

# Internal Complaint Committee

(Women's Cell)

Notice Register



सभी नियमित सहायक प्राध्यापकों को सूचित किया जाता है कि दिनांक 4-3-2024 दिन - सोमवार को आंतरिक शिकायत निवारण समिति एवं लैंगिक समानता पॉलिसी संबंधित बंदक रखी गई है।

अतः इस बंदक में समस्त सहायक प्राध्यापक एवं स्टाफ की उपस्थिति अनिवार्य है।

एजेण्डा - आंतरिक शिकायत समिति / निवारण समिति एवं लैंगिक समानता पॉलिसी निर्माण के लिए चर्चा एवं सहमति।

1. अध्यक्ष - डॉ. श्रीमति किरण गुरवी
2. श्री पुरोहित कुमार सोरी
3. श्री श्रीधराम माधव
4. श्री शशिभूषण कुर्वाण
5. श्रीमति रूपा सोरी
6. श्रीमति (डॉ) अरुण बुक्का
7. श्री देवाशीष दत्त
8. श्री नसीर अहमद
9. श्री विजय देवांगन
10. श्रीमति नेध वपारे
11. श्री आकाश वासनी
12. श्री अजय नेवाम
13. श्री समलेश पोर्दे
14. श्री लक्ष्मण वर्मा
15. श्रीमती ज्योति मोस्तवाल

Jameshuan  
 Singh  
 Jashin  
 Prerna  
 Jashin  
 Anshu

Principal  
 Govt. College Kondagaon  
 Distt.- Kondagaon (C.G.)



# **Internal Complaint Committee**

**(Women's Cell)**

**Meeting Register**



बैठक विवरण

आज दिनांक - 4-3-2024 दिन - सोमवार के शासकीय गुंडाधूर स्नातकोत्तर महाविद्यालय में आंतरिक शिक्षण निवारण समिति एवं लैंगिक समानता पॉलिसी / विषय के लिए महाविद्यालयीन स्टाफ की बैठक संपी गई। इस बैठक में कुछ निर्णय और अनुशासक की गई -

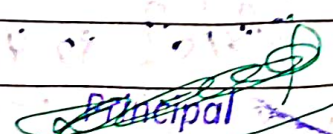
1. सर्वसहमति से महाविद्यालय की वरिष्ठ प्राध्यापक डॉ. (श्रीमति) किरण बुरगी को समिति का अध्यक्ष घोषित किया गया।
2. लैंगिक समानता पॉलिसी पर चर्चा करके सहमति दी गई। पॉलिसी के उद्देश्य और लाभ के बारे में बताया गया।
3. महाविद्यालय में कार्यरत महिला कर्मचारियों एवं अध्ययनरत छात्राओं की सुरक्षा को ध्यान में रखते हुए उचित पॉलिसी का निर्माण किया गया है।
4. लैंगिक समानता पॉलिसी (Gender Equality Policy) पर विस्तृत चर्चा कर एक सप्ताह के भीतर संशुद्ध रिपोर्ट्स के आधार पर निर्णय लिया जाएगा।
5. लैंगिक समानता पॉलिसी को महाविद्यालय के सभी प्राध्यापक, महाविद्यालयीन स्टाफ के ~~के~~ <sup>के</sup> ~~लिए~~ <sup>लिए</sup> महत्वपूर्ण बताया गया।

Govt. College Kondagaon  
Distt.- Kondagaon (C.G.)

1. अध्यक्ष - डॉ. (श्रीमति) किरण बुरगी
2. समिती रूप सौरी
3. समिती नेहा वंजार
4. समिती अरुण शुक्ला



Purnima Kanwen	-	Turking
Anita Bendi	-	Anita Bendi
Sanya Quasishu	-	
Radha Rijpal	-	Radha
Shilpa Dhamo	-	Shilpa
Neeta Khetam	-	Neeta

  
Principal  
Govt. College Kondagaon  
Distt. Kondagaon (C.G.)





