



## Women Anti-Harassment / Women Empowerment Committee

### Composition of The Committee

Dr. Sona Shukla	Coordinator
Dr. Rajni Gupta	Member
Dr. Farzana Ghazal	Member
Dr. Aprajita Sharma	Member
Dr. Sharda Singh	Member
Dr. Arpana Gaur	Member

<https://govhamidiacollege.com/PDF1/Committee%20List.pdf>

  
PRINCIPAL  
Govt. Hamidia Arts &  
Commerce College, Bhopal (M.P.)

## **Minutes of the Meeting**

### **03-08-2015**

- The information regarding women harassment and gender equity to be pasted on the Notice Board in front of the principal chamber
- 'Zero tolerance policy' to be adopted in the campus
- Emergency meeting to be called whenever there is any issue regarding gender harassment
- Any problem to be resolved immediately

### **19-02-2016**

- Not a single case nor any problem in the campus was reported in the last 7 months due to alertness and awareness drive led by women harassment cell
- The committee is fulfilling all its responsibilities and conducting the work assigned
- The committee was clear on adopting the zero-tolerance policy
- The convener appreciated all the members of the committee for their efforts in maintaining a peaceful ambience in the campus

### **05-05-2016**

- The committee did not receive any complaint neither from the students nor from the faculty
- The convener appreciated the efforts and awareness drive initiated by the members of the committee
- The committee is working with full dedication and alertness
- The meeting ended with a vote of thanks

### **18-08-2016**

- The committee made an action plan at the beginning of the session
- The committee stated that the college will adopt a zero-tolerance policy
- Any issue if reported will be taken up seriously
- The college will maintain a peaceful ambience
- The meeting ended with a vote of thanks

**09-09-2016**

- The committee discussed and reviewed the situation of the last three months in the campus
- Due to the efforts of the committee, there was no financial burden; due to which not a single case was reported in the last three months
- The committee is working sincerely to maintain gender equity in the campus which was appreciated by the convener
- The committee made an action plan for rest of the session in relation to women empowerment
- The meeting ended with a vote of thanks

**05-10-2016**

- The convener of the women harassment cell Dr. Sona Shukla and the member Dr. Bhavna Bhadoriya were invited to give a presentation on Gender Sensitization and Cyber Crime at the police headquarters. Both the participants gave valuable inputs and suggestions in the discussion
- The convener of the committee Dr. Sona Shukla organized E-Shakti Program in the campus. The AGM Mr. Ajay Sharma was invited. Women and girl students actively participated to understand benefits of Net Banking
- The meeting ended with a vote of thanks

**22.03.2017 (Activity)**

- The Women Harassment Cell organized the E-Shakti drive to inculcate awareness among women for internet on 16-03-2017 and 22-03-2017. A two-day training program was organized in which fifty-five women members of the teaching faculty and twenty girl students actively participated, raised queries, and got their doubts cleared by the resource person and trainer. during the training, the participants were also informed about Google services like WhatsApp, etc.

**10.05.2017**

- The convener praised the efforts of the members of the committee throughout the session to maintain a peaceful atmosphere in the campus.

- Not a sole case was reported in the session in the session
- The committee worked with full sincerity. Awareness about women empowerment was spread amongst the students
- The meeting ended with a vote of thanks

### **03.09.2018**

- The committee organized its meeting to chalk out the basic outline for the session
- The committee took serious efforts to create a peaceful and friendly environment in the campus
- The committee encourage the students to progress with their studies in an independent manner with flexibility
- The committee celebrated the women's day, greeted all women, and assured safety and empowerment of women
- The meeting ended with a vote of thanks

### **26.04.2019**

- As was the case in the previous years, not a sole case was reported in the campus regarding women harassment
- The committee takes sincere steps to maintain discipline and ambience in the campus
- Any information regarding gender equity is pasted on the notice board where it is easy for the students to read
- The committee decided that all the departments should organize discussions, debates, and competitions on gender equity to make women more empowered
- The meeting ended with a vote of thanks

### **04.08.2019**

- The committee once again emphasized on zero tolerance policy
- The committee stated that emergency meeting would be called whenever there is any issue reported
- The issues to be resolved immediately
- The meeting ended with a vote of thanks

## **10.02.2020**

- The convener and the members of the committee reviewed the minutes of the earlier meetings
- The committee decided to form a Gender Club. It was decided that students would volunteer as Gender Champions to monitor the campus
- Group discussion to be held on security of women
- The committee is continually active regarding its responsibility. It spreads awareness for gender equity
- The meeting ended with a vote of thanks

