



Dnyandeep Shikshan Prasarak Mandal Chandrapur

DR. KHATRI MAHAVIDYALAYA

Tukum, Chandrapur

Internal Complaint Committee / Sexual harassment Committee (VISHAKHA)

Aim: Provide a safe and supportive environment for girl students and women staff to report and address grievances and complaints related to gender-based issues.

Objectives:

- The function of the cell is to provide and maintain a dignified, congenial working environment for women employees (including teaching, non-teaching and contractual workers) and students, where they can work, study and explore their potential to the fullest.
- The Cell will deal with the cases / complaints of sexual annoyance and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
- The Cell will provide assistance to the Faculty/Colleges/Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.

Outcome of Internal Complaint Committee:

- To resolve issues pertaining to girls'/women's sexual harassment.
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievance.
- To ensure personality along with academic development of students.
- Students report their grievance to the class Mentor.
- A member who feels that he or she has been harassed can also approach the Care Club formed in our college recently.

President

Ms. Karuna C. Khobragade