

### **Women Grievance Cell 2020-21**

Women grievance committee is constituted in Bombay College of Pharmacy to prevent sexual harassment and to promote the general well-being of female students, teaching and non-teaching women staff of college and to take measures as per the Vishakha guidelines issued by hon'ble The Supreme Court of India in a landmark judgment in August 1997 (Vishakha & others vs. the State of Rajasthan & others) which stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g).

#### **The members of the committee are as follows:**

**Principal:** Prof. Krishnapriya Mohanraj

**Coordinator:** Ms. Shubhangi Aher

**Faculty member:** Dr. Alka Mukne

**Staff:** Ms. Swati Pitkar

**Student representatives:** Ms. Shivangi Patel and Ms. Afreen Khan

#### **Definition of Women grievance as per Vishakha guidelines:**

Grievance includes any one or combination of the following - For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) Physical contact and advances
- b) A demand or request for sexual favours
- c) Sexually coloured remarks
- d) Showing pornography
- e) Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature

#### **Objectives:**

- To prevent sexual harassment and to promote the general well-being of female students / employees of the Institute.
- To provide the healthy and safe environment in the Institute for the female students /employees.

- To provide guidelines for the redressal of grievances related to sexual harassment of female students/employees of the institution

**Mechanism:**

Any female who wants to file a complaint can do so by online application to the Chairperson of Women's Grievance Redressal Cell. The link for online application is available on website of Bombay College of Pharmacy ([www.bcp.edu.in](http://www.bcp.edu.in)) In case of Sexual harassment, the complainant shall include the specific nature of the incident, date and the place of the incident, name of all parties involved as well as a detailed report of all pertinent facts.

A member who feels that she has been harassed is strongly urged to immediately bring the subject to the attention of a member Women's Redressal Committee. Inquiries and/or complaints will be investigated as quickly as possible. Any investigation will be conducted in confidential manner as compatible with a thorough investigation of the complaints

Link for online application on website:

([https://forms.office.com/Pages/ResponsePage.aspx?id=SpqdCOGbdE6\\_5oa75-8rXaBIdnGCZS9BusNQ8MEmvVNUMFpDQUxVRIRJNU01SzRHTTNOVFVDVknNOVC4u](https://forms.office.com/Pages/ResponsePage.aspx?id=SpqdCOGbdE6_5oa75-8rXaBIdnGCZS9BusNQ8MEmvVNUMFpDQUxVRIRJNU01SzRHTTNOVFVDVknNOVC4u))

**Administrative action in the event of Women's Grievance at Bombay College of Pharmacy:**

Depending on the nature and gravity of the guilt established by the Women Grievance Committee, one or more of the punishments will be imposed.

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority. The employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action. Any grievance communicated in front of committee and committee may decide for suitable action against person.

**Notice displayed regarding women grievance in the campus:**

There are Notices displayed in the campus which read **"Sexual harassment is a crime, Stop sexual harassment"**.