क्र. सं. / स्था. / 2024

कोण्डागाँव, दिनांक 4/3/2024

## आंतरिक शिकायत निवारण समिति एवं लैंगिक समानता पॉलिसी की बैठक

आज दिनांक 4/3/2024 दिन सोमवार को शासकीय गुण्डाधूर स्नातकोत्तर महाविद्यालय कोण्डागाँव में आंतरिक शिकायत निवारण समिति एवं लैंगिक समानता पॉलिसी की बैठक आयोजित की गई है।

महिलाओं के कार्य स्थल पर लैंगिक उत्पीड़न अधिनियम 2013 के तहत शासन के आदेशानुसार आंतरिक शिकायत समिति का गठन किया गया है।

लैंगिक समानता पॉलिसी का उद्देश्य है कि महाविद्यालय में समस्त अधिकारी/कर्मचारी के लिए सम्मानजनक वातावरण का निर्माण हो एवं लैंगिक असमानता से बचाव किया जा सके महाविद्यालय में शिकायतों के निवारण में भी पारदर्शिता को बनाये रखना भी इस पॉलिसी का उद्देश्य है।

अध्यक्ष - डॉ. (श्रीमती) विरुण नुरुती

सदस्य - डॉ. पुरोहित कुमार सोरी

श्री शोभाराम सादव

श्री शशिव्रुवण कन्नौजे

श्रीमती रुपा सोरी

डॉ. अल्का शुक्ला

डॉ. देवाशीष हालदार

श्री नसीर अहमद

श्री विनाय कुमार देवांगन

श्रीमती नेहा बंजारे

डॉ. आकाश वासनीकर

श्री अर्जुन सिंह नेताम

श्री समलेश पोटाई

श्री लोवन सिंह वर्मा

सुश्री जयश्री साहू

सुश्री भावना मनवडे

SHILPA DHARDO

Anshu Rajput

Poojima Kanwar

Ashu Bhand

Sushmita Biswas

प्राचार्य

शास. गुण्डाधूर स्नातको. महावि. कोण्डागाँव  
जिला - कोण्डागाँव (छ.ग.)

Principal

Govt. College Kondagaon  
Distt.- Kondagaon (C.G.)



# Govt. Gundadhur P.G. College, Kondagaon Comprehensive Gender Equity Policy

## Preamble:

Govt. Gundadhur P.G. College, Kondagaon, is committed to fostering a campus environment that promotes **gender equity, inclusivity, and respect** for all individuals, regardless of gender, sexual orientation, or gender identity. This policy aims to prevent and address gender-based discrimination, harassment, and violence, ensuring equal opportunities for all students, faculty, and staff.

## 1. Objective:

The primary objectives of this Gender Equity Policy are:

- To create an inclusive and respectful environment for all members of the college.
- To prevent and address gender-based harassment and violence.
- To promote gender equality in all academic, social, and extracurricular activities.
- To ensure access to fair and transparent grievance redressal mechanisms.

## 2. Definition of Terms:

- **Gender Equity:** Fair treatment, access, and opportunity for individuals of all genders, acknowledging the different needs, challenges, and strengths of each gender group.
- **Gender-Based Discrimination:** Any distinction, exclusion, or restriction based on gender that impairs equal opportunity or treatment.
- **Sexual Harassment:** Any unwelcome behavior of a sexual nature that creates an intimidating, hostile, or offensive environment, including physical, verbal, and non-verbal conduct.
- **Gender-Based Violence:** Any act of violence or threat of violence directed at an individual because of their gender or gender identity.

## 3. Scope and Coverage:

This policy applies to:

- All students, faculty, and staff members of the college, including visitors, contractors, and external guests involved in academic or campus activities.

