The court, for the first time, drew upon an international human rights law instrument, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), to pass a set of guidelines that are popularly known as Vishaka Guidelines, which include:

In the case the hazards to which a working woman may be exposed while working on a job was considered. The court observed that it is the duty of an employer to protect the safety of their employees and other people who might be affected by their business.

The court said that such an incident results in a violation of the fundamental rights of 'Gender Equality' and the 'Right of Life and Liberty'. It is a clear violation of the rights under Articles 14, 15 and 21 of the Constitution. The court issued a writ of mandamus and the following directions for prevention –

1. It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent sexual harassment and to provide for the resolution and settlement mechanism.
2. The court defined what constitutes sexual harassment. For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:
 - a) physical contact and advances;
 - b) a demand or request for sexual favours;
 - c) sexually coloured remarks;
 - d) showing pornography;
 - e) any other unwelcome physical verbal or non-verbal conduct of sexual nature.
3. Preventive Steps: All employers should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation, they should take the following steps:
 - (a) Express prohibition of sexual harassment as defined above at the workplace should be notified, published and circulated in appropriate ways.



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(b) The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.

(c) As regards private employers steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.

(d) Appropriate work conditions should be provided in respect of work, leisure, health, and hygiene to further ensure that there is no hostile environment towards women at workplaces.

4. Criminal Proceedings: Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law the employer shall initiate appropriate action as per the law. The employer should file or assist the aggrieved in filing the complaint with the appropriate authority. In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek the transfer of the perpetrator or their own transfer.


5. Disciplinary Action: Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

6. Complaint Mechanism: Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organization for effective redressal of such complaints. Such a complaint mechanism should ensure the time-bound treatment of complaints.

7. Complaints Committee: The complaint mechanism, referred to in point (6) above, should be adequate to provide, where necessary, a Complaints Committee, a special counselor or other support services, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its members should be women. Further, to prevent the possibility of any under pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other bodies who are familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the government department concerned with the complaints and actions taken by them. The employers and persons in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.


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8. Workers' Initiative: Employees should be allowed to raise issues of sexual harassment at workers' meetings and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

9. Awareness: Awareness of the rights of female employees in this regard should be created in particular by prominently suitably notifying the guidelines.

10. Where sexual harassment occurs as a result of an act or omission by any third party or an outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

11. The Central/State governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

The Vishaka guidelines have laid the foundation for the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. As per the current regime, employers with 10 or more employees are required to constitute an internal complaints committee, conduct training, and awareness sessions, etc. Ungender has the expertise and resources to help you comply with the Act, conduct training sessions, constitute internal complaints committees (ICC) for all your offices and find an external member for your ICC.

Following the above major eleven mentioned principles in the case, the College has taken adequate measures for the prevention of sexual harassment in the institute.

Committee for Prevention of Sexual Harassment and Redressal Mechanism

SESSION 2017-2018 REPORT

The Committee was duly formulated for the session in the Government P.G. College, New Tehri. The details are herein as under:-

Dr Santosh Verma- Convenor

1. Dr Preeti Rani- Member

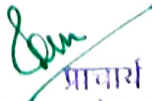
2. Dr Shalini Rawat - Member

3. Dr Sudha Rani - Member

4. Dr Pooja Kotiyal- Member

5. Dr Pushpa Panwar- Member

No complaint was made by any student or faculty.


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संस्कृत विश्वविद्यालय
संस्कृत विभाग, नया तेहरी, उत्तरांचल प्रदेश

SESSION 2018-2019 REPORT

The Committee of the previous session was re-designated for the session in the Government P.G. College, New Tehri. No complaint was made by any student or faculty and the peaceful cordial environment was maintained.

SESSION 2019-2020 REPORT

The Committee was duly formulated for the session in the Government P.G. College, New Tehri. The details are herein as under:-

Dr Neelu Kumari- Convenor

1.Dr Kavita Kala- Member

2. Dr Maduri Kohli - Member

No complaint was made by any student or faculty.

