



ASHOKA

INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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WOMEN'S GRIEVANCE HANDLING & INTERNAL COMPLAINT COMMITTEE

The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013 is an act to provide protection against sexual harassment of women at work place. Sexual harassment results in the violation of basic fundamental rights of women such as Right to equality under article 14,15 and her right to life and live with dignity under article 21 of the constitution of India.

FUNCTIONS

1. To develop a policy against sexual harassment of females at the institute.
2. To solve redressal of the problems reported by the Students /Faculty /Staff of the college
3. To create a secure physical and social environment in the institute which can prevent the sexual harassment cases and other acts of gender –based violence at the institute.
4. To develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institute.
5. To uphold the dignity of the institute. By ensuring a safe-free atmosphere in the College through promoting cordial student-student relationship and student-teacher relationship etc.
6. To encourage the students to express their grievances/problems freely and frankly, without any fear of being victimized.

RESPONSIBILITIES

1. To introduce a fair, impartial, and consistent mechanism for redressal of various issues faced by the students/parents/faculty/staff.
2. To develop a responsive and accountable attitude among all stakeholders, thereby maintaining a harmonious atmosphere on the campus.
3. To ensure the grievances are resolved promptly, neutrally, and in complete confidentiality.
4. To look into the grievances put forward by the women employees of the college, irrespective of the fact as to whether such a complaint is against a male Employee or female employee.
5. To settle issues and grievances amicably and in a time-bound manner.
6. To ensure that issues and grievances are resolved impartially and confidentially.
7. The committee shall receive all the complaints in writing under the proper and correct signature of the complainant.



8. Introduces a reasonable and reliable solution for grievances of various issues received from students/parents
9. Ensures that the grievances are resolved on time impartially and confidentially.

Sr.No.	Name	Designation
11.	Mrs. Sharmila Singh-Ass. Prof. Management	Convener
12.	Dr. Priti Kumari - Ass. Prof. CSE	Member
13.	Mrs. Soni Ojha - Ass. Prof. CSE	Member
14.	Mr. S. N. Singh - Asso. Prof. EE	Member

FREQUENCY OF THE MEETINGS –Normally Internal Complaint Committee meets twice in a semester and on specific Issues and moments as and when required.