*Naray*

*Rupa*

*Shubh*

*[Signature]*





- All academic, social, and extracurricular environments within and around the campus, including online platforms related to college activities.
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#### 4. Key Principles:

- **Non-Discrimination:** All individuals will be treated equally and fairly regardless of gender.
  - **Respect for Diversity:** The college recognizes the diverse experiences, identities, and needs of its community members and seeks to foster an environment of mutual respect.
  - **Zero Tolerance for Harassment:** Sexual harassment, gender-based violence, and any form of discriminatory behavior will not be tolerated.
  - **Confidentiality:** Complaints and investigations will be handled with the utmost confidentiality, ensuring privacy and dignity for all parties involved.
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#### 5. Prevention Strategies:

- **Awareness and Education:**
    - Regular workshops and training on gender sensitivity, sexual harassment prevention, and respectful behavior will be conducted for students, faculty, and staff.
    - Gender equity will be incorporated into the curriculum across various disciplines.
  - **Inclusive Campus Infrastructure:**
    - Ensure the availability of **gender-neutral toilets** and accessible facilities.
    - Promote **equal access** to all extracurricular and academic opportunities for all genders.
  - **Promotion of Leadership:**
    - Encourage women and gender minorities to take up leadership roles within student organizations, academic bodies, and committees.
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#### 6. Addressing Gender-Based Harassment and Violence:

- **Prohibition of Harassment:**
  - Sexual harassment in any form, including verbal, physical, and cyber harassment, is strictly prohibited.
  - No person shall subject another to gender-based violence, intimidation, bullying, or coercion.
- **Internal Complaints Committee (ICC):**
  - An **Internal Complaints Committee (ICC)** will be constituted, including faculty, staff, and student representatives, to investigate complaints related to harassment and violence.

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*Rupa*

*Ankita*

*[Signature]*





- The ICC will operate in accordance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**, and other relevant laws.
- The committee will ensure an impartial investigation and resolution process, maintaining confidentiality and ensuring that both complainants and accused are treated with fairness and dignity.
- **Awareness and Reporting Channels:**
  - The college will make available clear, accessible, and confidential **reporting mechanisms** for students, staff, and faculty to report gender-based harassment or violence.
  - A **24/7 helpline** or email support system will be provided for immediate assistance.

## 7. Grievance Redressal Mechanism:

- **Filing a Complaint:**
  - Any student, faculty, or staff member who feels they have experienced or witnessed gender-based discrimination, harassment, or violence can file a formal complaint with the ICC.
  - Complaints can be submitted in writing (in-person or via email), or through a confidential online platform, with no fear of retaliation.
- **Complaint Investigation Procedure:**
  - The ICC will acknowledge the complaint within **3 working days** and initiate a thorough investigation.
  - Both parties will have the right to present evidence and witnesses.
  - The ICC will complete the investigation and provide its findings within **30 days** from the date of receiving the complaint.
- **Action and Penalties:**
  - If the accused is found guilty, appropriate disciplinary action will be taken, which may include counseling, warnings, suspension, or expulsion, depending on the severity of the violation.
  - Victims will be provided with necessary support, including counseling and legal assistance, if required.
- **Appeals Process:**
  - In case either party is dissatisfied with the decision of the ICC, they may appeal to an **Appellate Authority**, which will review the case within a specified period.

## 8. Support Services for Affected Individuals:

- The college will offer **counseling services** to victims of harassment and gender-based violence to help them cope with the emotional and psychological impact.
- **Legal assistance** and referral services will be made available to victims as needed.

*Neha*

*Rupa*

*Anish*





## 9. Monitoring and Review:

- The **Gender Equity Committee** will regularly review the effectiveness of this policy and make necessary amendments based on feedback and emerging needs.
- **Annual reports** on gender equity, harassment cases, and actions taken will be shared with the college community to maintain transparency.

## 10. Responsibility for Implementation:

- The **Principal** will oversee the implementation of this policy.
- Faculty and staff are responsible for supporting and adhering to the principles of this policy in their daily interactions.
- Students are encouraged to engage in promoting gender equality and to report any instances of harassment or discrimination.

## 11. Conclusion:


Govt. Gundadhur P.G. College is committed to creating a safe, inclusive, and equitable environment for all students, faculty, and staff. This policy reflects our dedication to gender equality and the protection of rights, ensuring that every individual can participate fully in academic and campus life without fear of discrimination, harassment, or violence.