SESSION 2020-2021 REPORT

The Committee was duly formulated for the session in the Government P.G. College, New Tehri. The details are herein as under:-

Dr Kavita Kala - Convenor

1.Dr Padma Vashist- Member

2. Dr Meera Kumari - Member

3.SmtPushpa Kumari - Member

4.Ms Sakshi Shukla- Member

No complaint was made by any student or faculty.

Awareness and Sensitization Programs undertaken:

1. 23.2.2021 – Discussion and Dialogue on the Topic “Exploitation of girl child for obscene purposes and punishment mechanism” - अज्ञील प्रयोजनों के लिए बालिकाओं का शोषण एवं उसके लिए दंड .
2. 08.03.2021 - Discussion on “ Uttarakhand Gender Specific Index”
 - Gender Equality : Myth and Reality
 - Documentary on Successful Women
3. 12.04.2021- Discussion on “ THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013”

SESSION 2021-2022 REPORT

The Committee was duly formulated for the session in the Government P.G. College, New Tehri. The details are herein as under:-

Dr Kavita Kala - Convenor

Dr Niranjana Sharma -Special Member

1.Dr Padma Vashist- Member

2. Dr Meera Kumari - Member

3.SmtPushpa Kumari - Member

4.Ms Ankita Bora- Member

No complaint was made by any student or faculty.

Awareness and Sensitization Programs undertaken:

1.Discussion on "Women's Economic Dependence on Men and lack of Education" - स्त्री का पुरुषों पर आर्थिक निर्भरता व शिक्षा का अभाव .

2. 04.08.2021 - Discussion on "Stopping Violence against Children". "बच्चों के खिलाफ हिंसा पर रोकथाम"

3. 08.03.2022- Discussion on "Gender Equality and Infanticide" लैंगिक समानता और भ्रूण हत्या
- Cultural Program by Students

4. 08.03.2022- Lecture by Officers of Nehru Yuva Kendra on " Contribution of Women in strengthening of the Society".

Dr Padma Vashist
Assistant Professor of Zoology,
Government (P.G) College,
New Tehri, Tehri Garhwal.

Dr Meera Kumari
Assistant Professor of Hindi,
Government (P.G) College,
New Tehri, Tehri Garhwal.

Ms Pushpa Kumari
Assistant Professor of Home
Science
Government (P.G) College,
Tehri Garhwal.

Dr Bharti Jaiswal
Assistant Professor of Commerce,
Government (P.G) College,
New Tehri, Tehri Garhwal.

Dr Minakshi Sharma
Assistant Professor of Political
Science,
Government (P.G) College,
New Tehri, Tehri Garhwal.

7-01-2013

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सहायक प्राचार्य महविद्यालय
नया तेहरी (गढ़वाल) पिन-247203



Government Post Graduate College, New Tehri (Uttarakhand)

राजकीय स्नातकोत्तर महाविद्यालय, नई टिहरी, उत्तराखण्ड

Phone Number: 01376234964; Fax: 01376 234964; Mobile: 9412077006

E-mail (office): gpgcollegentt@gmail.com ; Email (NAAC): gpgntnaac@gmail.com

GRIEVANCE REDRESSAL COMMITTEE AND INTERNAL COMPLAINTS COMMITTEE

The Grievance redressal Committee was constituted in accordance with the UGC guidelines for student grievance redressal mechanism at the college. It comprises the principal as the chairperson, faculty members, non-teaching staff and student representatives nominated by the college. The college has also formed an internal complaints committee as per the UGC regulations 2015.

