



AKTU Code 316

Estd. 2007

ARYAKUL COLLEGE OF PHARMACY & RESEARCH

(Recognized By AICTE, Approved By PCI & Affiliated to AKTU)

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Reference no: ACPR/WGC/25-26/3638

Date: 14.07.2025

Office order

(Composition of Women Grievance Cell)

The competent authority is pleased to constitute a Women Grievance Cell with the following members appointed for the session starting from July 2025. The Women Grievance Cell is as follows:

Chairman:

1-Dr. Aaditya Singh (Director)

Member of Management representative:

2-Dr. Sashakt Singh (Managing Director)

Member of Administration representative:

3- Mr. Sudesh Tiwari (Registrar)

Member of Teacher representative:

4-Ms Swarnim Srivastava

5-Ms Deepika Kumari

6-Ms. Sangeeta Chauhan

7-Ms Rukshar

Member of Student representative:

08-Ms Jyoti

09-Ms Vaishnavi Srivastava

10-Ms Shaily Chaudhary

Coordinator:

11-Ms Priyanka Kesharwani


Director 14/07/2025.

WOMEN GRIEVANCE CELL

GUIDELINES ON THE WORKING OF WOMEN GRIEVANCE CELL

PURPOSE

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy.

In order to meet the requirements of the enactment 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013' ("Act"), this policy was framed to extend the applicability of the provisions of the Act to all employees & students of our college.

AIMS AND OBJECTIVES

The policy was framed with the aim to promote a social, physical and psychological environment through the following objectives:

1. To deal with cases of sexual harassment in an unbiased manner.
2. To organize awareness activities and women's welfare workshops/lectures for sensitization of the students and employees towards gender issues, and laying down guidelines for handling cases of sexual harassment or misbehavior.
3. Sensitize all employees & students towards the Constitutional and Supreme Court mandate of prohibition of gender discrimination and sexual harassment at work place.
4. To ensure that all individuals are treated with equal respect and no discriminatory treatment is meted out to anyone on grounds of gender alone.

FUNCTIONS

1. To prevent gender discrimination and sexual harassment, by promoting gender equity amongst all students and employees.
2. Deal with cases of sexual harassment, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
3. Recommend appropriate punitive action against the guilty party to the competent authority.

COMPLAINT REDRESSAL PROCEDURE

Procedure for the Complaint

- A complaint of gender discrimination/sexual harassment may be lodged with any member of the Committee in writing by the complainant.
- Under special circumstances an individual, who may be a friend/colleague/teacher/parent of the complainant, may make a written complaint on behalf of the complainant.
- A written complaint to the cell may be addressed to the Chairman of the cell.



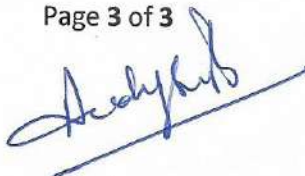
PUNITIVE ACTION

An employee guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:

- Suitable censure/warning.
- Bond of good behaviour
- Withholding of increments/promotion.
- Suspension
- Dismissal
- Any other relevant actions.

A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:

- Suitable censure/warning.
- Withholding/withdrawing scholarship/fellowship and other benefits.
- Suspension/expulsion from the hostel.
- Rustication from the Institute for a period up to a certain period or
- Expulsion from the Institute.

A handwritten signature in blue ink, appearing to read 'A. S. S.', is written over a horizontal line.