

Date: 25.10.2023

## **Gender Sensitization Committee Against Sexual Harassment (GSCASH)**

As per norms in Appendix-6 of AICTE Approval Process Handbook 2019-20, Establishment of Internal Complaint Committee (ICC) (As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievance in Technical Institutions) Regulations, 2016 vide No. F, AICTE/WH/2016/01 dated 10<sup>th</sup> June, 2016.

With reference to above, Internal Complaint Committee (ICC) or Gender Sensitization Committee Against Sexual Harassment (GSCASH) is formed to resolve all the matter related to faculty members, staff members and students in campus.

### **To all employees and students:**

1. Protection against sexual harassment and the right to work with dignity in respect of women employees are universally recognized rights. To provide protection against sexual harassment of women and students at work place and for the prevention and redressal of complaints of sexual harassment and for matters concerned therewith or incidental thereto the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted by the Government of India with effect from 09 December 2013.
2. The undersigned is nominated and directed to inform to all employees that in pursuance of Section 4 of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013'.

**The internal complaint committee (ICC)/GSCASH of Mangalmay Pharmacy College is constituted with the following composition for the session 2023-24.**

<b>S. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Role in Committee</b>	<b>Contact No.</b>
1.	Ms. Sakshi Saharawat	Assistant Professor	In-charge	9368291925
2.	Mr. Shekhar P. Kushwaha	Associate Professor	Member	7300980430
3.	Mr. Ashish Verma	Assistant Professor	Member	7752852191
4.	Ms. Sonika Nagar	Assistant Professor	Member	8510885364

3. Responsibilities of Internal Complaints Committee (ICC) or GSCASH- The ICC or GSCASH Committee shall:
  - a) Provide assistance if an employee or a student chooses to file a complaint with the police;
  - b) Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;

- c) Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
  - d) Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
  - e) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
4. The committee will come into force with immediate effect and will remain operative for the due tenure from its constitution date i.e., 03/04/2023.
  5. The committee will function in accordance with the provisions of All India Council for Technical Education and Students and Redressal of Grievances in Technical Institutions) regulations, 2016.

**Dr. Pradeep Kumar Sharma**  
**Principal**  
**Mangalmay Pharmacy College**

To  
The Coordinator/In-charge and members concerned

Copy to-

Chairman/Vice-Chairman-for kind information  
Principal's office  
Administrative office  
Registrar office  
HODs  
Security Office  
Hostel wardens  
All Notice Boards