

CIRCULAR

Committee to Check & Eradicate Menace of Sexual Harassment on LMCP Campus

In Pursuance of the order issued by Hon'ble Supreme Court of India and in accordance with the provision contained in Sexual Harassment of Women/Men at work place (Prevention, Prohibition and Redressal) Act 2013, the committee consisting of the eradicate the menace of sexual harassment of women/men at the work place which is against the dignity of women/men and violates constitutional provisions. It is essential to ensure safe and dignified work environment for all the faculty/students in the College.

COMPOSITION OF COMMITTEE

S. NO.	Name	Position	Helpline Number
1.	Dr. Shashank Tiwari	Chairperson	9452878456
2.	Mr. Shachan Sagar	Member	7505667751
3.	Ms. Shreya Talreja	Member	8400468292
4.	Ms. Nikita Devi	Member	8957728594
5.	Ms. Mahzabeen Khan	Member	9305794640
6.	Ms. Suneeta Verma	Member	9450289597

Note: External Member may invite, if so desired.

QUORUM

At least half of the committee members on the committee shall constitute the Quorum for holding a meeting of the committee and conduct its proceedings.

The Role of Committee

- To act as inquires on a complaint of sexual harassment.
- To ensure that victims and witness are not victimizes or discriminated because of their complaint.
- To take proactive measures towards sensitization of the staff, students and faculty members of Lucknow Model College of Pharmacy, Sadrauna Lucknow on gender issue.

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TERM OF THE COMMITTEE

The term of the committee will be three years. Thereafter, new committee may be constituted or the same will continue as per order to be issued in due course of time.

SEXUAL HARASSMENT

Sexual harassment relates to any type of harassment caused to female/ male teacher/students. It includes any unwelcome sexually determined behavior, whether directly or by implication and includes physical contact and advances, a demand or request for sexual favors, sexually-colored remarks, Showing pornography or any other unwelcome physical, verbal content of sexual nature. Harassment of lady/gents teaching staff includes any type of misconduct in the class, obstruction of teaching by disturbing the class making obscene gesture or remark towards lady/gents teacher, forcibly entering the class or leaving the class with a view to humiliate the lady/gents teacher. Giving any type of ill treatment to the lady/gents teacher or attempt to create any awkward scene in the class will be taken as deliberate effort to harass the lady/gents teacher.

COMPLAINTS

The complaints can be made by any female or male faculty/staff member/students against any allegations supported by evidence. The complaint has to be written/addresses to the member/chairperson of the committee.

The report of the committee necessarily needs to be completed within a period of 20 days from the date of lodging the complaint.

JURISDICTION

The committee at college shall have the jurisdiction to entertain the complaints of Sexual Harassment on the campus.

LIMITATION

The complaints may be entertained by the committee within the period of the Ten days from the alleged event of sexual Harassment.

PROCEDURE

The chairperson shall convene a meeting of the committee on the receiving of the complaint. The complaint shall be placed before the committee. No biased decision shall be taken by the committee the decision will be fair and strictly and strictly unbiased.

FINDINGS

The committee shall finalize its finding with consensus opinion and recommend the punishment/action to the chairman for approval and then implementation. The punishment/action shall be commensurate with the nature or gravity of the offence committed.

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The employees of the college and students are advised to maintain and create the academic and work environment free of Sexual Harassment of the female/male students, faculty/non-teaching staff of the college.

PUNISHMENT

The punishment shall commensurate with the nature or gravity of incidents.

A. In case of College employee, disciplinary action may be in the form of:

1. Written warning
2. Written apology
3. Bond of good behavior
4. Adverse remarks in the confidential report
5. Debarring from supervisory bodies
6. Denial of Membership of statutory bodies
7. Denial for re-employment
8. Stopping of increments/promotion
9. Reversing, demotion
10. Suspension
11. Dismissal
12. Declaring the harasser as "persona non grata" for a stipulated period of time
13. Any other punishment as may be warranted by the case.

B. In case of students, disciplinary action may be in the form of:

1. Written warning
2. Written apology
3. Public apology
4. Bond of good behavior
5. Debarring entry into a hostel/campus
6. Suspension for a specific period of time
7. Withholding result
8. Debarring from exams
9. Debarring from holding post
10. Expulsion from hostel or college
11. Denial of admission
12. Declaring the harasser as "persona non grata" for a stipulated period of time
13. Any other punishment as may be warranted by the case.

APPEAL

Any person/member, dissatisfied aggrieved by the decision by the decision of the committee, may make an appeal to chairman/vice-chairman within 15 days from the date of notification or communication of decision to him. The chairman may give opportunity to the concerned persons/members and decide their matter accordingly. The decision of chairman/vice-chairman shall be final.



In case of third party harassment, the college authorities shall initiate action by making a complaint with the appropriate authority as per law.

Non compliance by the individual will face severe punishment as per decision of committee.

This issue with the approval of competent authority.



(Anurag pandey)
Registrar

Copy to:

1. Chairman (for kind information)
2. Vice-Chairman (for kind information)
3. Dr. Shashank Tiwari, Chairperson
4. Head of Department to brief the students/faculty/staff suitably
5. All committee members
6. Concerned files
7. IT Cell