



SIKKIM GOVERNMENT COLLEGE, RHENOCK

RHENOCK RUNG DUNG – 737133, EAST SIKKIM

(ACCREDITED BY NAAC)

Website: www.sgcrhenock.in

E-mail ID: - gcrhenock@gmail.com & sgcrhenock@gmail.com

Ph. No.: 03592-235741

Ref. No.

Date:

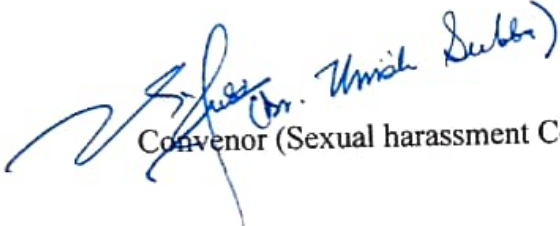
Gender Sensitization Unit and Sexual Harassment Cell, SGC Rhenock east Sikkim


Principles and Grievance redressal Mechanism:

- The GSU/ SHC is constituted with TEN (10) faculty members {both male and female} and THREE (3) student representative members.
- GSU/SHC act against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- The Cell organise sensitization and training programmes faculty and students to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act.
- 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;
- ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
- Process of making complaint of sexual harassment - An aggrieved person is required to submit a written complaint to the GSU or SHC within three days from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.
- Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.
- Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses

Punishment and compensation-

- Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.
- Where the respondent is a student, depending upon the severity of the offence, the HEI may,-
 - A. withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
 - B. suspend or restrict entry into the campus for a specific period;
 - C. expel and strike off name from the rolls of the institution, including denial of readmission.
- The aggrieved person is entitled to the payment of compensation. The compensation payable shall be determined on the basis of-
 - A. mental trauma, pain, suffering and distress caused to the aggrieved person;
 - B. the loss of career opportunity due to the incident of sexual harassment;
 - C. the medical expenses incurred by the victim for physical, psychiatric treatment;
 - D. the income and status of the alleged perpetrator and victim; and
 - E. the feasibility of such payment in lump sum or in instalments.


Convenor (Sexual harassment Cell & Gender Sensitization Unit)


Principal
Sikkim Government College
Rhenock, East Sikkim
SGC, Rhenock, East Sikkim

**Gender Sensitization Unit & Sexual Harassment Cell(GSU&SHC), SGC,
Rhenock East Sikkim**

REPORT:


Dated: 08/03/2021

Sikkim Government College Rhenock celebrated International Women's Day on 8th march organised by Student Representative Council and women cell. The teachers encouraged both men and women to fight for equality.



Convenor:

Members:

①  8/3/21

②  08 March '21

GSU&SHC, SGC Rhenock east Sikkim

Gender sensitization Unit (GSU)& Sexual Harassment Cell (SHC)

Sikkim Government College Rhenock, East Sikkim

Minutes of the meeting

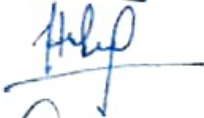
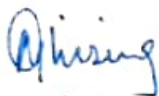
Dated: 3rd March 2021

A meeting was held in the college to discuss about the celebration international women's day 2021. The meeting decided to organize IWD 2021 in the college as per the covid 19 appropriate protocol. It was decided to include few sessions on gender issues by the faculty members and students.

Convenor



Members :





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SUPPORTIVE MEASURES:

- Constituted GSU and SHC in the college consisting Principal, Dean, teaching /non-teaching staffs and student representatives.
- Notice boards placed in the college to display the penalty and consequences of sexual harassment and to make all sections of the institutional community aware of the information on the mechanism for redressal of complaints pertaining to sexual harassment in the campus.
- Can report through email lstengsu@yahoo.co.in or telephonically to the immediate members of the cell or any teaching/non-teaching staffs of the college.
- Mandatory declaration by the students against Sexual harassment during the time of admission in the college
- Suggestion box is installed to drop suggestions pertaining issues.

Name	Designation	Ph. no
Mr. Bidhan Subba	Principal/Chairperson	9749394688
Dr. Unish Subba	Convenor	8116424114
Mr. Sanjay Rai	Dean of the students Affair	9593971531
Dr. Sita Chettri	Assistant Professor	8768947347
Mr. Saurav Pradhan	Assistan professor	9547276764
Ms. Rachana Sharma	Assistant Professor	9635296633
Ms. Jwala	Assistant Professor	9609865619
Mrs. Bimala D. Bhattarai	Assistant Professor	9679900269
Mrs. Anjana Chettri	Assistant Professor	8016646451
Ms. Puja Pariyar	Stenographer	9641933233
Mr. Dinesh Chettri	President SRC	9832066737
Ms. Kimbali Pradhan	Student	9775923499
Mr. Ayush Lamichaney	Student	9635604381


(Dr. Unish Subba)
Convenor


Bidhan Subba
Principal
SGC, Rhenock, East Sikkim

SGC, Rhenock East Sikkim

Sexual Harassment Cell & Gender Sensitization Unit (SHC & GSU)

Gender sensitization Unit (GSU)
Government College Rhenock, East Sikkim

Minutes of the meeting

Dated : 28th Feb 2020

A meeting chaired by the convenor GSU, members and the student representatives was held in the college regarding the celebration of International Women's Day 2020 celebration. It discussed about the various activities to be included in the said programme. It was decided that the programme would have panel discussion on the various dimension of gender issues specially women such as Women's health, status of women in Sikkim with reference to women and Politics in Sikkim, Legal rights of Women in Indian context, women in literature. The programme scheduled a slot for a discussion part for the students in regard to the problems faced by both the genders in the society. The speakers for the panel discussion would be amongst the college faculties from various departments.

Convenor



28/2/20

Members :



i.

ii.



iii.



Student Representatives:

①





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**DECLARATION BY STUDENT AGAINST SEXUAL HARASSMENT OF WOMEN AT
WORKPLACE (Prevention, Prohibition & Redressal) ACT, 2013**

I _____ (Full Name of the Student) (Parent/Guardian)
S/o/ D/o. _____ (Full name of the Parent/Guardian,
Father/Mother/Guardian) having been admitted to _____
_____ (Name of the Course) studying _____ year _____ Semester
_____ (Name of the College), is aware of UGC
Regulations on Curbing the Menace of Sexual Harassment in Higher Education Institutions, 23rd
Feb., 2010, and fully understood the provisions contained in the said Regulations 2) I have perused
relevant UGC Regulations and am aware as to what constitutes Sexual Harassment and the penal and
administrative action that is liable to be taken against me if found guilty of or abetting Sexual
Harassment, actively or passively, or being part of a conspiracy to promote Sexual Harassment. 3) I
hereby solemnly aware and undertake that a) I will not indulge in any behavior or act that may be
constituted as Sexual Harassment under clause of the UGC regulations. b) I will not participate in or
abet or propagate through any act of commission or omission that may be constituted as Sexual
Harassment under : Clause of the UGC Regulations 4) I hereby affirm that, if found guilty of Sexual
Harassment, i will be liable for punishment, without prejudice to any other criminal action that may
be taken against me under any penal law or any law for the time being in force.

Declared this day _____ of _____ month of _____ year.

Signature of the Student

Signature of Parent/Guardian

Name: _____

Academic year: _____

Reg. No. _____

Roll No. _____

Address: _____

Mobile No. _____

Email ID: _____

PRINCIPAL

SGC, Rhenock East Sikkim

Convenor SHC & GSU