

Women Grievance Cell

Objectives of the Committee:

1. To sustain the dignity of women.
2. To facilitate congenial working environment so that any female employee is not subjected to gender specific discrimination.
3. To consider the complaints of grievances from female teaching staff, non-teaching staff and students and investigate them thoroughly within stipulated time.
4. To ensure confidentiality and time bound response to the complaints.
5. To heighten awareness and sensitivity to this important issue amongst all the female staff and students. For this purpose motivational and developmental activities shall be organized.

Supreme Court ruling about Sexual harassment at the workplace:

In 1997, the Supreme Court acknowledged and addressed the matter of sexual harassment at the workplace. The judgment formed mandatory sexual harassment prevention guiding principles for the workplace, applicable all over India.

The Supreme Court's order states that sexual harassment includes-

1. Any unwelcome Physical contact and advances.
2. Demand or request for sexual favors.
3. Sexually colored remarks.
4. Display of pornography.
5. Any other unwelcome physical, verbal or nonverbal conduct of a sexual nature

Violent conduct or treatment or unlawful use of force.

Constitution of women grievance cell

Name	Position	Present professional Position / occupation	Telephone No.
Dr. Rakhi Khandelwal	Convenor	Assistant Professor (Chemistry)	09694669282
Dr. Seema Maheshwari	Member	Assistant Professor (Chemistry)	09461018404
Ms. Neetu Rathore	Member	Assistant Professor (MBA)	08003202929
Dr. Urmila Bhringu	Member	Associate Professor (Civil Engg.) - MNIT Jaipur	09549654214

If any female faculty, staff or student has any grievance, including any kind of harassment, the same can be brought to the notice of any of the Committee Members for necessary action and redressal.

What to do -

If you are being harassed, this is what you can do:

1. Don't feel a sense of shame. Tell the harasser very clearly that you find his behaviour offensive.
2. Don't ignore the harassment in the hope that it will stop on its own. Come forward and complain.
3. Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations to come forward and complain.