



National Health Law Research Institute's

Nootan College of Pharmacy

Landgewadi, Kavathemahankal- Dist- Sangli- 416405

Internal Complaint Committee Grievance Cell 2023-24. Women grievance committee is constituted in Nootan College of Pharmacy to prevent sexual harassment and to promote the general well-being of female students, teaching and non-teaching women staff of college and to take measures as per the Vishakha guidelines issued by hon'ble The Supreme Court of India in a landmark judgment in August 1997 (Vishakha & others vs. the State of Rajasthan & others) which stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g).

The members of the committee are as follows:

Sr. No.	Name	Designation	Mob.No
1	Dr. Nootan Mali	Chairman	9920261017
2	Mrs. Savita Lambe	Secretary	9765732705
3	Miss. Chandani Kamble	Squad Member	8390068507
4	Miss. Shruti Patil	Squad Member	8999899970
5	Miss. Dhansree Patil	Squad Member	95799 43132
6	Miss. Pranali Patil	Member	7588823310

Definition of Women grievance as per Vishakha guidelines: Grievance includes any one or combination of the following - For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances
- A demand or request for sexual favors
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature.

Objectives:

- To prevent sexual harassment and to promote the general well-being of male students/employees of the Institute.
- To provide the healthy and safe environment in the Institute for the female students /employees.
- To provide guidelines for the redressal of grievances related to sexual harassment of female students/employees of the institution



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Mechanism:

Any female who wants to file a complaint can do so by online application to the Chairperson of Women's Grievance Redressal Cell. The link for online application is available on Website of Nootan College of Pharmacy (nootanpharmacy.in) In case of Sexual harassment, the complainant shall include the specific nature of the incident, date and the place of the incident, name of all parties involved as well as a detailed report of all pertinent facts.

A member who feels that she has been harassed is strongly urged to immediately bring the subject to the attention of a member Women's Redressal Committee. Inquiries and/or complaints will be investigated as quickly as possible. Any investigation will be conducted in confidential manners compatible with a thorough investigation of the complaints Link for on line.

Application on website:

<https://forms.office.com/Pages/ResponsePage.aspx?id=DQSIkWsW0yxEjajBLZtrQAAAAAASvvcxRZUQ09LVFI4VFINNzUwOE5OVjNOTFhCSFVEVY4u>

Administrative action in the event of Women's Grievance at Nootan College of Pharmacy:

Depending on the nature and gravity of the guilt established by the Women Grievance Committee, one or more of the punishments will be imposed.

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority. The employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action. Any grievance communicated in front of committee and committee may decide for suitable action against person.

Notice displayed regarding women grievance in the campus: There are Notices displayed in the campus which read "Sexual harassment is a crime, Stop sexual harassment"

महिला तक्रार निवारण समिती

सर्व विद्यार्थ्यांना सूचित करण्यात येते की महिलांच्या सरक्षणासाठी महाविद्यालयात कामाच्या ठिकाणी महिला व लंगिक छळ संरक्षण प्रतिबंध मनाई आणि निवारण अधिनियम २०१३ या कायद्याच्या अमलबजावणीसाठी महाविद्यालयात महिला तक्रार निवारण समिती (Internal Complaint Committee) कार्यरत आहे. महाविद्यालयात अस काही घटना, प्रसंग, गैरप्रकार घडत असल्यास विद्यार्थ्यांनी-महिलांनी आपली तक्रार त्वरीत समितीकडे नोंदवावी. तक्रारीचे गांभीर्याने दखल घेऊन संबंधितावर कडक कारवाई करण्यात येईल.