## **Women Harassment Cell and Women Empowerment Committee**

### **Annual Report: 2019-2020**

- The campus was made safe for the safety and security of women
- Awareness about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act 2013 seeks to protect women from sexual harassment
- Information regarding gender equity was given to the students to sensitize them. They were informed about the rights of women, their safety and security at workplace. This was done so that the women in the campus felt safe and secure
- It is a matter of pride that not a sole case was reported regarding women harassment
- This was possible because it was the main responsibility of the committee to maintain a congenial atmosphere

### **Annual Report: 2018-2019**

- The committee took extra efforts to maintain a perfect atmosphere in the campus. The girl students are given opportunity to express their views freely and be fearless in the campus
- The girl students interacted with the female faculty, expressed their ideas, and informed about their hobbies

- In the campus such an ambience was created that the female faculty as well as the girl students felt their responsibility towards the institution
- The teaching faculty together with the girl students conducted group discussions; they expressed their ideas regarding women empowerment and women's issues. In this way, the women in the campus feel free and safe. Not a single issue was reported in the campus

#### **Annual Report: 2016-2017**

- The committee created awareness by pasting posters in the campus regarding zero tolerance policy
- The convener of the women harassment cell Dr. Sona Shukla and the member Dr. Bhavna Bhadoriya were invited to give a presentation on Gender Sensitization and Cyber Crime at the police headquarters. Both the participants gave valuable inputs and suggestions in the discussion
- The convener of the committee Dr. Sona Shukla organized E-Shakti Program in the campus. The AGM Mr. Ajay Sharma was invited. Women and girl students actively participated to understand benefits of Net Banking
- The committee is alert for its responsibilities

#### **Annual Report: 2015-2016**

- The committee worked efficiently to make the campus gender sensitive. It took concrete steps in this direction. The students were given counseling from time-to-time. The female students and faculty were made aware about women's rights, their safety and security. Posters with slogans for women empowerment were pasted in the campus

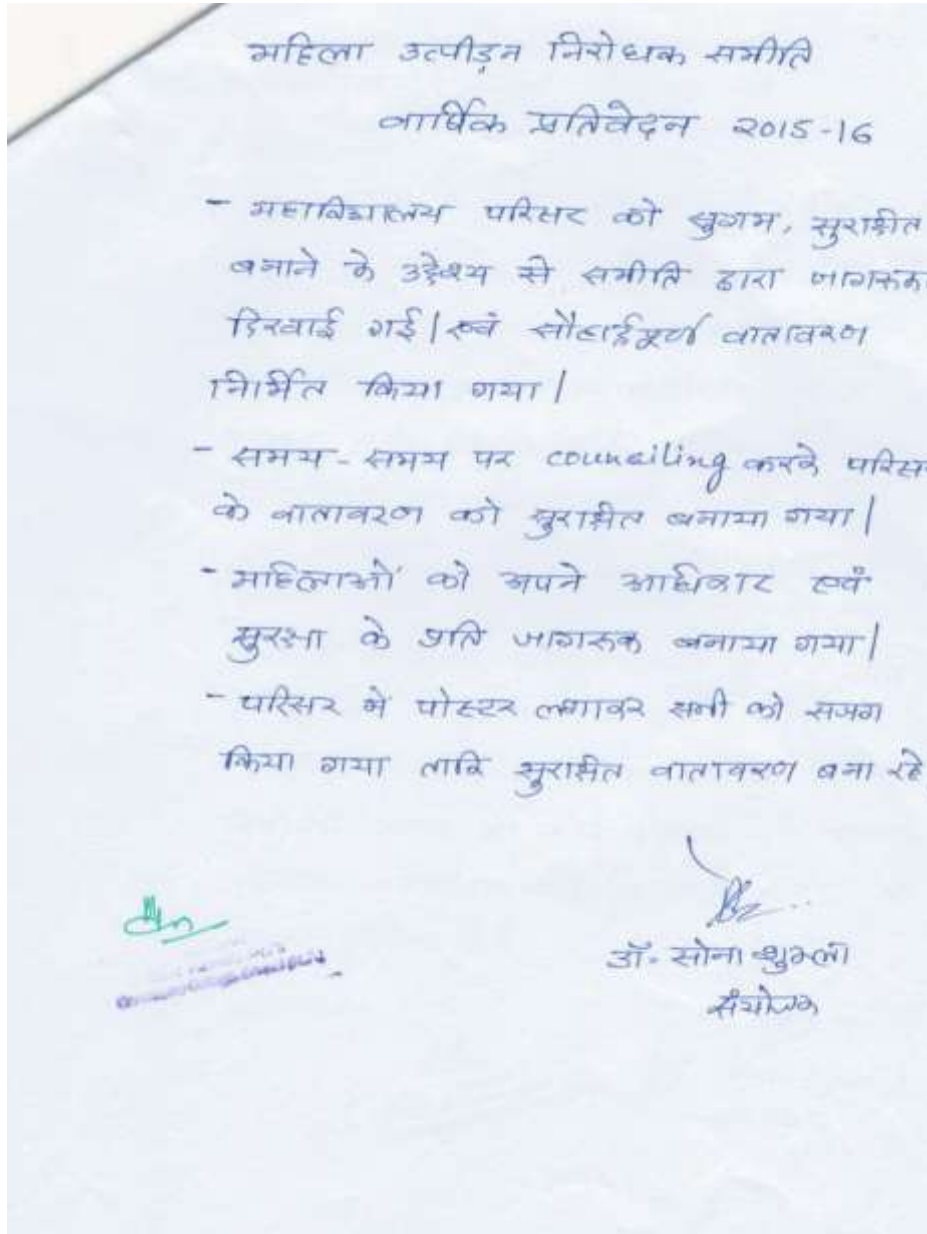
*Mahila Sashaktikaran Evam Utpiran Prakoshta* (Women Empowerment Cell) is active in the campus –

