

**Sufa Educational & Welfare Society's
DSR COLLEGE OF EDUCATION (B.ED. & M.ED.),
AURANGABAD
WOMEN GRIEVANCES COMMITTEE
2022-23**

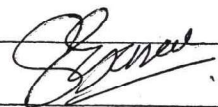
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|---------------------------|-------------|
| 1. Dr. Shaikh Mohammadi | (President) |
| 2. Dr. Syeda Qudsiya | (Secretary) |
| 3. Dr. Qaisar Jahan | (Member) |
| 4. Dr. Anjali Pimparkar | (Member) |
| 5. Mrs. Khan Shirin Usman | (Member) |



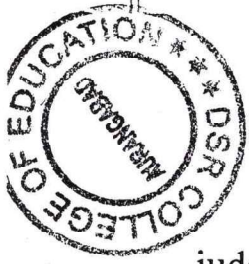
PRINCIPAL
Sufa Educational & Welfare Society's
DSR College of Education, Aurangabad

Complain in academic
year 2022-23.

In this academic year
2022-23 there has no complain
from the girls yet.


Incharge Principal
Dr. Syed Azaz Ali

I/C Principal
Sufa Educational & Welfare Society's
CSR College of Education, Aurangabad



Anti-Sexual Harassment Committee

Vishaka Committee

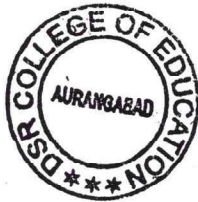
On 13th Aug 1997, the Supreme Court of India issued a judgment, Vishaka judgment that recognized and addressed sexual harassment at the workplace as a human rights violation. The Supreme Court in its judgment said every woman has a right to a safe workplace. The court gave directives for all employers/ organizations making it mandatory to institute sexual harassment complaints committees at workplaces. The judgment also created sexual harassment prevention guidelines for the workplace. The sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 has replaced the guidelines/norms laid down by Hon' able Supreme Court on sexual harassment and came into force from 9 December 2013. The Govt. of India made rules for carrying out the provisions of this Act, 2013.

The Internal Complaints Committee is responsible for investigating every formal written complaint of sexual harassment and taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

The Internal Complaints Committee shall inquire into the complaints as per the provisions of Section 11 of the Act, 2013. The Committee may give recommendations may be considered necessary, under the provision of Section 12 of Act, 2013 and based on these recommendations, the Competent Authority shall take appropriate action.

Objectives:

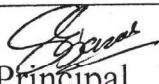
- Prohibition of any hierarchical oppression exercised based on gender inequality that prohibits intellectual or academic growth.
- Prevention of gender biased attitude when it comes to adjudication of efficacy of work allocated within working hours.
- Protection of the fundamental rights of a woman.
- Roles & Responsibilities:
 - To help women to realize their rights of freedom.
 - To treat sexual harassment as a misconduct and initiate punitive actions for such misconduct.
 - To assist the aggrieved woman to place the complaint.
 - To safe guard the one who is victimized.
 - To educate and train students about sexual harassment.



Sufa Educational and Welfare Society
DSR College of Education, Aurangabad
College Internal Complaints Committee

With Effect from 01st September 2022

Sr. No	Name & Designation	Position in ICC	Mobile No & Email ID
1	Dr. Shaikh Mohammadi	Chairperson	9922948697 drmohammadi.dsr@gmail.com
2	Dr. Choudhari Qaisar	Member	8007773373
3	Dr. Anjali Pimparkar	Member	9552099905
4	Dr. Syeda Qudsiya	Member	9975848755
5	Khan Shirin Usman	Member	8788851118
6	Shaikh Arshiya Naaz	Member	7057289978
7	Siddiqui Farhin (Student)	Member	7774073222
8	Khan Dilshad (Student)	Member	8412822214
9	Shaikh Afshan (Student)	Member	7773933152


Principal

I/C PRINCIPAL
Sufa Educational & Welfare Society's
DSR College of Education, Aurangabad

