GRIEVANCE AND ANTI-SEXUAL HARASSMENT CELL

The Grievance and Anti-Sexual Harassment Cell has been established in F.M. Autonomous College as per the guidelines of UGC, NAAC and the Supreme Court of India to provide a healthy and congenial atmosphere to the students and staff of the college.

The cell was constituted keeping certain basic objectives in mind.

- To prepare and develop the guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To set down details of implementation of the policy.
- To prepare a plan of action, both short term and long term.

The Cell is constituted by Senior and Junior Faculty members along with student Representatives.

The Cell has the following Members: -

1.Dr. Geetashree Roy, Associate Prof. of English, 9437266232

2.Dr. Sangita Sahu, Associate Prof. of Chemistry,8895933293

3.Dr. Jayashree Mishra, Assistant Prof. of Psychology, 9861083990

4.Dr. Jayasmita Nayak, Assistant Prof. of Odia, 8917252702

5.Smt.Lucy Pahal, Lecturer in Commerce, 9438047944

Functions, Powers, Responsibility of the Cell.

The central thrust of this cell is to promote gender equity, remove gender bias and to avoid incidence of gender based violence by –

- Organizing awareness programmes and campaigns for the benefit of all members of the college.
- To ensure and fulfill the directives and guidelines issued by the Supreme Court to create an environment free from gender bias and sexual harassment.

- Receive and redress complaints received from any member of the college (Students/Teachers/ Staff) alleging sexual harassment.
- To take Suo moto cognizance of the violation and initiate detailed investigation and enquiry.
- Ensure that all information pertaining to the complaint and the proceedings, finding, enquiries and investigation are kept strictly confidential.

Minutes of the meetings:

1. The convener of the committee shall be responsible for the preparation of the minutes of the meeting.
2. Every resolution passed by the committee should be recorded and read out by the chair person, at the end of the meeting.
3. A copy of the minutes should be sent to all members within **7** days, after approval by the Chairman.

Record Keeping

The Convener of the Cell shall maintain documents and all relevant material relating to the functioning of the committee for ready reference and availability as and when called for.

Activities of the Cell (2013-14 to 2017-18)

1. **2013-14** – Meeting was convened: No complaint lodged and no case to dispose of.
2. **2014-15** – Case of Bidyabharati Panda and Rashmita Panda against Prof. Harihar Kanungo and Prof. Dinabandhu Behera (Deptt. Of Odia).
   - The complainant submitted a written appeal for justice against harassment following which an urgent meeting of the Cell was convened on 16.09.14 by the Principal.
   - After a meticulous and lengthy session of enquiry and interrogation of both parties, a report was submitted at 7 p.m. on 17.09.14.
   - Investigation and action went beyond the purview of the cell and college, subsequent to the complainant seeking police help.
3. **2015-16** - Meeting was convened: No complaint lodged and no case to dispose of.
4. **2016-17** - Meeting was convened: No complaint lodged and no case to dispose of.

5. **2017-18** – Case of Arpita Nayak against Debendra Poi(Lab. Attnd. and Karunakar Das(Watchman-Library, Temporary status).
   - The complainant Miss Arpita Nayak submitted a written appeal demanding justice against harassment on 27.09.2018.
   - On 28.09.2018 an urgent meeting of the cell was convened.
   - Interrogation and enquiry was meticulously carried out.
   - On being found guilty, both the accused were issued order of suspension by the Principal on 29.09.2018.

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