### Approved by:

Principal, Govt. Gundadhur P.G. College, Kondagaon

Date: [Insert Date]



  
PRINCIPAL  
Govt Gundadhur PG College  
Kondagaon Distt Kondagaon (C.G)



**Workshop Title:**

**Gender Sensitization Workshop: Addressing Unconscious Bias and Promoting Gender Inclusivity**

**Objective:**

To raise awareness among students, faculty, and staff about gender-related issues, unconscious biases, and the importance of fostering a gender-inclusive environment on campus. This workshop will provide practical strategies for recognizing and addressing biases and promoting gender equity in academic, social, and professional settings.

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**Workshop Overview:**

**Duration:** 3-4 hours

**Target Audience:** Students, Faculty, Staff

**Mode:** In-person/Online

**Facilitators:** Experts in Gender Studies, Psychologists, Human Resources Trainers, Social Workers

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**Agenda:**

**1. Welcome & Introduction (15 minutes)**

- Welcome note by the Principal or Workshop Coordinator
- Brief introduction to the importance of gender sensitization
- Overview of the workshop agenda and objectives

**2. Icebreaker Activity: "Gender in Our Lives" (30 minutes)**

- A group discussion or small group activity to explore participants' personal experiences with gender roles, stereotypes, and biases.
- Encourage participants to reflect on how gender influences their behavior and attitudes in everyday situations.

**3. Understanding Gender Sensitization (30 minutes)**

- **Presentation:** Defining gender sensitization, its significance, and key concepts.
- Discuss the impact of gender bias on decision-making, relationships, and academic/professional environments.
- **Interactive Q&A** to clarify doubts and gather insights.

**4. Unconscious Bias: What It Is and How to Recognize It (45 minutes)**





- **Activity:** Participants take a **self-assessment quiz** on unconscious bias.
- Explanation of **unconscious bias** and its impact on behavior, hiring decisions, academic participation, and interpersonal relationships.
- Case study discussions to illustrate how biases manifest in real-life scenarios.

### 5. Promoting Gender Inclusivity (45 minutes)

- **Presentation:** Strategies for fostering a **gender-inclusive environment** in classrooms, workplaces, and social settings.
- Emphasize the importance of **gender-neutral language**, equitable participation, and creating a culture of respect.
- **Group Activity:** Brainstorming session on **actionable steps** to promote inclusivity in the campus community (e.g., policies, events, classroom strategies).

### 6. Breaking Gender Stereotypes (30 minutes)

- **Interactive Discussion:** Common gender stereotypes and their consequences.
- Participants share experiences where they have witnessed or experienced gender stereotypes and discuss ways to challenge and break them.
- **Role-playing exercise:** Participants practice scenarios where they confront gender stereotypes in respectful, inclusive ways.

### 7. Creating Safe Spaces and Reporting Mechanisms (30 minutes)

- Overview of **safe spaces** for gender minorities and those facing harassment.
- Explanation of available **grievance redressal mechanisms** and how participants can report incidents of discrimination or harassment.
- Encourage **open communication** and building support systems within the college environment.

### 8. Action Plan and Commitment (20 minutes)

- **Personal Reflection:** Participants reflect on what they have learned and how they can implement gender-sensitive practices in their personal and professional lives.
- **Commitment Card Activity:** Participants write down one action they will take to promote gender inclusivity in their role as students, faculty, or staff.
- Volunteers share their commitments with the group.

### 9. Conclusion & Feedback (15 minutes)

- Recap of the key takeaways from the workshop.
- Encourage participants to actively engage in making the campus more gender-sensitive.
- **Feedback form** for participants to share their thoughts on the workshop and suggest areas for improvement.





