

RAAFIAH COLLEGE OF PHARMACY

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Ref. No. RCP/105/2024-25

Date 27.01.2025

GENDER SENSITIZATION CELL

The Cell for Gender Sensitization and Prevention against Sexual Harassment at Workplace at Raafiah college of Pharmacy. The Cell was formed in accordance with the guidelines on sexual harassment prevention in the workplace, issued by the Honourable Supreme Court of India in 1997 and in accordance with the VISHAKHA guidelines of Supreme Court and endorsed in SAKSHAM report of the University Grants Commission. The cell aims to sensitize and create awareness about gender justice among the academic and non-academic community in this educational institution. The cell has organized seminars, and interactive sessions with eminent speakers and activists and aims to conduct many such seminars and workshops for the benefit of all stakeholders of this institution. The members of the said cell had also propagated their ideas in such events. The Cell is responsible for looking into any complaints filed by students and staff about sexual harassment if any happening inside the college premises. According to the Honourable Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behaviour, **such as:**

Physical contact and advances

Demand or request for sexual favours

Sexually Colored remarks

Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

Objectives

To resolve the issues pertaining to sexual harassment

To provide a platform for listening to complaints and redressed of grievances

To foster healthy relationship with opposite gender

To equip students, faculty and staff with the knowledge of their legal rights and redressal of their grievances

To facilitate speedy delivery of justice, through organizing meetings at regular intervals.

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committee (ICC) is constituted as under to deal with the complaints relating to Sexual harassment at work place.

The ICC Raafiah College of Pharmacy comprises of the following members:

Faculty Representative

Ms. Manisha Shrivastava

Representative of Non-Teaching Staff:

Mr. Mohammad Hilal

Students' Representative

Ms. Subhana Hashmi

Mr. Abhishek Saxena

Objectives:

ICC aims to fulfil the directives of the Honourable Supreme Court of India, and concerns expressed by the University Grants Commission (UGC) about ensuring safe environment for women students and employees in educational institutions.

- ICC tries to promote an environment free of sexual harassment and other acts of gender based discrimination at the University that ensures gender equality and equal opportunities.
 - ICC aims to prevent sexual harassment and to promote the general well- being of female students, teaching and non- teaching women staff of the Institution.
 - Where sexual harassment occurs as a result of an act or omission by any third party or outsider, ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action
 - ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.
 - If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.

Who can approach ICC for help?

Any female employee (faculty, student or staff) of Raafiah College of Pharmacy

Definition of Sexual Harassment:

"Sexual harassment" includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually colored remarks
- Showing any pornography, or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

What are the possible actions that can be taken against the respondent?

- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions

Raafiah College of Pharmacy

When an incident of sexual harassment occurs, the victim or third-party may submit a written complaint in person at the Internal Complaints Committee of this College. The complaint will be kept **CONFIDENTIAL**.

Kashif Khan

Principal
Raafiah College of Pharmacy
Sahaswan (Budaun) U.P.