



Amar Sewa Mandal's

GOVINDRAO WANJARI COLLEGE OF ENGINEERING & TECHNOLOGY
148/149, Salai Godhani, Near Chikna Village, Hudkeshwar Road, Nagpur – 441204

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President
Dr. (Smt) Suhasini Wanjari

Secretary
Adv. Abhijit G. Wanjari

Treasurer
Dr. Smeeta Wanjari

Principal
Dr. Salim Chavan

Anti-Sexual Harassment and Gender Violation Cell

Govindrao Wanjari College of Engineering and Technology firmly upholds the belief that any form of sexual harassment towards women is a direct infringement upon their fundamental rights to equality. Our institution is dedicated to ensuring a secure and supportive atmosphere for both students and women in the workplace, in accordance with the Sexual Harassment of Woman Employers and Students in Higher Institutions (Prevention, Prohibition, and Redressal) Act of 2013.

According to this legislation, the term "workplace" encompasses various entities such as organizations, departments, offices, branch units, etc., both in the public and private sectors. This includes organized and unorganized establishments, hospitals, nursing homes, educational institutions, sports institutes, stadiums, sports complexes, and any location that an employee visits during the course of their employment, including transportation. As a private academic institution, GW CET falls under the jurisdiction of this law. Therefore, the Principal has established an anti-sexual harassment cell to prevent sexual harassment on campus. This cell has the authority to handle cases related to the sexual harassment of female staff and students, and it operates as a sub-committee of the institute.

Objectives:

1. To prevent discrimination and sexual harassment against women and students in the college by promoting gender amenity.
2. To fulfill the directive of the Supreme Court for all employers to develop and implement a policy against sexual harassment at the work place.
3. Formation of Internal complaint committee for the prevention and redressal of sexual harassment and gender based violence in the Campus.
4. Implementation of the written complaint through proper reporting and their
5. Strict disciplinary action will be taken against the violators depending on the nature and extent of injury caused.


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Guidelines

- The Internal Committee (IC) aims to protect students and women staff from any form of sexual abuse.
- Talks on gender sensitization
- In the case of any incidence the complaint shall be in writing (typed/written) or through google form attached and signed by the aggrieved student/woman, relative /next friend/co-worker of the aggrieved woman. If unable to write, the complainant shall file a complaint orally, but documented by her witness, duly signed by the complainant. (SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL RULES, 2015).

Punishment for false complaint

If the Internal Committee arrives at a conclusion that the allegation against the respondent is malicious/ false or misleading it may recommend to the competent authority to take action against the person who has made the false complaint.


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