



# राजकीय स्नातकोत्तर महाविद्यालय, मालदेवता, रायपुर, देहरादून, उत्तराखण्ड 248008



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## COMMITTEE AGAINST SEXUAL HARASSMENT AND CORRUPTION AND GRIEVANCES

In pursuance of guidelines issued by Honorable Supreme Court, UGC and in pursuance of sexual harassment of women at workplace(Prevention, Prohibition and Redressal) Act 2013, Anti Sexual Harassment Cell(Internal Complaints Committee) is constituted to provide a healthy and congenial atmosphere in the campus of the college.

The committee against Sexual Harassment was formed as a part of institutional framework for the creation of a safe, equitable and inclusive campus environment. The committee's chief mandate includes considering complaints or grievances in relation to sexual harassment offences committed by students, faculty members, staff and visitors on campus and awareness raising. The evolution of committee has followed its own guiding ethics, of inclusion, from very start. The drafting and deliberation process has been highly participative with all primary stakeholders involved at each stage. The participation of students, in particular, has ensured that the policy reflects the unique concerns and dynamics of vibrant and diverse student population. The committee is open to all persons of all positions and genders. It is also linked to the counselling cell and restorative justice wing so that any person facing any difficulty has a range of interventions, support systems and mechanisms apart from a formal complaints process to choose from.

Awareness and sensitization are crucial to preventing sexual harassment. The committee conducts sensitization aimed at facilitating respectful interaction between people and empowering people to speak out about any experience of harassment or any barriers that they face in the college. The present committee consist of five members and is headed by senior faculty member or Principal of the college. It is assisted by a support group of faculty and all of whom have undergone sensitization for responding to people in distress and supporting them through any formal action or procedure of committee or any external authority. It is hoped that with the institution of committee, all persons will have a safe space to turn to in light of any difficulty and that the campus environment will be conducive to the growth and flourishing of all in case of any grievance.

## FUNCTIONS OF COMMITTEE

The committee has two major functions: Preventive and Remedial Preventive with following major objectives:

1. To work towards creating an atmosphere promoting equality, non-discrimination and gender sensitivity.
2. To promote and facilitate measures to create a work and study environment that is free of sexual harassment.
3. To receive and take cognizance of complaints made about sexual harassment at the University and give every complaint serious consideration.
4. Crisis management, Meditation and counselling.
5. To conduct enquiries into the complaints, place findings and recommendations regarding penalties against the harassment in accordance with the rules and procedures laid down by the committee, before the college administration.

**ANTI-SEXUAL HARASSMENT CELL**  
**RAJKIYA SNATKOTTAR MAHAVIDHYALAYA, MALDEVTA(RAIPUR) DEHRADUN**

**Proforma for Filling of Complaints of Sexual Harassment**

**I. Complainant(s):**

Student/resident/academic staff /non-teaching staff /outsider/service provider

Name	
Age	
Sex	
Address	
School/Department/Centre	
Phone Number	
Email	

**II. Person(s) against Whom the complaint is being lodged**

Student/resident/academic staff/non-teaching staff/outsider/service provider

Name	
Age	
Sex	
Address	
School/Department/Centre	
Phone Number	
Email	

III. The Complaint:

1. Is the defendant known to the complainant?	
2. Is this the first incident of this kind? If yes, skip 3 and 4.	
3. Was exactly the same person (s) involved? If no, specify further.	
4. Was the first incident reported? To Whom? When? What action, if any was taken?	
5. Approximate date(s), time (s) and location (s) of incident (s), Starting from the most recent.	

The Complaints may be sent to anti-Sexual Harassment Cell, Women's Studies Centre, SVUUniversity, Tirupathi -517502 A Sealed cover.

Additional details of the complaint may be recorded here :(Extra Sheet may be attached of needed)