



Women Grievance or sexual Harassment committee

(With effect from Academic Year 2016-2017)

Padm. Dr. V. B. Kolte College of Engineering, Malkapur

(Affiliated to MSBTE, Mumbai, approved by AICTE and DTE, Mumbai Govt. of Maharashtra)

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**PADM. DR.V. B. KOLTE COLLEGE OF ENGINEERING,
MALKAPUR**
MUKTAINAGAR ROAD, MALKAPUR, DIST- BULDANA-443101

Institute Vision

To be an organization providing quality education to the masses to bring about a social change in the region by establishing and nurturing the technical and allied institutions to become center of excellence.

Institute Mission

M1: To nurture and maintain quality environment for academic excellence, research and development of entrepreneurship, through dedicated staff and transparent management for bringing about a social change, through affordable education.

M2: To impart holistic training to all students so that they develop right kind of attitude, knowledge & skills which will help them to serve the nation in a better way.

M3: To imbibe in the students, basic human values in order to help them develop individually.

M4: To provide education at reasonable expenditure, especially for middle class population.

M5: To provide up-to-date and trained professionals to industry who will serve as an entrepreneur and will lead their companies successfully.

WOMEN GRIEVANCE OR SEXUAL HARASSMENT

COMMITTEE

Women Grievance Redressal Cell / Sexual Harassment committee maintains healthy atmosphere among the faculties as well as students of the institution. This cell helps women faculties and students to register their complaints and personal grievances to them. The cell organizes different women empowerment programmes. Any type of sexual, physical, verbal or mental harassment comes under the purview of this cell, and further it is empowered to initiate proactive actions against such offences.

Objective

- The cell deals with the cases / complaints of sexual harassment and any other type of harassment of the students, teaching and non-teaching women staff of the college.
- The cell takes care of all the individual complaints and takes immediate suitable action.
- The cell provides assistance to the faculty / colleges for taking preventive steps in the matter of gender discrimination and sexual harassment.


Grievance Procedure:

- Any women employee or student has the right to lodge a complaint concerning sexual harassment by writing a letter or putting the complaint in the Principal's office.
- The complaint is kept confidential.
- After receiving the complaint, the chairman calls the meeting of the cell.
- The chairman appoints investigation committee.
- The investigation committee decides the course of action.
- If the person found guilty then the committee members takes proper action.

Punishment for sexual harassment

1. Any member of the institute fraternity (student / employee / outsider related to institute) found guilty of sexual harassment is liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government/ university rules.
2. The student guilty of sexual harassment is liable for any of the following penalties:
 - a) Warning or reprimand.
 - b) Suspension from university/ college for a period of one month.
 - c) Debarment from appearing for the examination for a period up to three years.
 - d) Rustication from the university as the case may be.
 - e) Any other punishment as defined by the government/ university act.




Principal,
Pdm. Dr. V. B. Kote College of
Engineering, MALKAPUR.
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