



# KCNIT

## COLLEGE OF EDUCATION, BANDA

College Code : 719

Approved by NCTE, Delhi and Affiliated to Bundelkhand University, Jhansi (U.P.)

### Sexual Harassment Committee

KCNIT College of Education is dedicated to provide reliable, safe and secured academic environment to students and working ambience to all female staff members. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee (Anti-Sexual Harassment Cell) has been established by the College.

#### Objectives:

- To develop a policy against sexual harassment of women at the institution.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a dignified and safe environment for women on campus.
- To provide a neutral, confidential and supportive environment for the campus community.
- To ensure fair and timely resolution of complaints about sexual harassment.
- To provide information regarding counselling and support services on the campus.
- To ensure that students, faculty and staff are provided with current and comprehensive information on sexual harassment and assault.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.

#### Composition of the Committee:

The committee will be formed for two years.

The Principal shall, by an order in writing, constitute a Committee. The Committee shall consist of the following members to be nominated by the Principal:

- Chairperson who shall be Principal Himself.
- Two members out of the faculty members.
- One members out of the staff/non-teaching employees.

#### Functions of the Committee:

1. The ICC is the nodal committee in an Institution that overviews the implementation of the Policy on Sexual Harassment at workplace.
2. Resolving the complaints filed by the aggrieved person(s).
3. Recommend appropriate action(s) to be taken by the Principal.



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4. To educate and create awareness to all the necessary stakeholders of the Institution about the sexual harassment at workplace, its effects and laws against it, and filing of complaint with the ICC.

### Process of Submitting the Complaint:

Any aggrieved employee/student belonging to the reserved category can reach out to the Committee -

1. By sending an email at [Kcnitcoe@gmail.com](mailto:Kcnitcoe@gmail.com) or
2. Through the online portal provided on the website of the Institution or
3. By lodging a complaint in the register kept with the Principal's office.

### Grievance Mechanism:

- On receiving a complaint, the Committee shall commence a meeting within fifteen days of receipt of complaint.
- The committee shall fix a date of hearing the complaint which shall be communicated to the aggrieved person.
- The aggrieved party may either appear in person or submit written averments of his/her case before the Committee.
- The Committee shall report its findings to the Principal with recommendations if any, within a period of thirty days.

### Members of Internal Grievance Committee (Year - 2022)

S. No	Name	Designation	Contact No.	Sign
1	Dr. Ramendra Kumar Gupta	Principle	8542850969	
2	Mr. Rajendra Kumar	Member - faculty	9616536400	
3	Ms. Sonali Tripathi	Member - faculty	8318681706	
4	Mr. Manoj Kumar Yadav	Member - faculty	8887402758	
5	Mr. Ashutosh Kumar	Member - Staff	8299171328	





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### Members of Anti-Ragging Committee (Year -2021)

S. No	Name	Designation	Contact No.	Sign
1	Dr. Ramendra Kumar Gupta	Principle	8542850969	
2	Mr. Rajendra Kumar	Member - faculty	9616536400	
3	Ms. Sonali Tripathi	Member - faculty	8318681706	
4	Mr. Manoj Kumar Yadav	Member - faculty	8887402758	
5	Mr. Ashutosh Kumar	Member - Staff	8299171328	

### Members of Anti-Ragging Committee (Year -2020)

S. No	Name	Designation	Sign
1	Dr. Deepak Agarwal	Principle	
2	Mr. Manoj Kumar Yadav	Member - faculty	
3	Ms. Ranjana Ray	Member - faculty	
4	Mr. Prabhashankar Rawat	Member - Staff	

Principal  
KCNIT College of Education