



Dated 05-08-2017

WOMEN GRIEVANCE CELL

Formation of Cell

For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell was established under the Act No. 20 of 1990 of Govt. of India, pursuant to the directives of the Supreme Court of India **Women's Grievance Cell** is working at **Tula's Institute Dehradun** uphold the dignity of women at work.

Purpose and Function

To provide exclusive platform to women employees and girls students to air their grievances wither in person or in writing. To facilitate a gender sensitive and congenial working environment at Tula's Institute Dehradun so that women at work are not subjected or gender specific discrimination or harassment.

- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To resolve issue pertaining to girl's/women's sexual harassment.
- To women's Grievance Redressal Cell has been formed to resolve issues.
- To safeguard the rights to female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.

What Constitute Harassment?

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. Harassment would also include gender based discriminatory behavior.

The Cell is responsible for looking into any complaints filed by students & staff about Woman Grievance at the college. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior such as.

- Physical contact and advances.
- Demand or request for sexual favors.
- Sexually Colored remarks.
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Each such incident (of harassment) result in violation of the fundaments rights of gender equality and the right of life and liberty. It is a clear violation of rights under articles 14, 15 and 21 of the constitution. Once of logical consequences of such an incident is also the violation of the victims fundamental rights under article 19(1)(g) to practice any profession or to carry out any occupation, trade or business. Such violation therefore attracts remedy under article 32, for the enforcement of these fundamental rights of women.

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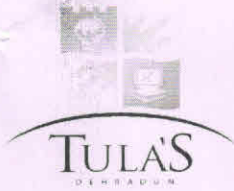
Tula's Institute

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Who Can approach the Cell?

Any women employee academic/non academic (including contractual, casual, temporary) or female student of Tula's Institute, Dehradun.

The Name of the complainant will be kept confidential

How to lodge complaint?

Students report their grievance to the class Mentor.


The concerned person can personally approach/write email/telephonically can communicate to any member of the cell.

Complaint and Redressal mechanism:

- After knowing grievance of students/staff, member of cell discusses it with their own level and then an appropriate solution is found out. If not solved at this level then grievance is taken up to the Principal and legal advisor.
- The complainant shall be summoned to hear complaints (if necessary).
- After hearing of complaints, the committee shall take appropriate decision.

CORE MEMBERS

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1.	Dr. Suruchi Sharma	MBA	mba.hod@tulasinstitute.edu.in	9760357622
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