## Workshop Materials:

- PowerPoint presentations on gender sensitization and unconscious bias
  - Gender sensitization handouts (including key concepts, definitions, and action points)
  - Feedback forms
  - Resource list for further reading (articles, videos, organizations)
- 

## Expected Outcomes:

- Increased awareness of unconscious biases and their impact on academic and social interactions.
  - Empowerment of participants with practical tools to challenge gender stereotypes and promote inclusivity.
  - A more inclusive campus environment where all individuals feel respected, valued, and safe.
  - Establishment of a peer network for ongoing discussion and advocacy for gender equity.
- 

## Post-Workshop Activities:

- Follow-up surveys to assess the long-term impact of the workshop.
- Monthly discussion forums or support groups to continue conversations on gender inclusivity.
- Regular review of campus policies and practices to ensure they reflect the principles of gender equality and inclusivity.

By conducting this workshop, we aim to equip the college community with the knowledge, skills, and commitment to build a more inclusive, equitable, and gender-sensitive academic environment.





लैंगिक समानता पॉलिसी बैठक एवं गतिविधि

\* कार्यशाला \*

आज दिनांक 11-3-2024 दिन सोमवार को महाविद्यालय में आंतरिक शिकायत निवारण समिति एवं लैंगिक समानता पॉलिसी के संबंध में बैठक आयोजित की गई।

इस उपायोजन में शा. गुण्डाचूर स्नातकोत्तर महाविद्यालय कोण्डागांव कौ. वरिष्ठ अध्यापिका - डॉ. (श्रीमती) किरण नुरंगी (अध्यक्ष); श्रीमती रुपा शोरी (उपाध्यक्ष) एवं डॉ. अलका शुकला (सचिव) तथा समस्त महिला स्टाफ उपस्थित थे।

आज इस पॉलिसी से संबंधित कार्यशाला भी रखी गई। इस कार्यशाला में अध्यक्ष मधेष्वा द्वारा भारतीय समाज में महिलाओं की स्थिति, कार्यस्थल पर किसी भी प्रकार के छेड़छाड़, महिलाओं से संबंधित विषयों पर व्याख्यान दिया गया। महाविद्यालय स्तर पर आंतरिक शिकायत निवारण समिति के बारे में भी बताया गया, जिसके अंतर्गत किसी भी तरह की शिकायत के लिए लैंगिक समानता पर भी जोर दिया गया है। कार्यशाला में महिलाओं के शोषण, शैक्षिक, कानूनी सहायता एवं महाविद्यालय में अनुशासन को बनाए रखने जैसे विषयों पर चर्चा की गई।

1. डॉ. (श्रीमती) किरण नुरंगी (अध्यक्ष)
2. डॉ. (श्रीमती) अलका शुकला (सचिव)
3. श्रीमती रुपा शोरी (उपाध्यक्ष)
4. श्रीमती नेहा वणारे
5. श्रीमती व्योमि ओस्तवाल
6. सुश्री अंजना पराते
7. सुश्री सायना वाणी
8. सुश्री अनिता उसेण्डी
9. सुश्री जयश्री साहू
10. सुश्री प्रमिला ठाकुर
11. कुं. पुनिमा कुंवर



1) Anju Bose	Anju	
2) Dineshwari	Dineshwari	B.A. - III
3) Ranno Netam	Ranno	B.COM II
4) Kareena	Aareena	B.A
5) Gajima	Gajima	B.A II
6) Saavika	saavika	B.A. II year
7) Archana	Archana	B.A II
8) Monika	Monika	B.A = III
9) Sandeepa	Sandeepa	
Panchbati Marikan	Panchbati	
Sangeeta	Sangeeta	
Mahima	Mahima	
Mengodi	Mengodi	
Reeta	Reeta	
Rajeshwari	Rajeshwari	
Milbati	Milbati	
Dikeshwari Nag	Sney	
Kusum pandey	Kusum	
Gajima	Gajima	
chandra	Chandra	
Jamilamma	Jamila	
Bhuneshwari Netam	Bhuneshwari	
Namita	Namita	
Rupalee Dasgupta	Rupalee	
Mahima	mahima	
Kumeshwari	kumeshwari	
chinta	chinta	
Omshri Shree	Omshri	
Ashani Yadav	Asol	
Radha Yadav	Radha	
Chudai Karan	Chudai	



