WOMEN GRIEVANCE CELL

Formation of Cell
For gender equality and gender justice in all its intervention and practices, Women 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 Grievance Cell is established at Tula’s Institute, Dehradun to uphold the dignity of women at work and female students.

Purpose and Function
The genesis of this cell is to provide an exclusive platform to women employees and female students for airing their grievances whether in person or in writing. This cell has become functional to facilitate a gender sensitive and congenial working environment at Tula’s Institute, Dehradun so that the women at work are not subjected to gender specific discrimination or harassment. The major objectives of the cell are:

- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To resolve issues pertaining to girls’/women’s sexual harassment.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for lodging complaints and its redressal.

What Constitutes Harassment?
Harassment means any unwelcome sexually determined behavior (physical, verbal or any other form), which violates a woman’s dignity and interferes with her ability to operate freely at work. Harassment would also include gender based discriminatory behavior:

- 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) results in violation of the fundamental 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. One of the logical consequences of such an incident is also the violation of the victim’s fundamental rights under article 19 (1) (g) to practice any profession or to carry out any occupation, trade or business. Such violations, therefore, attracts remedy under article 32, for the enforcement of these fundamental rights of women.
Who Can Approach the Cell?

Any woman employee academic/non-academic (including contractual, casual, temporary) or female student of Tula’s Institute, Dehradun, can approach the cell for the grievance redressal.

The name of the complainant will be kept confidential.

How to Lodge Complain?

Students can report their grievances to the class mentor.

The concerned person can personally approach/write e-mail/telephonically communicate to any member of the Cell.

Complaint and Redressal Mechanism:

- After knowing the grievance of students/staff, member of the Cell discusses it at 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 should be summoned to hear complaints (if necessary).
- After hearing of complainants, the committee shall take appropriate decision.

CORE MEMBERS

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