



Post Graduate Government College for Girls Sector 42, Chandigarh

(A Premium Multi-Faculty NAAC Accredited Grade 'A' Institute)

Affiliated to Panjab University, Chandigarh

Anti-Sexual Harassment Policy



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1. Aim of the Policy

Article 15(3) provides for special protective discrimination in favour of women and children relieving them from the moribund of formal equality. Committed to ensuring equality, freedom, justice and dignity to all individuals as per the National Policy of inclusivity, Post Graduate Government College for Girls, Sector-42, Chandigarh is sensitive to the needs of the differently abled students and staff. The college intends to provide a comprehensive and broad teaching-learning milieu in which all students and staff, irrespective of their gender, are not discriminated. The institution aims to design its programmes and activities accessible to all the stakeholders, thus offering an “equal and unbiased environment for all”.

2. Objectives

The policy of equality adopted by the college is an attempt to enable young girls to:

- To participate in the process of Decision Making.
- Facilitate the students, in the process of **IDENTITY FORMATION** and **PERSONALITY DEVELOPMENT**.
- Encourage the girls to develop a feeling of Self-Worth.
- To Build Confidence in them by Encouraging them to discover their capabilities and potentialities.
- Enable them to rethink and break stereotypes and thereby bring attitudinal change.
- Not only enable them to develop a positive self – image but also make them responsive to contributing to the society.

3. Scope

All the stakeholders of Post Graduate Government College for Girls, Sector-42, Chandigarh including the Management, Principal, Teaching and Non-Teaching Staff, Students and those who use the campus shall adhere to the Policy.



4. Policy statement

The Post Graduate Government College for Girls, Sector 42, Chandigarh understands how crucial it is to foster a cohesive atmosphere of mutual respect for one another in order to uphold each person's dignity and value and enable them to fully contribute to the growth of their own selves, the institution, their community, and their country as a whole. Different regulation and guidelines are adopted by the college for providing safe and meaningful surroundings for the students and staff.

4.1 Admission Policy

The college will ensure the representation of

- Women listed under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Transgenders listed in Transgender Person (Protection of Rights) Act, 2019 and as per government regulations from time to time.
- The transgender policy of the Centre and State Government shall be followed for the admission of the students.

4.2 Accessibility Policy

Giving transgender individuals complete access to all college services, activities, and perks is the prime objective of the college. Each transgender individual should have reasonable accommodations made for them, and the college administration and staff should be willing to address access issues. The following principles of accessibility will be strictly perceived:

- The college campus should be barrier free and accessible for all persons.
- All UG & PG programmes and activities must be accessible.
- To ensure the awareness programmes for all the teachers and non-teaching staff regarding the issues of transgenders.



5. Grievance Procedure

- Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting the complaint in the Principal's Office.
- The complaint will be afforded full confidentiality at this stage.
- After receiving the complaint, the chairman shall convene the meeting of the cell.
- The chairman will appoint investigation committee, Coordinator will convene the Meetings.
- The investigation committee shall then decide the course of action to proceed.

Roles & Responsibilities:

- To help women to realize their rights of freedom.
- To treat sexual harassment as a misconduct and initiate punitive actions for such misconduct.
- To assist the aggrieved woman to place the complaint.
- To safe guard the one who is victimized.
- To educate and train students about sexual harassment.

7. Facilities

The separate room is setup to address confidential issues of the staff and students.



DISCLAIMER

The '**Anti-Sexual Harassment Policy**' is not a legal document. It has been created solely for reference purpose of stakeholders of Post Graduate Government College for Girls, Sector 42, Chandigarh. The college reserves the right to amend the policy as and when required. All efforts have been made to avoid errors and omissions. However, any error or omission made inadvertently would be rectified if brought to the notice of the authorities.