Session: 2017-18

Part A

GRIEVANCE REDRESSAL COMMITTEE

Faculty Members:-

- | | | |
|-----------------------------|---|-------------|
| 1. Dr. Ashok Kumar | – | Chairperson |
| 2. Dr. A.K. Singh | – | Convener |
| 3. Dr. Ajay Prasad Uniyal | – | Member |
| 4. Dr. Shalini Rawat | – | Member |
| 5. Dr. Indu Shekhar Mangain | – | Member |

Non-Teaching Staff Members:-

- | | | |
|----------------------|---|--------|
| 1. Farukh Ali | – | Member |
| 2. Smt.Rekha Kukreti | – | Member |

Student Members :-

1. Pravin Singh M.Sc. III Sem Chemistry
2. Meenakshi Rawat M.Sc. III Sem Botany

Annual Return On Cases of Complaints

1. Number of Complaints – Nil
2. Number of Complaints Disposed off – Nil
3. Number of Complaints Pending – Nil

Part B

INTERNAL COMPLAINTS COMMITTEE

- | | | |
|---------------------------|---|----------|
| 1. Dr. A.K. Singh | – | Convener |
| 2. Dr. Ajay Prasad Uniyal | – | Member |

3. Dr. Shalini Rawat – Member
4. Dr. Indu Shekhar Mamgain – Member

Annual Return On Cases of Complaints

1. Number of Complaints – Nil
2. Number of Complaints Disposed off – Nil
3. Number of Complaints Pending – Nil

Session: 2018-19

Part A

GRIEVANCE REDRESSAL COMMITTEE

Faculty Members:-

1. Dr. Ashok kumar – Chair Person
2. Dr. Santosh Varma – Convener
3. Dr. Shalini Rawat – Member
4. Dr. Sanjeeb Negi – Member

Non-Teaching Staff Members:-

1. Dr. Vijay Singh Panwar – Member
2. Mr. Rakesh Jogi – Member

Student Members :-

1. Suman Singh B.Sc. III Sem
2. Rituraj M.Sc. III Sem

Annual Return On Cases of Complaints

1. Number of Complaints – Nil
2. Number of Complaints Disposed off – Nil
3. Number of Complaints Pending – Nil

Part B

INTERNAL COMPLAINTS COMMITTEE

1. Dr. Santosh Varma – Convener
2. Dr. Shalini Rawat – Member
3. Dr. Sanjeeb Negi – Member

Annual Return On Cases of Complaints

1. Number of Complaints – Nil
2. Number of Complaints Disposed off – Nil
3. Number of Complaints Pending – Nil

Session: 2019-20**Part A
GRIEVANCE REDRESSAL COMMITTEE****Faculty Members:-**

- | | | |
|-----------------------------|---|-------------|
| 1. Dr. Ashok Kumar | - | Chairperson |
| 2. Dr. D.P.S. Bhandari | - | Convener |
| 3. Dr. D.S.Topwal | - | Member |
| 4. Dr. Vijay Prakash Semwal | - | Member |

Non-Teaching Staff Members:-

- | | | |
|---------------------------|---|--------|
| 1. Dr. Vijay Singh Panwar | - | Member |
|---------------------------|---|--------|

Student Members :-

1. Neetu Rana M.Sc. I Sem Botany
2. Manik Bhushan M.Sc. I Sem Botany

Annual Return On Cases of Complaints

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | - | Nil |
| 2. Number of Complaints Disposed off | - | Nil |
| 3. Number of Complaints Pending | - | Nil |

**Part B
INTERNAL COMPLAINTS COMMITTEE**

- | | | |
|-----------------------------|---|----------|
| 1. Dr. D.P.S. Bhandari | - | Convener |
| 2. Dr. D.S.Topwal | - | Member |
| 3. Dr. Vijay Prakash Semwal | - | Member |

Annual Return On Cases of Complaints

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | - | Nil |
| 2. Number of Complaints Disposed off | - | Nil |
| 3. Number of Complaints Pending | - | Nil |

Session: 2020-21**Part A****GRIEVANCE REDRESSAL COMMITTEE****Faculty Members:-**

- | | | |
|------------------------|---|-------------|
| 1. Dr. Renu Negi | – | Chairperson |
| 2. Dr. D.P.S. Bhandari | – | Convener |
| 3. Dr. D.S.Topwal | – | Member |
| 4. Dr. P.C. Painyuli | – | Member |

