

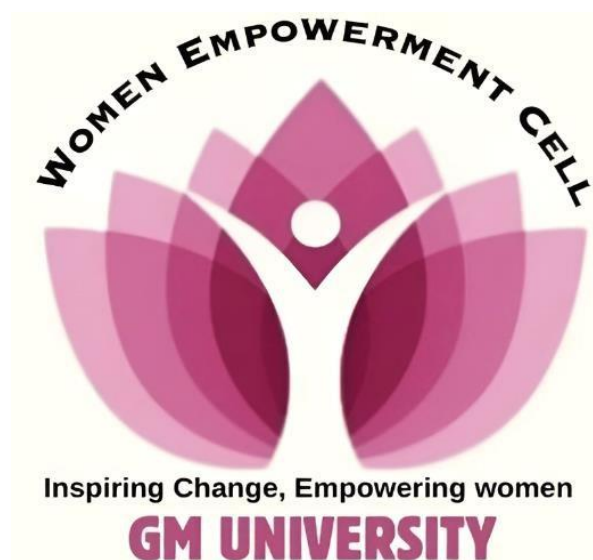
GM UNIVERSITY

Shrishyla Educational Trust®



GM UNIVERSITY

WOMEN EMPOWERMENT CELL



WOMEN EMPOWERMENT CELL – POLICY STRUCTURE AND PROCEDURE

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ABOUT THE WOMEN EMPOWERMENT CELL

Women Empowerment cell of GM UNIVERSITY is established with the motto of “Towards Self-Empowered Mind. The Women Empowerment Cell (WEC) is a committee established to promote gender equality and empower women within the university community.

AIM

To create an inclusive environment where women can thrive personally, academically, and professionally. The cell organizes activities, workshops, seminars, and discussions to raise awareness on women’s rights, address gender issues, and provide support and guidance to female students and

VISION

faculty.

The vision of the Women Empowerment Cell is to foster a campus environment that respects, supports, and empowers women, helping them to unlock their full potential and actively participate in society as equals. WEC aims to build a community where women’s voices are valued, and they are equipped with the tools and confidence to pursue their ambitions and contribute meaningfully to society.

MISSION

It will act as a driving force in the university to inspire and support women in achieving their goals while building a more inclusive and equitable academic community.

OBJECTIVES

- **Encouraging Participation:** To provide opportunities for women to engage in academic, social, and leadership activities, fostering their overall development.
- **Networking and Collaboration:** Building partnerships and collaborating with other organizations, government agencies, and stakeholders working in the field of gender equality and women’s empowerment. This collaboration can help leverage resources, share best practices, and amplify the impact of initiatives.
- **Advocacy and Lobbying:** Advocating for the adoption of policies and legislation that promote gender equality and women’s rights. Engaging in lobbying efforts to influence decision-makers and policymakers to prioritize women’s empowerment issues.
- **Monitoring and Evaluation:** Monitoring the progress and impact of women empowerment initiatives and programs. Evaluating the effectiveness of interventions and making adjustments as needed to ensure they are achieving their intended outcomes.

- **Research and Data Analysis:** Conducting research and data analysis to better understand the barriers to women's empowerment and identify strategies for overcoming them. This could involve collecting data on issues such as access to education, healthcare, economic opportunities, and political participation.
- **Support and Counseling:** Providing support services and counseling to women who have experienced gender-based violence, discrimination, or other forms of injustice. This could include referral to legal services, Women Welfare Laws, counseling support, and assistance in accessing social services.
- **Supporting Mental and Physical Well-being:** To ensure a safe and supportive environment where women feel empowered to address issues like harassment, stress, and discrimination.
- **Enhancing Skills and Confidence:** To conduct workshops, training programs, and mentorship sessions focused on skill development, confidence-building, and career readiness.

