



**ST. XAVIER'S COLLEGE FOR WOMEN, ALUVA
REACCREDITED BY NAAC WITH A GRADE
(CGPA 3.33)
ISO 9001-2015 CERTIFIED**

**Anti-Sexual Harassment Cell
ANNUAL REPORT
2017-2018**

Anti-Sexual Harassment Cell

The Prevention Sexual Harassment cell is committed to

- Observing the law on Sexual Harassment.
- Sensitizing the community on gender issues.
- Assisting internal Complaint Committee.
- Addressing complaints from victims.

The Cell will **provide assistance to the Faculty/Colleges for taking preventive steps in the matter of gender discrimination and sexual harassment.**

The Principal will be the Chairman of the Cell and may appoint members of the cell.

The College has established a special Cell for the prevention of sexual harassment to ensure the safety of women. The cell attends to any complaint from the women students in the campus, especially to issues regarding women harassment. Appropriate and prompt actions are ensured to complainants approaching the cell. The female students, faculty and staff are advised to approach the Cell in case of any issues of harassment.

Objectives

- To develop guidelines and norms for a policy against sexual harassment
- To develop principles and procedures for combating sexual harassment
- To create a secure physical and social environment which will deter acts of sexual harassment

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India which came into force from 09 December 2013. This is an Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental there to. This will contribute to realization of their right to gender equality, life and liberty and equality in working conditions everywhere. The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth. Under the Act, which also covers students in schools and colleges as well as patients in hospitals, employers and local authorities will have to set up grievance committees to investigate all complaints.

Under this act, the word work place includes organizations, department, office, branch unit etc. in the public and private sector, organized and unorganized, hospitals, nursing homes, educational institutions, sports institutes, stadiums, sports complex and any place visited by the employee during the course of employment including the transportation.

Anti-Sexual Harassment Cell

This Cell is functional with the principal as the head, two faculty members as coordinators and one student coordinator. Anti sexual harassment cell aims to deal with cases of discrimination and sexual harassment against women and provide a support system to the victimized and terminate the harassment. It also aims to promote awareness about sexual harassment through educational programs that support and nurture a courteous and secure campus environment.

Different methods for registering of Complaints

- Complaint boxes were installed in which the students can drop their complaints with or without revealing their identity.
- Complaints can be directly reported to the cell coordinators through class teachers or through anti sexual harassment cell student coordinator.

Committee Members 2017-2018

1. Sr. Reethamma (Principal)
2. Dr. Sr. Geege Joanamma Xavier (Vice-Principal)
3. Dr Saumi Mary M, Assistant Professor, Department of English -Coordinator
4. Ms Sheneya Festus, Assistant Professor, Department of Chemistry- Joint Coordinator
5. Miss Jaleeta James, Student Secretary, Department of English.

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The formal Inauguration of the anti-sexual harassment cell was done by Principal Rev.Sr Reethamma. During the inauguration, she emphasized the significance of the cell in a women's only college. An orientation program was arranged by Dr Saumi Mary, the Anti-sexual harassment cell coordinator, for the students to give awareness about the functioning of the cell and the need to raise voices against sexual harassment. Student volunteers were selected for the smooth functioning of the cell. A complaint box was installed to collect the complaints from the students and they were asked to write down their complaints in the complaint box if they are afraid to reveal their identity. The students were given awareness classes through class teachers to raise their voices against sexual harassment. Complaints were compiled and given to Aluva police station and they helped to resolve the complaints given.