

United Institute of Technology

Women's Grievance Redressal Cell (WGRC)

The Women's Grievance Redressal Cell (WGRC) at United Institute of Technology has been established to **“provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental there to”**.

As per **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for prevention of sexual harassment against women at the workplaces**, Sexual harassment is termed as a violation of the fundamental rights of a woman to equality under Articles 14 and 15 of the Constitution of India and right to life and to live with dignity under Article 21 of the Constitution of India. Sexual harassment is also considered a violation of a right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

A cell has been constituted for redressal of grievances to ensure safety and security of the female students, staff and faculty members in United Institute of Technology campus. The women grievance cell is watchful all the time to prevent any kind of abuse towards them. If they face any harassment from any co working staff or workers, they can complain in the College's women grievance cell. The members will look into the issues, gather the evidence, and take the necessary action against the guilty. The cell also focuses on preventing the harassment by using secret monitory services, which keeps a keen eye on the entire campus.

Objectives

- To apprise 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 attending the complaints and redressal of grievances.
- To prevent sexual harassment and to promote general well-being of female students, teaching and non-teaching women staff.
- To organize workshop, seminars time to time to sensitize female staff and students.
- To ensure the fair and timely resolution of sexual harassment complaints.
- To do counseling and provide support services in the campus.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a safe campus environment for women.
- To ensure that students, faculty and staff are provided with current and comprehensive knowledge on sexual harassment and assault.

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A committee henceforth referred to as **ICC** (Internal Complaints Committee) constituted by Women's Grievance Redressal Cell (WGRC) at United Institute of Technology in accordance to Section 29 of the Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013, OM dated 21.07.2009 in F.No.11013/3/2009-Esst.(A) issued by the Department of Personnel & Training, Govt. of India and the All India Technical notification F.No. AICTE/WH/2016/01 dated 10.6.2016 and F. No. 37-3/Legal/2012 dated 25.5.2012 consists of following members, to conduct enquiry regarding harassment cases:

S. No	Name	Designation	Phone	e.mail
1	Prof.(Dr.)Sanjay Srivastava Principal	Chairperson	9838843959	sanjaysrivastava@gmail.com
2.	Mrs Radha Saxena (Social Worker)	Member	9839469111	manuandradha@gmail.com
3.	Dr Roshni Srivastava (Legal Advisor)	Member	7903519932	roshni@uniteduniversity.edu.in
4.	Mrs Dipti Singh (AS)	Member	8317089963	diptisantosh025@gmail.com
5.	Ms Prajna Tiwari (AS)	Member	6394895515	pragya.kumari63@gmail.com
6.	Mrs Mamta Misra (ME)	Member	8004053891	mamta101087@gmail.com
7.	Ms Kirti Singh (CRC)	Member	7905627175	kirti.singh@united.edu.in
8.	Mrs Shruti Sharma (AS)	Convener	8948488886	shrutisingsh@gmail.com

Rules and Procedures

Rules:

- Any female staff, student and faculty member of United Institute of Technology, who feels and is being sexually harassed directly or indirectly may meet in person, call or file a complaint (hand written, typed and signed, through email) of the alleged incident to immediate supervisor or any member of the ICC Committee, as per the format with her signature preferably within 7 days of occurrence of incident and not later than 90 days. If the complaint is against supervisor or any member of the ICC Committee, then it may be made to any person in authority at the Institute.
- **The complainant may feel rest assured that the complaint filed will be kept confidential**
- The inquiry shall be complete within a period of ninety days from the date of the complaint.

During the pendency of an inquiry on a written request made by the aggrieved woman, the ICC may recommend to the employer to transfer the aggrieved woman to any other workplace, grant leave to the aggrieved woman up to a period of three months, grant other such relief to the aggrieved woman.

On completion of the inquiry, the Internal Committee shall provide a report of its findings to the employer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

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If the allegation against the respondent has been proved, it shall recommend punitive actions to be taken against the respondent to the employer, which can be further classified as minor and major penalties, as follows:

Minor Penalties:

- Written warning
- Written apology and bond of good behaviour

Major Penalties:

- Stopping of performance based pay awards and bonus
- Withholding of Increments / promotion
- Demotion
- Suspension from job
- Termination of service

If you are harassed, what should you do?

- Inform to immediate supervisor or any other person in authority if the complaint is against the supervisor or WGRC-ICC
- You can meet in person or call or file a complaint (hand-written, typed and signed, email) to the WGRC
- You can reach us at wgrc_uit@united.edu.in
- You can also contact the chairperson or any other members directly.
- Rest assured that your complaint will be kept **CONFIDENTIAL**.

Principal-UIT
(Chairperson WGRC & ICC)