



POLICY DOCUMENT

WOMEN GRIEVANCE REDRESSAL

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 under the able surveillance of the Principal, Dr. M. Ekambaram Naidu in 2017 at SRK INSTITUTE OF TECHNOLOGY, VJAYAWADA – 08. The Cell is responsible for looking into any complaints filed by students & staff about women grievances 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

Objectives:

- To protest against atrocities on women.
- To empower women in all aspects.
- To create an awareness on self-defense among women.
- To deal with gender related issues among students.

Functions and Responsibilities:

- The Cell will deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
- The Cell will provide assistance to the Faculty / Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.



The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.

Complaint procedure:

- Students report their grievance to the class Mentor.
- A member who feels that he/she has been harassed can also approach the protection cell formed in the college.
- The students may feel free to put up a grievance in writing and drop it in complaint box if they want to remain anonymous.
- The students can also lodge complaint in online mode.

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