**Akal College of Education for Women, Fatehgarh Chhanna, Sangrur**

 **Prevention of Women Harassment Cell (PWHC)**

**About Us**

Equality in employment can be seriously impaired when women are subjected to gender specific violence such as sexual harassment at workplace. It is necessary and expedient for employers in Workplace/institution to observe certain guidelines to ensure the prevention of Sexual harassment of Women. On 13th August,1997,the Honorable Supreme Court of India held that sexual harassment of women is a violation of the fundamental right of the women to work in a safe environment and laid down certain Guidelines and Norms with a view to ensure the prevention of sexual harassment of women at workplaces. In March 1999, a latter was sent out by the UGC Chairperson to all the Vice Chancellors and Principals to set up prevention of sexual harassment cells.

Accordingly, Akal College of Education for women ,Fatehgarh Chhanna,Sangrur setup the prevention of Sexual harassment of women cell in the college. The Short title of the cell is “Prevention of women harassment Cell”(PWHC).

**Jurisdiction of Cell**

The Cell addresses the complaints from teachers, students and non-teaching employees of the Akal College of Education for women , Fatehgarh Chhanna, Sangrur .

**Purpose of the Cell**

The College-based PWHC was set up to address effectively and speedily violations of sexual nature. PWHC has been put in place to provide a civil redressal mechanism in contrast to a criminal—primarily punitive—process. The goal of the PWHC is to deal with the problem faced by the student/employee through an internal system of relief that is easy to access, and thereby provides an effective remedy to the aggrieved complainant as quickly as possible so that she can continue to study/work and develop without further impediments.

1. To address the issues of gender-based harassment and violence on the campuses

2. To facilitate a gender-sensitive and congenial working environment so that women at Akal college of education for women,Fategarh Chhanna are not subjected to gender specific discrimination or sexual harassment.

**Harassment Redressal Committee**

The committee that addresses the sexual harassment related complaints is named as Sexual Harassment Redressal Committee (SHRC). The SHRC of the cell comprises of the director as a patron, the Principal as the chairperson along with a professor, an assistant professor, a member from the non-teaching staff, a member from an N.G.O, a representative from students as members. At present, following are the members of the SHRC committee:

Patron:

 Dr.Harjit Kaur ,Director

 Akal College of Education for Women,

Fatehgarh Chhanna,Sangrur.

Chairperson:

 Dr.Suman Mittal, Principal

Akal College of Education for Women,

Fatehgarh Chhanna,Sangrur

Members:

i). Ms.Sonit Kaur

 Assistant Professor in Education

ii).Ms.Gurpreet Kaur

 Assistant Professor in Education

iii).Mr. Amandeep Singh,

Assistant Professor in Physical Education

iv). Students

Batch 2016-18( Sem-III)

Sandeep Kaur,Roll.no.-1608

Rajwinder Kaur, Roll.no.-1630

**Definition of Sexual Harassment**

Sexual harassment is a form of violence against women and a human rights violation. It is a violation of fundamental rights as laid down in the Indian Constitution. Such behavior transgresses common dignity and gender equality and denies equal opportunity. Sexual harassment creates an intimidating, hostile, offensive and therefore stressful working environment.
Sexual harassment takes many forms. The most important principle is that it is against the consent of the person and is experienced by the person concerned as violence. Acts of sexual harassment can be by an employer or teacher or student who is in relationship of authority.
The definition of sexual harassment in the Act of 2013 stipulates that a woman shall not be subjected to sexual harassment at any workplace. As per the statute, presence or occurrence of circumstances of implied or explicit promise of preferential treatment in employment; treatment about present or future employment; interference with work or creating an intimidating or offensive or hostile work environment or humiliating treatment likely to affect the woman employee’s health or safety may all amount to sexual harassment. It includes any one or many of the following acts:

1. Any unwelcome sexually determined behavior (Physical, verbal or any other form) which violates a women's dignity and interferes with her ability to operate freely at work
2. Physical contacts and advances.
3. Sexually colored remarks
4. A demand or request for sexual favors.
5. Obnoxious Telephone calls.

6. Displaying pornographic, offensive or derogatory pictures, cartoons, pamphlets etc.

**Complaint mechanism**

The complaint about the sexual harassment may be made, in writing, to the Chairperson or any of the members of the Cell committee within a period of 15 days from the date of the incident.

If the complainant is unable to give the complaint in writing, she can report the incident to any of the members or the chairperson who will provide her reasonable assistance for making the complaint in writing.

**Contacts:**

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