



# MNR COLLEGE OF PHARMACY

{Approved by PCI, New Delhi & Affiliated to Osmania University, Hyderabad}  
V: Fasalwadi, Dist.: Sangareddy -502294 (T.S)  
Phone: 08455-230690, 08500056663  
www.mnrindia.org; email: p.mnrcop@mnrindia.org



## WOMEN EMPOWERMENT AND GRIEVANCE REDRESSAL POLICY WOMEN PROTECTION CELL

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy. Following the 1997 Supreme Court judgment, it has been mandated that it shall be the duty of the Employer to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required, and to be proactive by developing a conducive atmosphere on the campus, where all individuals can work safely with dignity.

Complying with the directives of the Osmania University, Hyderabad, Women Protection Cell has been constituted at the college level with the following composition.

Women Protection Cell is being formed at the college level comprising the following faculty members

**The Women's Cell functions as a body that investigates and recommends action on all acts of sexual harassment against any women.**

### OBJECTIVES

- ✓ To uphold the dignity of women at MNRCOP.
- ✓ To facilitate a gender-sensitive and congenial working environment at MNRCOP, so that any employee (contractual, casual, temporary and permanent) or student is not subjected to gender- specific discrimination or sexual harassment.
- ✓ To ensure that victims and witnesses are not discriminated against because of lodging complaints.
- ✓ To take proactive measures to educate the MNRCOP community about gender sensitivity.

### WHAT CONSTITUTES SEXUAL HARASSMENT

According to the guidelines of the Supreme Court, sexual harassment is defined as unwelcome sexually determined behaviour such as:

- Physical contact, gestures, or talking.
- Demand or request for sexual favours.
- Sexually oriented remarks.
- Showing pornography.
- Use of electronic media (phone, internet) for perpetrating offensive acts.
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.



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It is important to note here that what constitutes sexual harassment is defined by the victim, and not by the perpetrator.

## AWARENESS TO PREVENT SEXUAL HARASSMENT

### Be aware that

1. Women have the following fundamental rights under Constitution of India.
  - Right to Gender equality.
  - Right against Gender based discrimination.
  - Right to practice any profession or to carry out any occupation, trade or business.
  - Right to life and liberty.
2. Article 51(A) of the Constitution imposes on every citizen by way of fundamental duty the responsibility to renounce practices derogatory to the dignity of the women.
3. Sexual harassment of individuals has been held as violation of her fundamental right by the Supreme Court.
4. Assault or use of criminal force to an individual or uttering any word or making any gesture intended to outrage their modesty is a cognizable offence under Section 354 with laid down punishment of imprisonment for 2 years or fine or both.
5. All of us have a collective responsibility to protect the rights of individuals and eradicate behaviour, which is unacceptable and discriminatory.

### Be careful that you

1. Do not infringe on the fundamental rights of women.
2. Do not ever indulge in any unwelcome physical, verbal or non-verbal conduct of a sexual nature with any employee or student.
3. Do not show or attempt to show directly or by implication pornography to any employee or student.
4. Do not place any employees or students at disadvantageous position in connection with any work or lab experiments or discussions.
5. Do not demand work/ study/ discussion at late hours with one women employee or student.
6. Male employees/ students should avoid entry into the premise of the ladies section of the hostel at late hours and vice versa.

## IF YOU ARE BEING HARASSED, WHAT SHOULD YOU DO?





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1. Don't feel a sense of shame. Tell the harasser very clearly that you find his/her behaviour offensive.
2. Don't ignore the harassment in the hope that it will stop on its own. Come forward and complain.
3. Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations come forward and complain.
4. Keep a record of all incidents of sexual harassment in a notebook. If you feel the need to register a formal complaint later, this record will be helpful.

### COMPLAINT AND ACTION

#### Procedure for lodging a complaint

1. The person concerned can personally talk / telephone/ write/ e-mail any member of the Women's Cell.
2. Under special circumstances an individual, who may be a friend/ colleague/teacher/parent of the affected individual may make a written complaint on behalf of the complainant.
3. A written complaint to the Women's Protection Cell may be addressed to the Convener of the Women's Protection Cell.
4. If a written complaint is made to the Principal or any of the members of the Women's Cell, the complaint shall be forwarded to the Convener of the Women's Cell.
5. Any faculty, staff or student who comes to know about an incident of harassment, shall advise the affected person to approach a member of the cell or report to a member themselves. They are discouraged to discuss the issue among themselves or try to solve the problem by themselves.