## Feedback Form

1. Name (Optional): MRS. NEHA BANJARE (Asst. Professor) Home Science

2. Role:
- Student
  - Faculty
  - Staff

3. Date of Workshop Participation: 11.03.2024

4. How would you rate your understanding of gender sensitization **before** attending the workshop?
- Very Poor
  - Poor
  - Average
  - Good
  - Excellent

5. How would you rate your understanding of gender sensitization **after** attending the workshop?
- Very Poor
  - Poor
  - Average
  - Good
  - Excellent

6. Since attending the workshop, how often do you notice gender biases or stereotypes in your daily interactions?

- Never
- Rarely
- Sometimes
- Often
- Always

7. Do you feel more confident in recognizing and addressing unconscious biases after the workshop?

- Not at all
- Somewhat
- Moderately
- Very Much

8. Have you witnessed or experienced any instances of gender discrimination or harassment after the workshop?

- Yes
- No
- Not sure

9. If you have witnessed any gender discrimination or harassment, did you take action to address it?

- Yes
- No
- Not Applicable

10. Do you believe the workshop has contributed to creating a more **gender-inclusive** environment on campus?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



11. Since the workshop, have you observed a positive change in how students, faculty, and staff interact with one another in terms of respect and inclusivity?

- Yes, a significant positive change
- Yes, a moderate positive change
- No noticeable change
- A negative change
- Not sure

12. Are you aware of the **grievance redressal mechanisms** available on campus for reporting gender-based discrimination or harassment?

- Yes
- No

13. What suggestions do you have for improving future workshops on gender sensitization?

Make institutions and campuses more inclusive, especially higher education institutions.

14. Any additional comments or feedback?

Support women and girls, and respect their reproductive rights. And incorporate gender into academic programs and workplace policies.

**Thank you for completing the survey!**

Your feedback is important in shaping future initiatives and helping us create a more gender-sensitive campus environment.

Nelva



## Feedback Form

1. Name (Optional): Anita Usendi
2. Role:
  - Student
  - Faculty
  - Staff
3. Date of Workshop Participation: 11-3-2024
4. How would you rate your understanding of gender sensitization **before** attending the workshop?
  - Very Poor
  - Poor
  - Average
  - Good
  - Excellent
5. How would you rate your understanding of gender sensitization **after** attending the workshop?
  - Very Poor
  - Poor
  - Average
  - Good
  - Excellent
6. Since attending the workshop, how often do you notice gender biases or stereotypes in your daily interactions?
  - Never
  - Rarely
  - Sometimes
  - Often
  - Always
7. Do you feel more confident in recognizing and addressing unconscious biases after the workshop?
  - Not at all
  - Somewhat
  - Moderately
  - Very Much
8. Have you witnessed or experienced any instances of gender discrimination or harassment after the workshop?
  - Yes
  - No
  - Not sure
9. If you have witnessed any gender discrimination or harassment, did you take action to address it?
  - Yes
  - No
  - Not Applicable
10. Do you believe the workshop has contributed to creating a more **gender-inclusive** environment on campus?
  - Strongly Agree
  - Agree
  - Neutral
  - Disagree
  - Strongly Disagree



11. Since the workshop, have you observed a positive change in how students, faculty, and staff interact with one another in terms of respect and inclusivity?

- Yes, a significant positive change
- Yes, a moderate positive change
- No noticeable change
- A negative change
- Not sure

12. Are you aware of the **grievance redressal mechanisms** available on campus for reporting gender-based discrimination or harassment?

- Yes
- No

13. What suggestions do you have for improving future workshops on gender sensitization?

*The workshop should conduct for both the genders.  
(male & female).*

14. Any additional comments or feedback?

*It was a good session.*

**Thank you for completing the survey!**

Your feedback is important in shaping future initiatives and helping us create a more gender-sensitive campus environment.

1. Name (Optional)  
2. Role:

Student