



# VAISHNO COLLEGE OF ENGINEERING

Approved by AICTE & Affiliated to HPTU & HPTSB



Ref. No. VGC/Egg/Notice/010/2024-25/163-G,

Date: 11/11/2024.

## CIRCULAR

### WOMEN EMPOWER CELL

In order to ensure the safety and the dignity of the female students, teachers and staff the college management has nominated the following faculty members as members of women empowerment cell.

(a) Mrs. Monika	Chairperson of the cell
(b) Ms. Disha Kumari	Member
(c) Mrs. Vijya Kumari	Member
(d) Mr. Sudarsh Bhargav	Member
(e) Ms. Bhawana Bavouria	Member

### **POWER AND DUTIES OF THE WOMEN EMPOWERMENT CELL:**

#### **A. PREVENTIVE**

- To work towards creating an atmosphere promoting equality non discrimination and gender justice.
- To promote and facilitate measures to create a work and study environment that is free of sexual harassment of women.
- To publicize widely the policy against sexual harassment.
- The cell shall take suo-moto notice of grave violation of basic principles of gender sensitivity and gender justice on the campus
- To create awareness amongst all female staff, students and faculty members about the objectives and powers of the cell.

#### **B. REMEDIAL**

- To receive and take cognizance of complaints made about sexual harassment of women at the workplace.
- To conduct enquiries into their complaints, place findings before the higher authorities and recommend penalties against harassment against harasser in accordance with rules and procedures laid down.
- To ensure the safety of the complainant, by advising the concerned authorities to issue warnings, suspension or any other order, if the harasser harasses or intimidates the complainant or witness.
- To ensure that the complainant and the witness are not further victimized. The cell shall take action against anyone who threatens or intimidates the complainant or members of the committee

Contd..2

- (v) To seek medical, police or legal intervention with the consent of the complainant.
- (vi) In the case of third party/outside harassment, with the consent of the aggrieved person, the institute shall imitate action by making complaint with appropriate authority having jurisdiction over the offence

**C. PROCEDURE FOR REGISTERING THE COMPLAINT:**

- (i) All complaints must be brought by the complainant in person.
- (ii) Cell is empowered to take cognizance of matters which are brought to notice directly/indirectly by any person the cell may institute suo-moto enquiries if deemed necessary.

**D. PENALTIES**

- (i) Any members of the institute, non teaching staff. Students, service provider and dependent found guilty of sexual harassment shall be liable for disciplinary action
- (ii) The penalties listed below are indicative and shall not constrain the institute from considering others.

**A. IN CASE OF STAFF**

- i. Warning
- ii. Written apology
- iii. Bond of good behavior
- iv. Counselling
- v. Debarring from Supervisory duties
- vi. Stopping of increment/Promotions
- vii. Reverting/Demotion
- viii. Dismissal
- ix. Any other relevant punishment.

**B. IN CASE OF STUDENTS**

- i. Warning
- ii. Written Apology
- iii. Bond of good behavior
- iv. Counselling
- v. Debarring entry into hostel/Campus
- vi. Debarring from exams.
- vii. Expulsion from hostel /college

  
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