

Women Welfare and Sexual Harassment Cell

The Women Welfare and Sexual Harassment Cell at Desh Bhagat College, Bardwal, is committed to ensuring a safe, supportive, and respectful environment for all female students, faculty, and staff. Our mission is to empower women, promote gender equality, and address any instances of sexual harassment with the utmost seriousness and sensitivity.

Objectives:

- To promote gender equality and create an environment free from discrimination and harassment.
- To provide a safe and confidential platform for reporting and addressing sexual harassment.
- To empower women through various welfare programs, workshops, and activities.
- To raise awareness about gender issues and the importance of mutual respect and dignity.
- To ensure strict adherence to legal and institutional policies regarding sexual harassment.

Functions:

- **Awareness Programs:** Conducting workshops, seminars, and awareness campaigns on gender sensitization, legal rights, and self-defense.
- **Support Services:** Offering counseling and support services to those affected by sexual harassment or gender-based discrimination.
- **Complaint Mechanism:** Providing a secure and confidential process for reporting incidents of sexual harassment.
- **Investigation and Redressal:** Ensuring timely and impartial investigation of complaints and taking appropriate actions against offenders.
- **Empowerment Initiatives:** Organizing activities and programs aimed at the personal and professional development of women.

Commitment to Safety and Equality: Desh Bhagat College is committed to creating an inclusive environment where women can pursue their academic and professional goals without

fear or prejudice. The Women Welfare and Sexual Harassment Cell strives to uphold the rights and dignity of every individual and foster a culture of respect and equality.

Constitution and Working of the Women Welfare and Sexual Harassment Cell

Constitution:

The Women Welfare and Sexual Harassment Cell is established to uphold the rights and dignity of women in the college community. The cell comprises the following members:

1. **Chairperson:** The Principal of the college serves as the chairperson, overseeing the cell's activities and ensuring adherence to institutional policies.
2. **Coordinator:** A senior female faculty member is appointed as the coordinator to manage the day-to-day operations and act as the main point of contact for complaints and support.
3. **Members:**
 - Two female faculty members from different departments.
 - One legal advisor (optional) to provide guidance on legal matters.
 - One student representative from the female student body.
 - One external member (optional) with expertise in women's rights or counseling.

Working:

The Women Welfare and Sexual Harassment Cell operates through a structured process to ensure the safety, empowerment, and welfare of women in the college:

1. **Awareness and Sensitization:**
 - **Workshops and Seminars:** Regularly conducted to educate students, faculty, and staff about gender sensitization, legal rights, and the importance of mutual respect.
 - **Awareness Campaigns:** Organizing events and campaigns to promote gender equality and inform the college community about the mechanisms in place to address sexual harassment.

2. **Complaint Handling:**

- **Complaint Submission:** Ensuring a secure and confidential process for submitting complaints. Complaints can be made in writing, through email, or via an online portal.

3. **Investigation and Redressal:**

- **Initial Review:** Conducting a preliminary review to assess the nature of the complaint and gather initial information.
- **Detailed Investigation:** A thorough investigation involving interviews with the complainant, the accused, and any witnesses, as well as the collection of relevant evidence.
- **Confidentiality:** Maintaining strict confidentiality throughout the investigation to protect the privacy of all parties involved.
- **Action Taken:** Based on the investigation findings, appropriate disciplinary actions are taken against those found guilty of harassment. This may include suspension, expulsion, or other penalties in accordance with college policies and legal guidelines.

4. **Monitoring and Evaluation:**

- **Reporting:** Maintaining detailed records of complaints, investigations, and resolutions, and preparing periodic reports to ensure transparency and accountability.

Commitment to Safety and Equality:

The Women Welfare and Sexual Harassment Cell is dedicated to creating a safe, respectful, and empowering environment for all women at Desh Bhagat College. By promoting awareness, providing support, and ensuring strict action against offenders, the cell strives to uphold the rights and dignity of every individual.

Women Welfare and Sexual Harassment Cell:

Member	Designation	Contact No.
Dr. (Major) Balbir Singh	Chairperson	9888072096
Dr. Harjinder Kaur	Coordinator	88375519808
Dr. Dalwinder Kaur	Member	9779680073
Dr. Manmeet Kaur	Member	9814685189
Asst. Prof. Taranjit Kaur	Member	6284229911
Asst. Prof. Gurpreet Singh	Member	9872332431
Diksha Garg	Student Member	9530773455
S. Sukhmohinder Singh Sandhu	External Expert	