- The institution promotes general well-being of the female students, teaching and non-teaching faculty. It promotes the culture of equality and reverence for female gender.
- The members of the committee are vigilant to ensure safety of women in the campus by frequent face-to-face interaction with the staff.

- College is committed towards promotion and practice of the ideals of social justice. There is a healthy atmosphere in the campus, which is free from sexual discrimination and harassment.
- Information regarding gender equity is posted on the notice board.
- The committee does regular monitoring, analyses issues, and inspects relevant areas from time-to-time. It intervenes appropriately to resolve issues wherever required.
- The Committee is continually active and aware about its role and responsibilities. It is evidenced by the fact that there is no case reported regarding harassment in the campus.
- CCTV cameras are fixed in blocks and in open areas to ensure safety and security.

  
PRINCIPAL  
Govt. Hamida Aun's  
Commerce College, Buzal (S.P.)

## Annual Report of Women Anti-Harassment and Women Empowerment Cell 2015-16





## Annual Report of Women Anti-Harassment and Women Empowerment Cell 2016-17

महिला उत्पीड़न निरोधक प्रकोष्ठ, महिला मनोबल विकास  
महिला सशक्तिकरण समीति :  
प्रतिवेदन - 2016-17

- महाविद्यालय के महिला उत्पीड़न निरोधक प्रकोष्ठ, महिला मनोबल विकास एवं महिला सशक्तिकरण समीति द्वारा परिसर में 'पोस्टर लगाकर विद्यार्थियों को जागरूक किया गया एवं zero tolerance की नीति अपनई गई।
- म.प्र. महिला अपराध शाखा द्वारा Gender sensitive एवं cyber Crime पर presentation देने हेतु समीति की संयोजक डॉ. सोना बुधला एवं सदस्य डॉ. भावना भट्टाचार्य को आमंत्रित किया गया।
- E-शक्ति को सजग बनाने के लिए लगभग 75 महिलाओं एवं छात्रों को जागरूक किया गया जिसमें E-Banking & Net Banking तथा Internet से संबंधित बातों पर 2 दिवसीय जागरूकता दिया गया।
- समीति अपने कार्य के प्रति सचेत रहती है वही कारण है कि किसी भी प्रकार का कोई प्रकार समीति के समक्ष नहीं आया है।

