

Shri Guru Ram Rai (PG) College

Mechanism for Redressal for Sexual Harassment

Sexual harassment has been a pervasive problem throughout history which not only hurts the individual psychologically but also creates an unhealthy working environment. Shri Guru Ram Rai (PG) College follows the directions of UGC for creating a healthy atmosphere. To check/prevent sexual harassment, a Permanent Cell for combating sexual harassment was formed in the college. Its meetings are held regularly.

- The Cell has been functioning effectively by following the directions of UGC rigorously and extensive discussions are held regarding the implementation of UGC guidelines and notifications.
- Since the very beginning the Cell has been actively organizing many programmes which aim towards enhancing the self-confidence, spirit and morale of the female students, teachers and employees of the campus. Workshop on the menace of human trafficking was held on 17 February, 2017. Extempore skits on the theme of gender equality convey a message to students and sensitize them the heinous nature of such cases.
- To sensitize the students about the college policy of zero tolerance towards sexual harassment many boards are installed at important places in the college and the contact numbers of Cell members are displayed prominently so that if there is any incident of sexual harassment, the student can contact the Cell members immediately. In Induction programmes new students are sensitized about gender equality and code of conduct.
- Earlier the Cell comprised five faculty members, but later on as per the letter of UGC, the ICC (Internal Complaints Committee) was also formed. In the composition of ICC one female member (from outside the college) committed to the cause of women, one representative from non-teaching staff and two student representatives a boy and a girl were also included. The student representatives were briefed about SAKSHAM guidelines.

Such preventive measures have resulted into that not a single case of sexual harassment has been registered in the college since 1960.