Sufa Educational and Welfare Society



DSR College of Education, Aurangabad

College Internal Complaints Committee

Objectives, Roles and Responsibilities of College Internal Complaints Committee

- Prevent discrimination and sexual harassment, by promoting gender amity among students and employees;
- Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees;
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
- Recommend appropriate punitive action against the guilty party to the Management.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as “unwelcome” sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. Demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography; and
5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

The following is also sexual harassment and is covered by the committee:

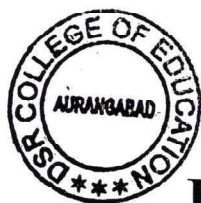
- Eve-teasing
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,



- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

The Committee shall meet as often as may be needed and appropriate.

Frequency of meeting: Once in a year (beginning of academic year) and as and when necessary.



DSR College of Education, Aurangabad

College Internal Complaints Committee Members

Year 2022-23

Sr. No	Name & Designation	Position in ICC	Mobile No & Email ID
1	Dr. Shaikh Mohammadi	Chairperson	9922948697 drmohammadi.dsr@gmail.com
2	Dr. Choudhari Qaisar	Member	8007773373
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8	Khan Dilshad (Student)	Member	8412822214
9	Shaikh Afshan (Student)	Member	7773933152

Complaint Registration

Register your complaints related to Sexual Harassment with any member of the College Internal Complaints Committee (Mobile numbers provided).



Sufa Education & Welfare Society's
DSR College of Education, B.Ed. & M.Ed.
Aurangabad

2022-23

Composition of Grievance Redressal Cell

Convener	Dr. Syed Azaz Ali
Teachers-in-charge	Dr. Shaikh Mohammadi
Counsellor	Fuzail Ahmed Khan
Student Representatives	Siddiqui Farhin



Sufa Education & Welfare Society's
DSR College of Education, B.Ed. & M.Ed.
Aurangabad

GRIEVANCE CELL

Introduction

In order to redress individual as well as collective grievances of the B.Ed. for college students and teachers, a grievance redressal mechanism has been devised.

What is a Grievance?

A grievance may be any kind of discontent or dissatisfaction or negative perception, whether expressed or not, arising out of anything connected with college that a student teacher thinks, or even feels, is unfair, unjust or inequitable. Any grievance / complaint relating to sexual harassment and ragging will also be included.

The grievances can be categorized under the following heads

- Academic
- Non-academic
- Discrimination
- Harassment
- Any other

Please Note: While this platform allows all student teachers to voice their concerns in an open manner, it is imperative that the complainant exercises due diligence and care in deciding what he/she would qualify as a grievance, that is serious enough to deserve the attention of this committee comprising of the Principal, faculty and student representatives.

Where is the Grievance box installed?

The grievance box is installed in the library. So student teachers can either write their names or put anonymous grievances in the box during Library hours.

Can the grievance be send via mail?

The appropriate grievance can also sent through Email.

Objectives of Grievance Redressal Committee

- To provide a mechanism to address student-teachers grievances
- To take measures to solve the problems faced by student-teacher



Activities conducted by the Grievance Redressal Cell are

- Address the student-teachers grievances with teacher-educators in the Redressal Committee and the Principal
- Monthly check of the Suggestion box and conveying the suggestions / grievances to the grievance redressal committee
- Conduct Group as well as Personal Guidance / Counselling sessions
- Conduct regular Mentoring sessions
- Provide Personal Counselling sessions: Student teachers can reach 'POSITIVE VIBES' by mailing their concern at syedejazamjadali@gmail.com

Process for Addressing the Grievance

1. Measures are taken to solve the issues faced by student teachers with a definite time frame of 14 days or earlier as per the gravity of the situation. Upon receipt of the complaint, the teacher educators of the Committee will intimate the Principal
2. At this stage, based on the nature of the complaint and severity of its possible impact, the Principal will take action to proceed on addressing the concerns while keeping the ethos of the institution.