MEMBERS OF COMMITTEE

S.NO	Name	Mail Id	Designation	Position in Committee	Phone No.
1	Dr S R Shankapal	vc@gmu.ac.in	Vice Chancellor	Vice Chancellor	9364099718
2	Dr. Shweta Marigoudar	dean.fcit@gmu.ac.in	Dean-FCIT	Member Secretary	7483104606
3	Dr. Neelambike S	neelambikes@gmit.ac.in	Assistant Professor	Member	9620202339
4	Mrs. Priyadarshini E Y		ACDPO- Women & Child Welfare Development, Davanagere District	Member	9035525959
5	Mrs. Yashodha Yogeshwar		X-Deputy Mayor	Member	
6	Mrs. Manjula B K	manjulabk@gmit.ac.in	Assistant Professor-GMIT	Member	9844620377
7	Mrs. Sandhya R Savanur	sandhyasavanur@gmit.ac.in	Assistant Professor	Member	9480687278
8	Dr. Aruna Charantimath	drarunacharantimath.fbas.scbs@gmu.ac.in	Assistant Professor-FBAS	Member	9844576667
9	Mrs. Anurupa Kumari R	anurupakumarir.fcim.sc@gmu.ac.in	Assistant Professor-FCM	Member	9743446310
10	Ms. Anu V B	anuvb.fcit.sca@gmu.ac.in	Assistant Professor-FCIT	Member	7411852059
11	Mrs. Alisha Jain	alishajain@gmipsr.ac.in	Assistant Professor-GMIPSR	Member	8310488115
12	Mrs. Yasmin Begum	yasminbegum@gmit.ac.in	Assistant Professor-GMITP	Member	7975463235

BENEFITS OF WEC TO STAFF AND STUDENTS

A **Women Empowerment Cell** in educational institutions offers numerous benefits to students by fostering a supportive and inclusive environment, promoting gender equality, and helping students develop personally and professionally. Here are some key benefits of a Women Empowerment Cell to students:

- Promotes Gender Awareness and Sensitivity
- Builds Confidence and Self-Esteem
- Supports Professional Development
- Fosters Mental and Emotional Well-being
- Enhances Safety and Security Awareness
- Encourages Social Responsibility and Advocacy
- Develops Leadership Skills
- Improves Academic and Social Engagement

DO'S OF WEC

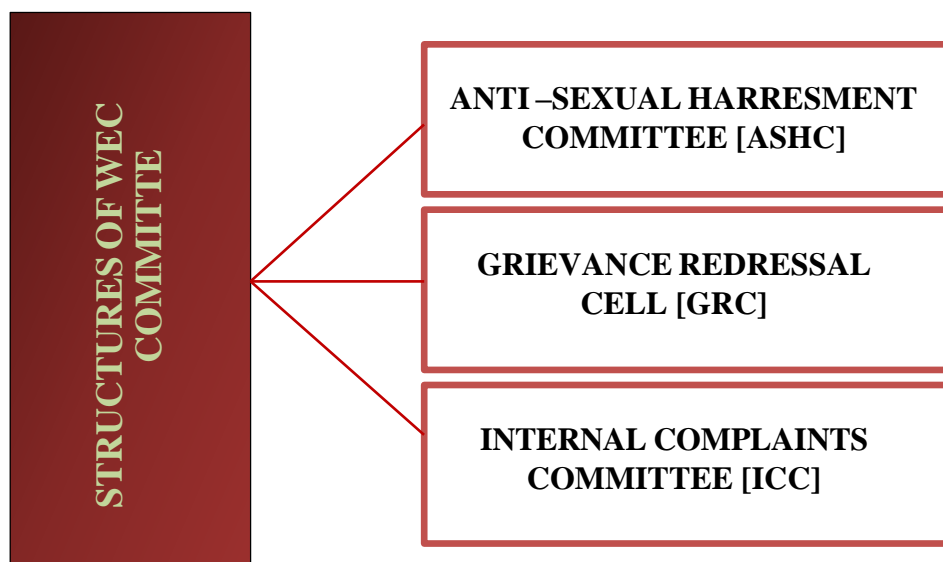
- Maintain Confidentiality
- Listen Empathetically
- Ensure Fairness and Impartiality
- Follow Due Process
- Promote Awareness and Education
- Communicate Clearly and Respectfully
- Encourage Reporting
- Support Personal Growth

DONT'S OF WEC

- Don't Breach Confidentiality
- Don't Display Bias or Favoritism
- Don't Rush the Process

- Don't Intimidate or Pressure Complainants
- Don't Ignore Minor Incidents
- Don't Make Assumptions
- Don't Delay Responses or Actions
- Don't Allow Conflicts of Interest
- Don't Neglect Follow-up Support
- Don't Overlook Documentation

STRUCTURE OF WOMEN EMPOWERMENT CELL



ANTI-SEXUAL HARASSMENT COMMITTEE (ASHC)

As per the guidelines of UGC, NAAC and Honorable Supreme Court, an Anti-Sexual Harassment Cell has been established in the college to provide a comprehensive and conducive atmosphere to the female staff members and students of the College. Its primary purpose is to prevent, address, and resolve instances of sexual harassment.