Non-Teaching Staff Members:-

- | | | |
|---------------------------|---|--------|
| 1. Dr. Vijay Singh Panwar | – | Member |
|---------------------------|---|--------|

Student Members :-**Annual Return On Cases of Complaints**

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | – | Nil |
| 2. Number of Complaints Disposed off | – | Nil |
| 3. Number of Complaints Pending | – | Nil |

Part B**INTERNAL COMPLAINTS COMMITTEE**

- | | | |
|------------------------|---|----------|
| 1. Dr. D.P.S. Bhandari | – | Convener |
| 2. Dr. Dinesh Varma | – | Member |
| 3. Dr. Aarti Khanduri | – | Member |

Annual Return On Cases of Complaints

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | – | 02 |
| 2. Number of Complaints Disposed off | – | 02 |
| 3. Number of Complaints Pending | – | Nil |

Session: 2021-22**Part A****GRIEVANCE REDRESSAL COMMITTEE****Faculty Members:-**

- | | | |
|--------------------------|---|-------------|
| 1. Dr. Renu Negi | – | Chairperson |
| 2. Dr. Aruna P. Stradhar | – | Convener |
| 3. Dr. Kuldeep Singh | – | Member |
| 4. Dr. Shalini Rawat | – | Member |
| 5. Dr. Kavita Kala | – | Member |
| 6. Dr. D.S. Rawat | – | Member |
| 7. Dr. Pooja Rawat | – | Member |

Non-Teaching Staff Members:-

- | | | |
|---------------------------|---|--------|
| 1. Mr. Vijay Singh Panwar | – | Member |
|---------------------------|---|--------|

Student Members :-**Annual Return On Cases of Complaints**

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | – | Nil |
| 2. Number of Complaints Disposed off | – | Nil |
| 3. Number of Complaints Pending | – | Nil |

Part B**INTERNAL COMPLAINTS COMMITTEE**

- | | | |
|--------------------------|---|----------|
| 1. Dr. Aruna P. Stradhar | – | Convener |
| 2. Dr. Kuldeep Singh | – | Member |
| 3. Dr. Shalini Rawat | – | Member |
| 4. Dr. Kavita Kala | – | Member |
| 5. Dr. D.S. Rawat | – | Member |
| 6. Dr. Pooja Rawat | – | Member |

Annual Return On Cases of Complaints

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | – | Nil |
| 2. Number of Complaints Disposed off | – | Nil |
| 3. Number of Complaints Pending | – | Nil |

Session: 2022-23**Part A****GRIEVANCE REDRESSAL COMMITTEE****Faculty Members:-**

- | | | |
|-----------------------------|---|----------|
| 1. Dr. D.P.S. Bhandari | – | Convener |
| 2. Dr. Harsh Negi | – | Member |
| 3. Dr. Mahaveer Singh Rawat | – | Member |

Non-Teaching Staff Members:-

- | | | |
|------------------------|---|--------|
| 1. Mr. Kuldeep Chauhan | – | Member |
|------------------------|---|--------|

Student Members :-

1. Km.Anamika Rawat B.Sc. II Year
2. Himanshu B.Sc. III Year

Annual Return On Cases of Complaints

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | – | 01 |
| 2. Number of Complaints Disposed off | – | 01 |
| 3. Number of Complaints Pending | – | Nil |

Part B**INTERNAL COMPLAINTS COMMITTEE**

- | | | |
|-----------------------------|---|----------|
| 1. Dr. D.P.S. Bhandari | – | Convener |
| 2. Dr. Harsh Negi | – | Member |
| 3. Dr. Mahaveer Singh Rawat | – | Member |

Annual Return On Cases of Complaints

- | | | |
|--------------------------------------|---|-----|
| 1. Number of Complaints | – | Nil |
| 2. Number of Complaints Disposed off | – | Nil |
| 3. Number of Complaints Pending | – | Nil |



Signature: **प्राचार्य**
रा० स्ना० महाविद्यालय
नई टिहरी, टिहरी गढ़वाल
उत्तराखण्ड
 Name of Head of Institution: **Prof. Renu Negi**