

# **ANAND INSTITUTE OF HIGHER TECHNOLOGY**

## **WOMEN GRIEVANCE REDRESSAL CELL**

### **VISHAKA COMMITTEE**

#### **(PREVENTION OF SEXUAL HARASSMENT )**

Anand Institute of Higher Technology has constituted a “Women Grievance Redressal Committee” as per the order of the Supreme Court (Vishaka Judgement), Sexual Harassment at workplace Act, 2013” rules with the aim of promoting gender equality and women empowerment among students and staff members. This cell maintains safety and security to the girl students, female staff members. Our Women Grievance Redressal Cell stays alert all the time to prevent any sexual abuse towards the students and female workers. If the students or female employees face any harassment from the staff or fellow students, then they can complain at our women grievance cell. The members will look into the issues, gather the evidence and take necessary action against the guilty. We also focus on preventing this kind of harassment by using secret monitoring services, which keep a keen eye on the entire campus

#### **OBJECTIVES**

- The committee will organize programmes to create awareness about sexual harassment and Eve teasing to the students and faculty

- The committee will deal within cases/complaints of sexual harassment or any other type of harassment of the female students, teaching and nonteaching women staff of the college
- The committee shall process all the individual complaints and take immediate suitable action
- The committee will provide assistance to the student/faculty for taking preventive steps in the matter of gender discrimination and sexual harassment
- The committee may form /review the guidelines/policy for redressal of the grievance as required from time to time

### **GRIEVANCE PROCEDURE**

- Any women employee or female student will have the right to lodge a complaint concerning sexual harassment/Eve teasing against a male student or the employee of the institute by writing a letter or putting the complaint in the Principal's office or sending a email to **[vishaka@aiht.ac.in](mailto:vishaka@aiht.ac.in)**.
- The complaint will be afforded full confidentiality at this stage.
- After receiving the complaint, the chairman shall convene the meeting of the cell.
- The chairman will appoint investigation committee, Coordinator will convene the meetings.
- The investigation committee shall then decide the course of action to proceed.

- The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by complainer /her representative.
- In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee, heard and if satisfied that a warning is just and proper, he will be warned about his behavior and non-occurrence of it. In case the complainer requests that the complaint should be proceeded with beyond mere a warning, the same may be proceeded with in the manner prescribed hereafter.

### **PROCEDURE FOR INVESTIGATION**

- If the complainer wishes to proceed beyond a mere a warning to the accused, the accused shall be given in writing by the investigation committee an opportunity to explain within one week why he should not be, for good and sufficient reasons, be punished for the act of sexual harassment or Eve teasing on his part.
- If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offence deserves a minor penalty or a major penalty.

- In the event that the investigation committee deciding that the accused be imposed a minor penalty, the said penalty will be recommended by the investigation committee to the chairman of the cell for decision.
- If the investigation committee comes to a conclusion that the accused in case if his guilt proved, should be imposed a major penalty, it shall make a recommendation of action. If the accused is an employee, he may be placed under suspension under the provisions of act.
- If a person is charged with physical molestation or rape on college /society's premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of Indian penal code.

### **PUNISHMENT FOR SEXUAL HARASSMENT OR EVE TEASING**

- Any member of the institute fraternity (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government/ university rules.
- A student guilty of sexual harassment shall be liable for any of the following penalties:
  - a) Warning or reprimand.

- b) Suspension from university/ college for a period of one month.
- c) Debarment from appearing for the examination for a period up to three years.
- d) Rustication from the university as the case may be.
- e) Any other punishment as defined by the government act.



## ANAND INSTITUTE OF HIGHER TECHNOLOGY KAZHIPATTUR

### WOMEN GRIEVANCE REDRESSAL CELL (VISHAKA COMMITTEE) MEMBERS 2019-2020

The Women Grievance Redressal Cell (VISHAKA COMMITTEE) is constituted with the following members for the academic year 2019-20 in this college

12-03-2019

S.NO	POSITION	NAME & DESIGNATION	PHONE NO	E-MAIL ID
1	CHAIRPERSON	<b>Mrs. Ramya Ramprasad</b> (HOD-IT), Anand Institute of Higher Technology, Kazhipattur.	9840175845	ramyaramprasad.it@aiht.ac.in
2	SECRETARY	<b>Dr.S.Roselin Mary</b> (HOD-CSE), Anand Institute of Higher Technology, Kazhipattur.	9444054924	roselinmarys.cse@aiht.ac.in
3	MEMBERS(TEACHING FACULTY)	<b>Dr.G.Shankara Malliga</b> (HOD-ECE), Anand Institute of Higher Technology, Kazhipattur.	9865639918	sankaramalligag.ece@aiht.ac.in
		<b>Dr.S.Krishna Kumari</b> (ASSISTANT PROFESSOR-MBA), Anand Institute of Higher Technology, Kazhipattur.	9865495458	krishnakumaris.mba@aiht.ac.in
		<b>Mrs.P.Aruna</b> (ASSISTANT PROFESSOR-EEE), Anand Institute of Higher Technology, Kazhipattur.	9884379086	arunap.eee@aiht.ac.in
		<b>Mrs. Anitha</b> (ASSISTANT PROFESSOR-E&I), Anand Institute of Higher Technology, Kazhipattur.	9952088046	anithaj.eie@aiht.ac.in
		<b>Ms.R.Kamala Kanni</b> (ASSISTANT PROFESSOR-Civil), Anand Institute of Higher Technology, Kazhipattur.	9176831674	Kamalakannir.civil@aiht.ac.in
4	MEMBER (NON TEACHING FACULTY)	<b>Mrs.M.Sumathi, Despatch Clerk,</b> <b>AIHT Office, Anand Institute of Higher</b> <b>Technology, Kazhipattur.</b>	6374389843	--

<b>5</b>	<b>MEMBER – POLICE DEPARTMENT</b>	<b>Mrs.Suseela Thangaraj,</b> Sub Inspector of Police, E-10, Kayar Police Station, TamilNadu- 603110.	<b>9498110231</b>	<b>-</b>
	<b>MEMBER - PARENT</b>	<b>Mrs.N.Karpagam, Entrepreneur,</b> Managing Director, “SERVO ENTERPRISESS “ , Mfrs. BIO –TECH LAB INSTRUMENTS, Burma Colony, Perungudi, Chennai – 600096.	<b>7373796013</b>	<b>servoenterprisess@gmail.com</b>
<b>6</b>	<b>STUDENT REPRESENTATIVES</b>	<b>Archana.K (II year MBA)</b>	<b>7871080072</b>	<b>anahcrasahd@yahoo.com</b>
		<b>Sridevi.G (II year MBA)</b>	<b>9952093388</b>	<b>Sridevi270997@gmail.com</b>
		<b>Aiswarya.V (III year IT)</b>	<b>8072980799</b>	<b>aiswaryavasuu2000@gmail.com</b>
		<b>Karishma Sharma.V (II year Civil)</b>	<b>7550242392</b>	<b>karishmanishavj@gmail.com</b>
		<b>Vinodhini.D (III year CSE)</b>	<b>9566475301</b>	<b>vinokasthuri99@gmail.com</b>
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		<b>Monica.P (II year EEE)</b>	<b>9087406950</b>	<b>monikaparasuram@gmail.com</b>
		<b>Arthi Siva.P (III year E&amp;I)</b>	<b>9488129560</b>	<b>aarthisiva657@gmail.com</b>