

## GLBM Women Cell

यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवता:

Women's empowerment is a key factor in the social and economic success of any nation. Michelle Obama advocates it and says that "No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contributions of half of its citizens."

The Women Cell at G L Bajaj Group of Institutions is constituted to help maintain a harmonious environment at the Institute, to enable women employees and students to pursue their work and studies with dignity and reassurance. The Cell has been working to raise awareness on gender equality issues. This Cell functions as the "Internal Complaints Committee" as required by the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013". The cell also tries to incorporate hygiene habits and ensure healthy atmosphere in and around the campus.

### Objectives:

- To nurture female students, members of faculty and staff to achieve thriving success in the field of their interest.
- Empowering women to accomplish emotional, physical and mental freedom to withstand the changing phase of their life.
- To instill awareness of the self, self-esteem and self-confidence amongst the female students, members of faculty and staff in the Institute.
- To provide an empathetic platform for listening to complaints.
- To encourage a culture of respect and equality for female gender.
- To inculcate entrepreneurial attitude among young girls, scientists at the earliest so that they can be "job givers" rather than "job takers".

As per the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 Act, Chapter One**, the following are to be considered as "sexual harassment":

Any unwelcome act or behaviour, namely:

- Physical contact and advances
- A demand or request for sexual favours
- Making sexually coloured remarks
- Showing or displaying of pornography material
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

and

The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:

- implied or explicit promise of preferential treatment in her employment; or
- implied or explicit threat of detrimental treatment in her employment ; or
- implied or explicit threat about her present or future employment status; or
- interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- humiliating treatment likely to affect her health or safety

**The complaints wrt the above points can be made to the committee by female employees/ students of the Institute in the following manner:**

- The female employee/student can make a complaint, in writing, to the local committee within a period of 3 months from the date of the incident.
- The complainant should clearly write down her identity, i.e, name, group, division, and office premises/branch and semester, to ensure fast and fruitful results and to solve the problems in a positive way.
- The committee is giving complete assurance to the employees that these details will be kept strictly confidential and will not be discussed outside, by any of the members of the committee.
- The committee also ensures to take action as per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

**Few Suggestions from GLBGOI Women Cell:**

- Each and everyone should treat others in the Institute with proper respect.
- One can ask that the door of an office be left open during any interaction.
- One can request that meetings take place only during standard working hours and not in isolated areas.
- One should avoid touching any person or staring at a person, unnecessarily.
- One should not make sexist comments or jokes that humiliate any gender or category of people.
- One should not send mixed signals – be firm and committed in the decision regarding any uncomfortable/unwanted action.
- Do not send suggestive Whatsapp / SMS /messages in chat box of any virtual platform of remote learning.

**Women Cell Committee**

Name	Designation	Signature
Prof Harleen Kaur	Chairperson	<i>H Kaur</i>
Ar. Tania Bera	Member	<i>T Bera</i>
Dr Snehlata Kashyap	Member	<i>S Kashyap</i>
Ms Pragya Dwivedi	Member	<i>P Dwivedi</i>
Mrs Saunam Kumari	Member	<i>S Kumari</i>
Ms Karishma Mittal	Member	<i>K Mittal</i>
Md Mohsin	Member	<i>M Mohsin</i>

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