

**Women's Grievance Cell (2023-24)**

**Ref. No.:** As per norms in appendix-6 of AICTE Approval Process Handbook 2020-21, Establishment of Internal Complaint Committee (ICC) (As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F. AICTE/ WH/ 2016/ 01 dated 10th June, 2016.

With reference to above, Women's Grievance Redressal Committee/Internal Complaint Committee (ICC) or Gender Sensitization Committee Against Sexual Harassment (GSCASH) is formed to resolve all the matter related to female faculty members, staff members and students in campus.

**TO ALL EMPLOYEES AND STUDENTS**

1. Protection against sexual harassment and the right to work with dignity in respect of women employees are universally recognized rights. To provide protection against sexual harassment of women and students at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted by the Government of India with effect from 09 December 2013.

2. The undersigned is nominated and directed to inform to all employees that in pursuance of Section 4 of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the internal complaint committee (ICC)/GSCASH of ABESIT College of Pharmacy, Ghaziabad is constituted with the following members:-

### **Women Grievance Redressal Committee/ICC/GSCASH (2023-24)**

S.No.	Name	Designation	Position in committee	Phone no.
1	Ms. Shruti Srivastav	Assistant Professor	Presiding Officer	9311465223
2	Dr. Neeti Srivastav	Associate Professor	Member	9990488282
3	Ms. Abhilasha Singh	Assistant Professor	Member	7376522860
4	Ms. Sarika Nigam	Assistant Professor	Member	8287027665
5	Ms. Renu Salooja	Warden, Girls' Hostel	Member	9810493546
6	Ms. Pratibha Singh General Secetary, Sheetal Pratham Aadhar Society	NGO Representative	Member	9868666282
7	Mr. Karam Chand	Non Teaching Staff	Member	8377006887
8	Ms. Amarjeet Kaur	Student (B.Pharm. 4 <sup>th</sup> Yr.)	Member	9838846415
9	Ms. Navya Goel	Student (B.Pharm. 3 <sup>rd</sup> Yr.)	Member	7456033563
10	Ms. Diya Rai	Student (B.Pharm. 2 <sup>nd</sup> Yr.)	Member	9871408775

### 3. Responsibilities of Women's Grievance Redressal Committee/Internal Complaints Committee (ICC) or GSCASH:

Committee shall:

- Provide assistance if an employee or a student chooses to file a complaint with the police;
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or

transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;

(d) Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment; and

(e) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

4. The committee will function in accordance with the provisions of All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) regulations, 2016.

**Prof. (Dr.) Manjul Pratap Singh**  
**Principal**

**CC to the following for information and necessary action:**

1. Prof.(Dr.) Arpita Gupta, Dean-Incubation & Startup (e-mail)
2. Prof.(Dr.) Bipin Kumar Rai, Dean Academics (e-mail)
3. Prof.(Dr.) Subodh Kumar Sharma, Dean-SW (e-mail)
4. Prof.(Dr.) Anurag Rai (e-mail)
5. Faculty & Technical Staff Pharmacy (e-mail)
6. Dr. Rakesh Singh Tomar, Head- Library (e-mail)
7. Mr. Sachin Sharma, Head- Accounts (e-mail)
8. CRC (e-mail)
9. Registrar- (e-mail)
10. Exam Cell (e-mail)
11. Mr. Ravindra Yadav – Services Dept. (e-mail)
12. Mr. Navneet Sharma, Coordinator – IT Support Cell (e-mail)
13. Record Room – ABESITCOP - (PO-3) - (e-mail)
14. Notices Boards, Academic Block & Hostels

**CC: For information:**

1. Hon'ble Chairman Sir (e-mail)
2. Director Sir, ABESITCOE (e-mail)