

Anti-Sexual Harassment Cell
Action Plan for the Academic Year 2024
GDC Dooru

Objectives:

1. To create a safe and supportive environment for all students, particularly focusing on safeguarding girls from any form of sexual harassment.
2. To raise awareness about sexual harassment and empower students to speak up and report incidents.
3. To ensure robust mechanisms are in place for prevention, reporting, and addressing sexual harassment cases.

Orientation and Awareness Programs

- **Orientation Sessions:**
 - Conduct mandatory orientation sessions for all new students to introduce the Anti-Sexual Harassment Cell and educate them about their rights, reporting mechanisms, and the support available.
- **Awareness Campaign:**
 - Launch an awareness campaign across the campus to sensitize student community at large.
 - Introduce the anonymous complaint mechanism and emphasize the confidentiality of the reporting process.

Policy Review and Security Enhancements

- **Policy Review:**
 - Conduct a review of the existing anti-sexual harassment policies and update them if necessary.
 - Ensure that the policy is communicated effectively to all stakeholders.

- **Security Audit:**
 - Install additional CCTV cameras in identified areas and increase the number of security personnel, particularly female security staff.

Workshops and Training

- **Workshops for Students:**
 - Organize workshops on gender sensitization, self-defence, and understanding consent.
 - Collaborate with external experts, NGOs, and legal advisors for conducting these sessions.
- **Training for Faculty and Staff:**
 - Provide training sessions for faculty and staff on how to handle complaints and support victims.
 - Focus on recognizing signs of harassment and maintaining a supportive environment for students.

Review and Student Feedback

- **Review Meeting:**
 - Hold occasional review meetings to assess the effectiveness of the implemented measures.
 - Review any complaints received and actions taken.
- **Student Feedback:**
 - Conduct a confidential survey to gather feedback from students on the measures implemented and any additional suggestions they may have.
 - Analyse the feedback and incorporate feasible suggestions into the action plan.

Safe Zones and Reporting Mechanisms

- **Safe Zones:**

- Establish designated "Safe Zones" across the campus where students can seek immediate help.
- Ensure these zones are clearly marked.

Awareness and Engagement Activities

- **Anti-Harassment Week:**

- Organize an Anti-Harassment Week with activities such as panel discussions, debates, poster competitions, and awareness rallies.
- Engage students, faculty, and staff in these activities to promote a culture of respect and safety.

- **Community Outreach:**

- Collaborate with local NGOs and community organizations to extend awareness programs beyond the campus.
- Organize outreach programs in local schools to spread awareness about sexual harassment and its prevention.

Incident Review and Legal Support

- **Incident Review:**

- Review any incidents reported and ensure that they have been resolved fairly and in a timely manner.
- Provide additional support to victims, including counseling and legal assistance if needed.

- **Legal Awareness Session:**

- Organize a legal awareness session to educate students about the legal aspects of sexual harassment and the protections available under the law.
- Invite legal experts to conduct the session and answer student queries.

Year Review

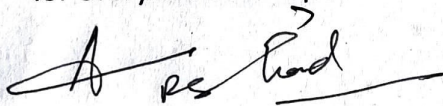
- **Final Review Meeting:**
 - Conduct a final review meeting to assess the success of the action plan and document lessons learned.
 - Review the effectiveness of the Safe Zones, helpline, and other measures implemented during the year.

Student and Staff Recognition

- **Recognition and Awards:**
 - Recognize students, faculty, and staff who have made significant contributions to the anti-harassment initiatives during the year.
 - Present awards or certificates to acknowledge their efforts in creating a safer campus.
- **Closure and Transition:**
 - Prepare a detailed report summarizing the year's activities, outcomes, and recommendations for the next year.
 - Ensure a smooth transition to the new committee members or leadership if applicable.

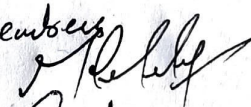

Conclusion:

- The success of this action plan relies on the active participation and cooperation of all stakeholders, including students, faculty, staff, and external partners. The Anti-Sexual Harassment Cell is committed to creating a safe and supportive environment for everyone on campus.



CONVENER

Anti-Sexual Harassment Cell

Members
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