

Govt. Degree College Dooru-Shahbad

Anantnag-192231

(NAAC Accredited College)

Student Grievance Mechanism:

The Students' Grievance Redressal Committee intends to promote and maintain a conducive and unprejudiced educational environment in the College. The said environment would enable the students to express grievances with a view to 'the right to be heard and right to be treated without bias.' Besides, it will consider and entertain the appeal of the student followed by appropriate recommendations by the Principal. While dealing with the complaint, the committee/s at all levels would observe law of natural justice and hear the complainant and concerned official/s.

Objectives:

1. To ensure effective solution to the student's grievances with an impartial and fair approach
2. Redressal of students' grievances with regard to the academic and administrative problems
3. To coordinate between students and college administration to redress the grievances
4. To guide ways and means to the students to redress their problems.
5. To evolve a mechanism for the prevention and redressal of sexual harassment cases in the institution.
6. To ensure the implementation of the Honorable Supreme court guidelines and UGC Regulations on (Prevention, Prohibition and Redressal) sexual harassment of Women at Workplace 2013 in letter and spirit through proper reporting of the complaints and their follow-up procedures.
7. To raise awareness about sexual harassment in its various forms.
8. To create a secure environment that deter acts of sexual harassment.
9. To promote a social and psychological environment that will raise awareness.

Exclusions:

1. Decisions of the Institution/ College committees
2. Decisions with regard to award of scholarships/ fee concessions/ awards
3. Decisions made by Institution/ College under Discipline Rules & Misconduct
4. Decisions of the Institution/ College in admissions
5. Decision of the competent authority on assessment and examination results.

Mechanism:

1. The aggrieved student shall make an application to the concerned Coordinator who will verify the facts and try to redress the grievance within a week of the receipt of the application.
2. If the student is not satisfied with the solution by the Coordinator, the same shall be placed before the Principal of College. The Principal will redress the grievance within a week of the receipt of the application.
3. If the student is still not satisfied with the grievance redressal, he/she may submit an appeal for revisiting the decision.

Policy for Implementation of guidelines of statutory/regulatory bodies:

In pursuance to UGC (Prevention, Prohibition and redressal of sexual harassment women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressa Act. 2013 Government Degree College, Door has constituted a Committee against Sexual Harassment.

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Government Degree College, Door is committed to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to remain aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Definition of Sexual Harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks; -ARAD Search
4. Showing pornography
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

The complainant/ Aggrieved Women can drop written complaint in complaint box installed in the Campus or directly approach Principal or Coordinator. The complainant/ Aggrieved student can contact any member of the Grievance Redressal Cell or mentor. The complaint received is processed as per guidelines set by POSH Act. Confidentiality The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013 states that the following details must not be known to the public, press or media in any manner:

- Identity, name and address of the aggrieved woman, respondent and witnesses
- Information pertaining to conciliation and inquiry proceedings

It is pertinent to mention that it is not just the complainant's identity, but also that of the accused which is protected (see Section 16 of the Act). The college ensures confidentiality of sexual harassment case is duly maintained. The institution has zero tolerance policy for sexual harassment of women and ragging. The College has implemented Government Acts regarding prevention of sexual harassment of women and curbing of ragging by formation of various committees viz., Committee against Sexual Harassment, Anti-Ragging Committee, Discipline Committee, Grievance Redressal Committee.

Composition of Students' Grievance Redressal Committee:

Prof. Peer Irfan
Dr. Mohd Younes Bhat
Dr. Arshid Majid
Ms. Masrat Nazim
Dr. Arif Nisar


Coordinator IQAC
Govt. Degree College
Dooru


Principal
Govt. Degree College
Dooru