

*WOMEN EMPOWERMENT CELL POLICY &
INTERNAL COMPLAINTS COMMITTEE*



*AL - AMEEN COLLEGE,
EDATHALA, ALUVA*

PREAMBLE:

Gender disparities are no longer silent subjects. Education is the biggest field to introduce any massive change in society. With the spreading of awareness about gender discrimination at all levels, we find many self-sustaining and crowd drawing movements by young leaders of colleges. Legal measures have also made their way into colleges and other institutions. One of them is Women Cells. The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. The Preamble to the Constitution of India assures justice, social, economic and political; equality of status and opportunity and dignity to the individual. Thus it treats both men and women equal.

Al – Ameen College strictly adheres to the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and has constituted an Internal Complaint Committee for the same. ICC is mainly constituted to deal with the issues of gender based violence and to conduct gender sensitization programme. The institution assures that the complaints received from the students and employees with respect to sexual harassment will be treated with decorum and confidentiality.

The Internal Complaint Committee will have the same powers as vested in a Civil Court under the Code of Civil Procedure, 1908 and undertakes the following duties and responsibilities:

- Provide a safe working environment at the institution which shall include safety from the persons coming into contact at the institution.
- Organize workshops and awareness programmes at regular intervals for sensitizing the employees and students with the provisions of the Act.

- Provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force.

What is sexual harassment?

Sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication), namely

Physical contact and advances, or

A demand or request for sexual favours, or

Making sexually coloured remarks, or

Showing pornography, or

Any other unwelcome physical, verbal, nonverbal conduct of sexual nature

If any of the following circumstances occurs or is present in relation to or connected with any act or behaviour of sexual harassment among other circumstances, it may amount to sexual harassment-

Implied or explicit promise of preferential treatment in her employment, or

Implied or explicit threat of detrimental treatment in her employment, or

Implied or explicit threat about her present or future employment status, or

Interference with her work or creating an intimidating or offensive or hostile work environment for her, or

Humiliating treatment likely to affect her health or safety

Policies:

The institution strictly adheres strict rules and regulations so as ensure protection and empowerment of women and also to facilitate gender sensitized campus. A women cell and ICC operates in the college to ensure the safety and empowerment of women students as well as teaching and non-teaching staff in the institution.

- In the beginning of the academic year, a teaching staff is deputed by the Principal as coordinator of Women cell and ICC along with members including staff as well as student representatives.
- All girl students studying in the institution and women staff automatically becomes member of these cells.
- The women cell strives to organise various seminars, events and activities to educate and build confidence in women folks.
- If any female student faces any problem inside or outside the campus they can register a complaint either directly to the coordinator or women cell in writing or else they can register the complaint in an online mode in website.
- The complaints received will kept as top secret
- The students who require personal counselling are given counselling services through the full time counsellor available in the campus
- The contact number and email address of the women cell coordinator can be easily accessed through the college website.
- The complaints received will be addressed without any delay of time.
- Gender sensitized activities are also undertaken in the campus