26.5.17

  
Dr. Sonu Budhala  
Coordinator, Women Empowerment Cell

  
डॉ. सोना बुधला  
संयोजक

## Annual Report of Women Anti-Harassment and Women Empowerment Cell 2018-19

महिला उत्पीड़न निरोधक प्रकोष्ठ,  
महिला मनोबल विकास,  
महिला सशक्तिकरण समीति

वार्षिक प्रतिवेदन - 2018-19

- समीति द्वारा महाविद्यालय के वातावरण को सौहार्दपूर्ण बनाने हेतु प्रयास किये गये। छात्राओं को आगे आई निडर होकर अपनी बात रखने के लिए खुला वातावरण दिया गया।
- छात्राओं ने इस्तिफा प्रध्यापकों के साथ मिलकर अपनी रुचि को अवगत कराया। समीति द्वारा सौहार्दपूर्ण माहौल प्रदान किया गया।
- कार्यस्थल पर महिलाओं को मुक्तियुक्त वातावरण उपलब्ध कराया गया ताकि महिला प्रध्यापक, तथा छात्राये सम्मान और गरिमा के साथ अध्ययन अध्यापन कर सकें।
- महिला प्रध्यापकों ने छात्राओं के साथ मिलकर ग्रुप डिस्कशन एवं परिचर्चा कर माहौल को सहज बनाया जिसके कारण किसी भी प्रकार का कोई प्रकार समीति के समक्ष नहीं आया।

05.06.2019

  
Dr. Sona Choudhary  
Coordinator, Women Empowerment Cell

  
डॉ. सोना चौधरी  
संयोजक

## Annual Report of Women Anti-Harassment and Women Empowerment Cell 2019-20

महिला उत्पीड़न निरोधक प्रकोष्ठ  
महिला मनोबल विकास एवं  
महिला सशक्तिकरण समीति

वार्षिक प्रतिवेदन 2019-2020

- महाविद्यालय परिसर को महिलाओं की सुरक्षा की दृष्टि से गरिमालय बनाया गया।
- समीति द्वारा सुरक्षित महाविद्यालय कार्यक्रम चलाया गया जिसके तहत अधिनियम 2013 महिलाओं को सौंदा गया जिसमें महिलाओं का कार्यस्थल पर शोषण (भ्र्तिारण, प्रतिबंध एवं प्रतितोष) संबंधी जानकारी दी गई। तारि मरु. में कार्यरत महिलाओं एवं छात्राये ससम्मान एवं गरिमा के साथ कार्य कर सके।
- समीति के लिए यह गौरव का बिषय है कि रिषी भी उठार का कोई उकरण नहीं आया।
- सुगम वातावरण निर्मित करना समीति का मुख्य उद्देश्य है।

10.2.2020

  
Principal  
Govt. Hamidia Arts  
Cromwell College, Bhowal (M.P.)

  
(डॉ. सोना शुक्ला)  
संयोजक

## Annual Report of Women Anti-Harassment and Women Empowerment Cell 2020-21

2020-21

— 'महिला उत्पीड़न विरोधक प्रकोष्ठ/महिला मनोबल विकास/महिला सशक्तिकरण समीति'

1. पॉलिसी डॉक्यूमेंट : समीति की यह नीति है कि महाविद्यालय में तथा वातावरण निर्मित किया जाए कि कार्यरत महिलाएं एवं छात्राएं ससम्मान एवं गरिमा से कार्य कर सकें। स्वतंत्रता पूर्वक कार्य कर सकें एवं महिला अधिकारों के प्रति जागरूकता लाना है। यह कार्य संघर्षित होकर ज्यादा अच्छे से किया जा सकता है जिससे महिलाओं में भ्रमाचार के बिना जागृति लाई जाती है। समीति जीवो रॉलप्लेस की नीति पर कार्य करती है। किसी भी प्रकार का उत्पीड़न न आए इसके लिए महा. में सौदाईपूर्ण वातावरण निर्मित करती है। प्रकरण जाने पर तत्काल समाधान करती है एवं पक्ष-बिपक्ष की चर्चा उपरोक्त निर्णय लेती है। स्वच्छंद रूप से बेठाक अपनी समस्या छात्राओं एवं महिलाओं वता सकें जिसे सुदृढ़ रूप से समाधान करना ही समीति की नीति है।
2. समीति का उद्देश्य : महाविद्यालय में कार्यरत महिलाओं महिला अधिकारी, महिला कर्मचारी एवं महिला छात्राओं को सुरक्षित एवं भुक्तिगुस्त वातावरण उपलब्ध कराना ही समीति का मुख्य उद्देश्य है।
3. लक्ष्य लक्ष्य : (1) महाविद्यालय में Gender Club स्थापित करना।  
(2) Lectures, seminars, Group discussion.  
Awareness programmes and campaigns के



माध्यम से जाबकतता लाना।

(3) Counseling cell activate करना।

(4) Students उनके parents & teachers की  
Joint coordination committee स्थापित करना।


