

PROFILE OF SEXUAL HARASSMENT REDRESSAL CELL

ON THE EVE OF
NAAC PEER TEAM VISIT
ON
19TH & 20TH DECEMBER 2016



Date of Establishment- 14-08-1978

Mahapurush Hadi Das Mahavidyalaya

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OUR VISION

1. To promote moral and value based education for holistic growth of education.
2. To promote universal accessibility to higher education.
3. To provide opportunities in the rural area for effective dissemination of knowledge.
4. To make a comprehensive development of all sections of the society and more specifically social and educational upliftment of the rural poor as well as marginalised section of the community.
5. To bring women to the mainstream of higher education.
6. To enlighten the tribal's and refrain them from social stigmas & superstitions.
7. To make students economically self reliant and to make provision of adaptability to the changing global scenario.
8. To promote the spirit of national integration.

9. To sensitize the spirit of “VASUDHAIBA KUTUMBAKAM”

10. To make utilization of technological know hows as an effective learning resource mobilization.

OUR MISSION

1. To impart ideas and skills for ensuring creative and innovative practices in the social dimensions.
2. To train the youth for vocation and self-employment.
3. To instil in them self-confidence for a dignified better life and to make them employable.
4. To inculcate spiritual values, moral conduct and to develop human value.
5. To make students Techno- Savy.
6. To make tribal students, women and rural students more economically viable and self-reliant.
7. To elicit the best of the potential for development of and optimisation of human resources. To make students health conscious, healthy and fit.

8. To make students abreast of the latest trends in education through computer training (ICT based).
9. To ensure and maintain excellent academic achievements of students to → maintain quality education.

OBJECTIVE OF THE CELL

In view of the growing number of atrocities on women the Hon'ble Supreme court has given a strong direction to the Union and state Government to take steps to protect women from all kinds of atrocities and harassment .

In this context more importance is given to protect women from sexual and physical assault of all kinds. So as per the decision of the Hon'ble Supreme Court and instruction of the state government of odisha Sexual Harassment Redressal Cell have been formed in all offices and institution of higher education of all kinds.

The objectives of the cell is to consider all kinds of complains of sexual harassment that includes forceful sex, physical assault , touching sensible part of women workers or students, evil looks and even use of vulgar language and to take immediate action to redress such grievance.

STRUCTURE OF THE COMMITTEE:

1. The principal is the chair person and appellate authority for the Sexual Harassment redressal cell
2. There is also a committee comprising of Dr. Sumitra Nanda, Department of Psychology, Smt. Kanaklata Mishra , Department of Sanskrit and Smt. Sukesini Samal , Department of Odia.

Function of the Cell:

- a. **RECEIVING COMPLAINS:** There is a complain drop box kept in the Sexual Harassment Redressal Cell. The Cell is kept open during the college hour i.e from 7.45 AM to 5.PM. Any student or employee of the college who is a victim of any kind of aforesaid offence can drop in a written complain in that drop box. In some cases the victim may also handover the complain to any member of the committee or even directly to the Principal which is forwarded to the committee for consideration
- b. **PROCESSING OF COMPLAIN :** At the end of each working day the members of the committee open the drop box and take out the complains or collect the applications either given to any of them directly or handed over to them by the principal

c. **Consideration of the complains:** On receipt of the complains the members of the cell read them and enlist them for consideration and hearing on the basis of the gravity of the offence mentioned in the application. The follow up action is taken immediately. In case of serious complains like physical assault, rape etc. a committee of enquiry is appointed by the principal to look into the complains and to enquire within a stipulated period of time. On receiving the report of the enquiry committee, the committee fixes a time for the hearing of the case.

d. **How complains are heard and solved ?** Normally, as mentioned earlier, complains are of two types. One is serious offence like rape or physical assault. In this case both the parties are called in, to keep their side with proof and witness. Along with this the committee report is considered and the college authorities are

recommended to take up certain steps like sending the matter to the Police, rusticating the culprit etc.

In matters of offences of less gravity like comment, Jesture etc. no enquiry committee is appointed. Both the parties are asked to appear before the committee with proof and witness. Considering these the committee either brings in a compromise or imposes some punishment basing upon the depth of the offence.

THE END

APPELLATE AUTHORITY:

Like all the committees of the college the principal is the first appellate authority. He can listen to appeal made by the victim if she is not satisfied with the decision of the committee in cases where committee recommended for the rustication of a student it is obligatory for the case to be reconsidered by the principal

REPORT CARD:

Although the cell has been functioning for the last five year no single case of harassment has been put before the committee either orally or written. This proof that the campus is ragging free and harassment free. The girl's students who constitute more than 75 % of the total strength spend a safe and peaceful college life.