

YBCCP/IQAC/ICC/2022-23/

Date:01.03.2023

Office Order

Following committee members are hereby informed to execute the responsibilities of their committee till further notice. Principal shall be the Chairman of the committee. The details are as under:

1. **INTERNAL COMPLAINT COMMITTEE(WOMEN'S GRIEVANCE REDRESSAL COMMITTEE):**

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|---------------------------------------|-----------|
| 1. Mrs. Reshma Toshniwal | In-charge |
| 2. Mrs. Maria Saifee | Member |
| 3. Dr. Mirza Shahed Baig | Member |
| 4. Mr. Shaikh Mufassir | Member |
| 5. Mrs. Anjali Nagapurkar | Member |
| 6. Class Representative (UG/PG/Ph.D.) | Member |

2. **OBJECTIVES & SCOPE:**

The Cell was established in 2002 at Dr. Babasaheb Ambedkar Marathwada, University, Aurangabad, with the main objective of offering security from sexual harassment of women at work place as per the guidelines given by the Hon'ble Supreme Court, New Delhi and National Women's Cell, Delhi as well as the Government of Maharashtra.


- 2.1. The Government of Maharashtra has also taken cognizance of the problem of women employees both in the university and colleges. Both these agencies monitor the working of the cell.
- 2.2. Whenever College women employees face sexual harassment problems in work place the committee scrutinizes the entire case, studies the evidential proof from both the aggrieved parties and gives fair justice to the parties.
- 2.3. The main objective shall be to stop and prevent sexual Harassment and solve the problem related to sexual harassment.
- 2.4. To address sexual harassment and eve-teasing complaints, this shall be controlled by the Women Grievance Redressal Committee in the college.

3. **GUIDELINES & RESPONSIBILITIES:**

The committee is an educational resource as well as a complaint centre. The responsibilities shall be as follows:

- 3.1. To provide conducive environment for those who may have been sexually harassed in the college campus.
- 3.2. To advice complainants as specified by the committee.

- 3.3. To ensure the fair and timely solution of sexual harassment complaints.
- 3.4. To provide information regarding counseling and support services to the needy.
- 3.5. To prepare the agenda and conduct the meeting as per the schedule. The committee shall meet at least once in every three month.
- 3.6. Maintain the minutes of the meeting in meeting register.
- 3.7. To promote awareness about sexual harassment that encourages safe campus environment.
- 3.8. The cell seeks to facilitate a respectful work place, learning environment free of sexual harassment. Simple respect for all on the campus community is thus the focus.
- 3.9. Conduct awareness programs - About Sexual Harassment to create atmosphere of mutual learning.
- 3.10. 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.
- 3.11. Annual report of the committee shall be sent to Dr. B.A.M. University about complaints and how they were addressed.
- 3.12. Committee members should interact with students and also observe the working situation in the college premises.
- 3.13. To arrange various lectures related to the laws governing women safety.
- 3.14. If required the committee members shall take support from discipline and Anti-ragging Committee.
- 3.15. For sharing the view and ideas, the committee may invite the faculty member(s) or expert in the meeting, if required.
- 3.16. Incharge shall conduct at least two meeting during the academic period. He/she shall prepare the agenda of meeting and same shall be inform to other members in advance and record the minutes of meeting.
- 3.17. Incharge shall see the need and preparation of any other documents for the committee/display if required.


Dr. Dehghan M. H.
Principal

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2. All the members