

A): WOMEN CELL:

A separate **Women Cell** under the control of Internal Grievance committee is formed for the redressal of complaints of gender discrimination and sexual harassment. Women Cell of the RTC is based on the guidelines of UGC notification 2016. The Cell consists faculty members, Students representative, staff members and a nominated counsellor or Gynaecologist from an NGO In order to ensure an inclusive and a safe campus, the Women Cell at RTC implements the guide lines to address sexual harassment, violence, discrimination and ragging. The cell is proactive in developing a conducive environment on college campus for all members of the community.

For Academic year 2021-22 and until further notice RTC Women Cell consists of the following members.

1. **Convenor :** Prof. Leena Gadewar
2. **Member :** Prof Vilas Gajghate
3. **Member :** Mis Priyanka Mangam
4. **Student Member :** Ms Vanshika Mute
5. **Member Counsellor :** Ms. Ankita Sayam

Since 2021-22 The Gender Cell of the RTC has been working towards establishing gender equality on college campus. Every Year the cell conduct an orientation program on gender sensitisation for students.

Objectives of women cell

- To create and develop a congenial environment for women employees (including teaching, support staff and contractual as well as daily wages employees) and students.
- To undertake the awareness programs on gender sensitisation, women's rights and women empowerment in the college.
- To sensitised the students towards special needs of all genders.
- To develop equitable opportunities for the education avenues for women
- To build a gender sensitive and inclusive campus.
- To address concerns of gender discrimination and recommend measures and policies for gender parity at the college.
- To prevent sexual harassments at the college campus.
- To undertake surveys or action research projects pertaining to the women in the society.
- To conduct Gender Audit on regular basis.

Guidelines for the Committee

1. To Recommend changes and amendments in the Rules and Regulations applicable for employees and students to make them gender just. To lay down procedures for the resolution, settlement and prosecution of acts of discrimination and sexual harassment against members, by the employees and students.
2. Deal with cases of discrimination and sexual harassment against all members of the community in a time bound manner, aiming and ensuring support to the victim
3. Recommend appropriate action against the victimizer.

According to the Supreme Court guidelines sexual harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Sharing pornography, displaying pornographic or other offensive or derogatory pictures, cartoons etc
- Or any other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by the Hon'ble Supreme Court)

Complaint Procedure : A victim or any other person may lodge a written complaint to the convenor of the committee or college authority. The action will be taken immediately followed by the investigation to find out the facts and to take appropriate action in the matter.
