

# **WOMEN GRIEVANCE REDRESSAL CELL POLICY**

College Website Link: Link is <https://www.mlsm.in/sgrc.aspx>

## **AIMS AND OBJECTIVES OF THE MLSM COLLEGE WOMEN GRIEVANCE REDRESSAL CELL**

### **The Objectives of the Cell shall be:**

1. To prevent sexual harassment and to promote the general well-being of students, teaching and non-teaching staff of the college.
2. To provide appropriate working conditions in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work place and that no women employee has reasonable grounds to believe that she is disadvantaged in connection with her employment.
3. To provide guidelines for redressal of grievances related to sexual harassment of students, teaching and non-teaching staff of the college

### **APPLICABILITY:**

The Sexual Harassment Policy is effective from 7 July 2010. All employees (Faculty, Staff) and students are bound by this policy.

### **PROCEDURE:**

- Verbal description (if required) followed by written complaint (with sufficient detail) to be submitted to anyone member of the Committee in confidence;
- Committee members to hear the complainant with a quorum of at-least 3 members;
- Sensitivities of working relationship(s) to be respected and enquiry carried out confidentially;
- Maximum 30 days for investigation (interviewing of complainant, witnesses and accused could be involved).

When any case of sexual harassment is reported to the Committee will investigate the case(s) and recommend necessary actions to the Principal.

MLSM College has a ZERO TOLERANCE sexual harassment policy. Anyone found guilty by the Committee (post investigation or any complaint) will constitute as a zero tolerance event in which case appropriate actions will be taken by MLSM college authorities based on the recommendation of the Committee

To facilitate registration of grievances related to women and sexual harassment the college has WOMEN GRIEVANCE REDRESSAL CELL Portal.