SSES Amt's Science College, Congress Nagar,Nagpur
Women Grievance Redressal Cell
(Gender Sensitization)

Policy for Women Grievance Redressal Cell

Women Grievance Redressal Cell is meant to provide a conducive environment for female students and women employees to ensure their freedom, safety, and security in an atmosphere of equality and dignity.

Objectives of Women Grievance Redressal Cell

- To provide and maintain dignified congenial working environment for female staff members and students where they can work, study and explore their maximum potential.
- To provide guidelines for the redressal of a grievance.
- To prevent sexual harassment and to promote general wellbeing of female students, teaching and non-teaching staff.
- To arrange the action programs to bring about changes in Practices and attitude within the society towards recognizing the fundamental rights to gender equality
- To equip the women staff and students with the knowledge of legal and social rights
- To highlight the importance of health and hygiene.
- To deal with the cases or complaints of any sort of harassment towards the girl students,

Roles & Responsibilities of WGRC

- To deal with the cases/ grievances of gender discrimination, abuse or any other type of harassment of the students of the college.
- To process the individual grievances to the authorities concerned and take suitable action as per the college norms.
- To allow the students or female staff to put up their grievances in writing to the respective committee or to drop complaints in the complaint box or by writing email.
- To act upon the cases which have been submitted along with the necessary documents.
- To form/ review the guidelines/policy for redressal of the grievances as required from time to time, which may be in accordance with the college policy and agencies.

- To assure that the grievance has been properly solved in a stipulated time limit as per the norms of WGRC.WGRC will meet periodically and whenever required.

Mechanism of Women Grievance Redressal Cell

1. Suggestion or complaint box is installed to allow students to submit their grievances or suggestions anonymously if they wish.
2. Upon receiving a grievance, designated committee members review it with the chairman, and an appropriate solution is sought. If unresolved at this stage, the issue is escalated to the Principal and, if necessary, a legal advisor.
3. The complainant may be called to provide further details or clarify their concerns if needed.
4. After hearing the grievance, the committee will deliberate and make an appropriate decision.

This system ensures that students' concerns are handled fairly and efficiently.