

Guidelines for Women's Grievance Redressal Cell

Women Grievance Redressal Cell was established under the Act No 20 of 1990 of Govt of India. Women's Grievance Redressal Cell (WGRC) is meant to safe guard and promote well being of all female Students and employees of GNIET. It takes care of all complaints on harassment of women and action taken for redressal of complaints. The cell is responsible for looking into any complaints filed by female students & staff about women grievance at college.

Functions and Responsibilities of Women Grievance Redressal Cell:

Function of this cell is to provide and maintain a dignified, congenial working environment for women employee (including faculty and staff) and female students, where they can work, study and explore their potential to the fullest.

- To ensure safe and healthy working environment for female employees and students, whereby they are protected against any kind of victimization and are always provided with environment which is free from fear and is conducive to progress and for discharging their duties,
- To scrutinize complaints of sexual harassment or gender discrimination and make time-bound enquiries on priority,
- To submit the findings, recommendations and suggested remedial measures to the Chairman,
- To provide special counselling to the victim, as and when necessary, and
- To report, if there is a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.

Composition of GNIET Women's Grievance Redressal Cell

Sr. No	Name	Designation	Status of Member
1	Dr. Hemant Hazare	Principal	Chairman
2.	Prof. R.M. Bhombe	Vice-Principal	(Advisory Member)
3.	Prof. Ashima Varghese	Assistant Professor	Co-ordinator
4.	Prof. Diksha Khare	Assistant Professor	Member
5.	Prof. Neha Chourasia	Assistant Professor	Member
6.	Prof. Sadaf	Assistant Professor	Member

Mechanism of Women Grievance Redressal Cell (WGRC)

1. WGRC shall consider only individual grievances of specific nature of female students/ employees.
2. WGRC shall not consider any grievance of general applicability or of collective nature or raised collectively by more than one female student/ employee.
3. Post receipt of the complaint/application the committee will decide on the merit of case regarding scope of further discussion investigation and act promptly.
4. WGRC may mediate between complainant and defendant against who the complaint has been lodged, if required.
5. WGRC shall consider redressing of grievances within a reasonable time.
6. The cell will give report to the authority about the cases attended to and seek guidance from higher authorities, if required.

Procedure for lodging complaint:

The female students / employees may feel free to put up a grievance in writing(can be anonymous if required) in the Grievance/Suggestion Box.

The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.

Principal
G.N.I.E.T., Nagpur

Copy to (for Information) :-

- 1) Hon. Chairman, GNES
- 2) Hon. Director, GNES
- 3) Vice-Principal, GNIET
- 4) All HODs (ETC/EE/CSE/ASH/MBA)
- 5) Associate Dean (Academics)
- 6) WGRC Members