**The name of the complainant will ALWAYS be kept CONFIDENTIAL.**

**NOTE: A baseless complaint will adversely affect the credibility of the complainant.**

#### NATURE OF PUNITIVE ACTION

**An employee found guilty of sexual harassment shall be liable to one or more of the following punitive actions:**

1. Give a written apology to the victim.
2. Suitable censure/warning.
3. Withholding of increments.
4. Reduction to lower service, grade or post.
5. Compulsory retirement.
6. Removal from service, or Dismissal from service

**A student found guilty of sexual harassment shall be liable to one or more of the following punitive actions:**



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1. Give a written apology to the victim.
2. Suitable censure/warning.
3. Withholding/withdrawing scholarship/fellowship and other benefits.
4. Suspension/expulsion from the hostel.
5. Rustication from the Institute up to a certain period or
6. Expulsion from the Institute.

**The cell can recommend any other punitive action other than ones listed above.**

  
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Date:10/09/2024

## CIRCULAR

This is to inform that Women Protection Cell formed under Women Empowerment and grievance redressal policy of MNR College of Pharmacy has been established for the Academic Year 2024-2025. Following are the members of Women Protection Cell of MNR College of Pharmacy appointed for Academic year 2024-2025.

S No.	Name of the staff Member	Designation	Signature
1	Dr. Vishaka Kulkarni, Professor	Convener	
2	Dr. M. T. Sulthana. Professor	Member	
3	Dr.P Phani Deepika, Assoc. Professor	Member	
4	Mrs. Vadduri Swathi, Assoc. Professor	Member	
5	Mrs. B Lakuma Devi, Asst Professor	Member	
6	Mrs. Preethy Ani Jose, Asst Professor	Member	
6	Ms G Surya Teja, Asst Professor	Member	
7	Dr K Ruchitha, Asst Professor	Member	
8	Ms K Shailaja, B.Pharm 4 <sup>th</sup> yr	Student representative	
9	Ms VRL Swathi, Pharm D 5 <sup>th</sup> yr	Student representative	

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Date: 04/10/2024

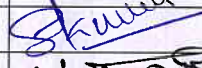
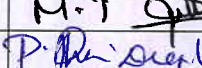
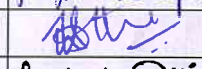
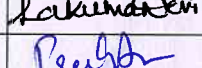
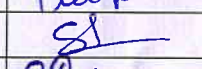
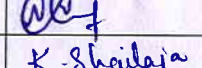
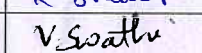



## CIRCULAR

All the members of Women Protection Cell formed under Women Empowerment and grievance redressal policy are hereby informed that, there will be a meeting of Woman Protection Cell on 07/10/2024 at Principal Office.

All are requested to attend the meeting sharp at 2.00 pm without fail.

  
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4	Mrs. Vadduri Swathi, Assoc. Professor	Member	
5	Mrs. B Lakuma Devi, Asst Professor	Member	
6	Mrs. Preethy Ani Jose, Asst Professor	Member	
6	Ms G Surya Teja, Asst Professor	Member	
7	Dr K Ruchitha, Asst Professor	Member	
8	Ms K Shailaja, B.Pharm IV yr	Student representative	
9	Ms Swathi, Pharm D Vyr	Student representative	





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Date: 08/10/2024

## Minutes of meeting

The committee meeting was held on 07/10/2024 in Principal Office. The Convenor Dr. Vishakha Kulkarni started the meeting with welcoming all committee members.

The meeting was conducted to assess the activities conducted during last six months. The sufficient activities were conducted in association with NSS volunteers and the support of students and faculty. Various awareness camps were conducted in nearby community. The menstrual hygiene awareness, PCOD and sexual and reproductive health awareness programs were appreciated by the committee

The convenor also suggested to plan women empowerment program and breast cancer awareness program in community.

The committee members are suggested to keep encourage and motivating the female students to participate in all activities. The following members were present for the meeting:

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