



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

SEXUAL HARRASSMENT PREVENTION CELL
ANNUAL REPORT
2019-20

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.

Report 2019-20

Committee Members 2019-20

- Dr. Sr. Geege Joanamma Xavier (Principal- Chairperson)
- Dr. Sr. Stella KA (Vice Principal)
- Dr. Vandana Aravindan (Assistant Professor, Department of Economics)
- Dr. Raji Mohan (Assistant Professor, Department of Commerce)
- Ms. Lidia Durom (Assistant Professor, Department of Commerce)

- Two meetings of the committee were convened by the principal in the academic year 200-22 to strengthen the vigilance against sexual harassment in the campus.
- All HoD's, Class in charges and office superintendent were informed about the functioning of the cell and to inform all stakeholders about the same and forward any complaints to the cell.
- The details of the teacher in charges of the cell are published in the college calendar for the knowledge of the students.
- The service of the Dr. Sr. Ruby, counsellor, Prasanthi Counselling centre, was made available in case of need.
- As per the decision taken during the committee meetings, the principal took steps to ensure the proper working of surveillance cameras to ensure safety of women in the campus.
- No complaints of acts of sexual harassment were received during the academic year 2019-20.