(5) महाविद्यालय में नीति का उचार उसार करना।

(6) महाविद्यालय में दिशा निर्देश की सूचनायें लगाना।

4. सम्बन्धन टेकन रिपोर्ट : मार्च 2020 से कोविड-19  
के कारण गाइडलाइन के अनुपालन में विद्यार्थियों की  
महाविद्यालय में उपस्थिति वर्जित थी अतः सम्बन्धन  
टेकन रिपोर्ट में उल्लेख करना संभव नहीं है।

5. वर्षभर की गई समीति की गतिविधियाँ :

समीति के पास बिभी भी प्रकार का उकरा इर्ज  
नहीं लेने एवं कोई भी गतिविधि महाविद्यालय  
परिसर में आयोजित नहीं की गई तथा कोविड-19  
गाइडलाइन के पालन में समीति द्वारा कोई भी  
गतिविधियाँ महाविद्यालय परिसर में आयोजित  
नहीं की गई।

  
डॉ. सोना शुक्ला  
संयोजक



## Proposed Plan

महिला उत्पीड़न निरोधक प्रकोष्ठ / महिला मनोबल विकास / महिला सशक्तिकरण  
Describe gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Provide Web link to:

- Annual gender sensitization action plan
- महाविद्यालय में 'Gender Forum' and 'Gender Club' स्थापित करेंगे।
- Gender Champions बनाये जायेंगे।
- Lectures, Seminars, NSS activities, Group discussions, Awareness rallies and Campaigns के माध्यम से जागरूकता लाने जायेंगी।
- Counseling Cell activate करेंगे।
- Students, उनके parents & teachers की joint coordination committee स्थापित करेंगे।

*Shikha*  
(Dr. Soma Shikha)

- Specific facilities provided for women in terms of:
  - a. Safety and security

- महाविद्यालय परिसर में notice board में gender equality संबंधी जानकारी प्रकाश की जाती है।
- शक्यता अनुसार अनुकूल वातावरण निर्मित किया जाता है।
- समीति द्वारा समय-2 पर निरीक्षण, परीक्षण एवं विवरणों का रिकॉर्ड किया जाता है।

b. Counselling

- किसी भी प्रकार की समस्या आने पर समीति द्वारा उसे समझाया जाता है - महा विद्यालय में सौहार्दपूर्ण वातावरण निर्मित करने हेतु छात्र-छात्राओं में जागरूकता लाई जाती है।
- समीति संबंधित दो परामर्श, सलाह कौशल विशेष निदेश भी देती है ताकि महिलाओं तथा छात्रों को गतिविधियों के माध्यम से जागरूक बनाया जा सके।

c. Common Rooms

✓ बनाये हेतु प्रस्ताव रखा जायेगा।  
 (3) फ्लोर में कार्य के लिये रखा।

d. Day care center for young children

बनाये हेतु प्रस्ताव रखा जायेगा।

e. Any other relevant information

-NIL-




अहिला उत्पीड़न विरोधक प्रकोष्ठ  
महिला सशक्तिकरण समिति

उद्देश्य : महिलाओं का कार्यस्थल पर उत्पीड़न  
(लैंगिक निवारण, प्रसिद्ध एवं प्रतिरोध)  
आध्यात्मिक 2013 कार्यस्थल पर महिला  
शिक्षापकों, कर्मचारियों एवं छात्राओं की  
सुरक्षित एवं युक्तिमुक्त वातावरण उपलब्ध  
कराना है ताकि महिलायें ससम्मान एवं  
शरिमा से कार्य कर सकें।

कार्यप्रणाली : कार्यस्थल पर महिलाओं के साथ किसी भी प्रकार का  
निंदात्मक शारीरिक, शारीरिक अथवा गैर शारीरिक आचरण  
अथवा अपमानजनक आचरण करता है तो विभिन्न  
से समिति के समक्ष शिकायत लिखित में उद्घृत  
करनी होती है।

बुल्यॉकन : समिति यदि इस निष्कर्ष पर पहुंचती है कि प्रत्याधी  
के बिरुद्ध अभिकथन साबित हो गये हैं तो समिति  
संबंधित के बिरुद्ध सेवा नियमों के अंतर्गत कार्यवाही  
करने की अनुशंसा कर सकती है। शिकायत को  
पूर्वतः गोपनीय रखा जाता है।

  
(डॉ. सोना शुक्ला)  
प्रभारी