



Government Science College, Idar

At & Post: Sapavada, Idar, Sabarkantha

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Anti Sexual Harassment Cell Guidelines

As per the Supreme Court Judgment and guidelines issued in the year 1997 to provide for the effective enforcement of the basic human right of gender equality and protection against sexual harassment and abuse, more particularly against sexual harassment at workplaces, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging in colleges and universities. Considering the above guidelines in mind the college has constituted a Committee against Sexual Harassment.

Vision

To provide an amiable environment of gender equality and to make the campus free from any incident of sexual harassment for the well-being of the staff members and students.

Mission

- To promote awareness among students about gender justice and maintain congenial coexistence through awareness campaigns.
- To constitute a panel/committee for redressal of grievances relating to sexual harassment.

Objectives

- To develop guidelines and norms for policies against sexual harassment.
- To develop principles and procedures to combat sexual harassment.
- To plan out details for the implementation of policies against sexual harassment.
- To organize programmes for awareness for gender sensitization.
- To deal with cases of discrimination and sexual harassment in a time-bound manner providing natural justice.

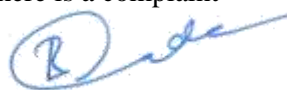
Mechanism for submission of complaints in offline and online mode:

To combat against any type of sexual harassment, the college provides platform, maintaining the confidentiality of the matter. A complaint can be submitted at the complaint box available at the college premises. Also, a victim may register his/her grievance in writing to the head of the institution by contacting the head of the institution personally. In the digital era, the college provides facility to register complaint in online mode, via e-mail. The link for registered e-mail and process for online complaint are well communicated to the students on website and also through various awareness programs conducted at the college.

Administrative process for speedy and judicial investigation of cases of sexual-harassment.

- The college calls for meeting of committee members as and when there is a complaint received.




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- The college maintains dignity and confidentiality and provides all the possible means of natural justice after listening to the victim and the accused.
- After proper investigation and procedure in writing, the committee decides the punishment to be given to the accused as per rules.
- If needed, the college seeks the guidelines of higher authorities for providing fair judgement.
- The committee ensures to avoid such cases in future by strict vigilance and awareness campaign.
- There is no such case received by the college, and through regular meetings, the committee makes optimum efforts to combat the nuisance of sexual harassment.




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