COMPOSITION OF ASHC

As per the provisions of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the college has constituted an Internal Complaints Committee (ICC) named Anti-Sexual Harassment Committee comprising members with senior faculty member as the

Convener.

OBJECTIVES OF ASHC

The committee aims to uphold women's right to equality, life, and liberty by preventing sexual harassment in the college or workplace. The objectives of the committee are as follows:

- Ensure compliance with the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) to protect women employees and students from sexual harassment.
- Implement a policy for the prevention of sexual harassment in accordance with the directives of the Hon'ble Supreme Court of India.
- Establish a permanent mechanism for preventing and addressing cases of sexual harassment and gender-based violence at the College.
- Develop guidelines for addressing complaints related to sexual harassment of women at the College.
- Promote awareness of gender equity.

COMPLAINT LODGING PROCEDURE OF ASHC

In accordance with the guidelines of the Act, the committee has established the following procedure for lodging complaints:

- The aggrieved individual must submit a written complaint to the Anti- Sexual Harassment Committee about the incident. If the complaint cannot be made in writing, the Chairperson or any committee member will provide assistance in converting the complaint into writing or may email the complaint to the college email address.
- The committee members will investigate the cases and take action on those that have been forwarded along with necessary documents/proof, if available.
- The committee ensures that the grievance is properly addressed and resolved within the specified time limit.

ACTIVITIES

Our college is actively engaged in raising awareness about the importance of safety for our female students. The college authorities have collaborated with the Davangere Police to address the issue of eve teasing, resulting in the following actions:

- Increased police patrolling around the college to enhance the safety of female students.
- The college regularly conducts self-defense demonstrations to teach students techniques that can be useful in challenging situations.
- Displaying helpline numbers on the college campus for immediate contact with the police in case of eve teasing incidents.

GRIEVANCE REDRESSAL CELL (GRC)

PURPOSE OF GRC

The Grievance Redressal Cell handles general grievances of employees or students, which may include issues related to work environment, academic or administrative processes, unfair treatment, or discrimination.

COMPOSITION OF GRC

The cell usually comprises representatives from different departments or faculties to ensure fair and holistic handling of complaints.

FUNCTIONS OF GRC

- Listening to grievances and providing a fair and just redressal mechanism.
- Providing an alternative dispute resolution mechanism for resolving grievances.
- Ensuring transparency and confidentiality in dealing with complaints.

PROCESS

- Grievances are often submitted through an online or physical form.
- A timeline is established for reviewing and resolving grievances, which varies by institution or organization.

Both the ICC and Grievance Redressal Cells are critical for creating safe, inclusive, and transparent environments in workplaces and educational institutions

WOMEN INTERNAL COMPLAINTS COMMITTEE (WICC)

It is the essential mechanism in organizations and educational institutions to address workplace especially around issues of harassment, discrimination, and other workplace or campus- related complaints.

PURPOSE OF ICC

The ICC primarily deals with complaints related to sexual harassment in the workplace, under the guidelines of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013** in India. It is mandatory for any organization with more than ten employees to establish an ICC.

COMPOSITION OF ICC

- A senior woman employee as the Presiding Officer.
- At least two members from the organization who have experience in social work or legal knowledge.
- An external member from an NGO or association committed to the cause of women or familiar with

the issues of sexual harassment.

FUNCTIONS OF ICC

Receiving and investigating complaints of sexual harassment.

- Conducting inquiries in a confidential and impartial manner.
- Recommending appropriate actions based on the inquiry's findings.
- Promoting awareness and sensitization programs on workplace harassment.

PROCESS

- Complaints are typically to be filed in writing within three months of the incident.
- The ICC must complete its inquiry within 90 days, and the management should take action within 60 days of receiving the report.