



**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  
2018-2019**

## 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.



# St. Xavier's College for Women, Aluva

Affiliated to Mahatma Gandhi University, Kottayam

Re-accredited by NAAC with A grade (CGPA 3.33)

1. **Title of the Programme** : Anti-Sexual Harassment project
2. **Organizing Department/Cell** : Anti- Sexual harassment Cell
3. **Name of the Coordinator/s** :Dr.Saumi Mary M, Ms. Sheneya Festus
4. **Date & Duration** : 2018-2019
5. **Number of participants** : Students:23  
Faculty: 2
6. **Funding source** : Nil
7. **Expenses** : Nil
8. **Resource Person** : SI, Aluva Police Station
9. **Objective of the Program** :

The cell functions in the college to ensure that no sexual harassments are meted out to the students of our college from college, community or family. Regular feedback is taken from the students class-wise to identify whether they have undergone any kind of harassments during the period. Necessary Actions are taken on the written complaints given by the students and staff.

**10. Detailed description of the Cell** :

The Cell functions with 2 coordinators and 23 student members with the aim of preventing sexual harassment among the students and staff. The students are given class wise orientation as to recognise and check sexual harassment of any sort. The teachers in charge enquire about any incidents of sexual tone among students on a regular basis. If any complaints are received from the students, the case is taken seriously. Necessary corrective measures are taken in collaboration with the Police Department to take action.

**11. Outcome of the event/Evaluation by Program Coordinator:** The cell helped to prevent the harassment to students to a great extent. The corrective measures were so serious that the occurrence of the like events became less frequent.

**12. Feedback** : The students had a chance to voice their protest against the sexual abuses in society. Had a favourable response from the police authority.

**13. Brochure of the event** : Nil

14. Photos (in jpeg format to be attached separately) :NA  
 15. List of Participants : Attached  
 16. Audited accounts by the Principal (to be attached) : Nil

**Enclosures:**

The copies of the written complaints submitted to the SI, Police Station, Aluva

**15. List of Participants: -**

1	Bhavya N.S	B. Sc. Chemistry
2	MidhunaMurugan	B.A Communicative English
3	Navya Yesudas	B. Sc. Mathematics
4	Arya Ramesh	B. Sc. Chemistry
5	HednaJohny	B. Sc. Mathematics
6	DivyaK.V	B.A Communicative English
7	Reshma M. D	B. Sc. Chemistry
8	Aleena Rose Wilson	B. Sc. Zoology Voc.
9	Naina Thomas	B. Sc. Zoology Voc.
10	Drishya T. K.	B.A. English Literature
11	Akhila Poly	B.A. English Literature
12	Lakshmi C. V	B. A. Economics
13	Fousiya K. J	B. A. Economics
14	Sreelakshmi P. M	B. A. Economics
15	Rose Mary K. T	B. Sc. Physics
16	Maria Rose	B. Sc. Physics
17	Taniya Babu	B. Sc. Mathematics
18	Aparna Radhakrishnan	B. Sc. Mathematics
19	Aparna M	B. Sc. Zoology
20	AhlamAyobSaidali	B. Sc. Zoology
21	Sindhu P	B. A. Malayalam
22	Ansi Antony	B. Sc. Chemistry
23	Mareena Paul	B. Sc. Chemistry