

**GOVT. HOLKAR (MODEL AUTONOMOUS)
SCIENCE COLLEGE, INDORE**



(An ISO 9001:2015 & ISO 14001:2015 Certified Institution)



SSR DOCUMENT

2017-18 TO 2021-22

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Student Support and Progression

Metric No. : 5.1.4

Document Title:

**Annual Report: Grievance Redressal Against Sexual
Harassment**

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Office of the Principal
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(Re-accredited 'A' Grade by NAAC)

ANNUAL REPORT:
GRIEVANCE REDRESSAL AGAINST SEXUAL HARASSMENT
2021-22

INTRODUCTION:

This annual report highlights the institution's efforts and policies for addressing grievances related to sexual harassment during the reporting period. We are proud to state that during this period, there were no reported grievances of sexual harassment, which is a testament to the effectiveness of our comprehensive policy and commitment to maintaining a safe and respectful campus environment.

POLICY AND INITIATIVES:

Our institution has a well-defined policy to address grievances against sexual harassment, which includes the following key initiatives:

Preventive Measures: We have implemented various preventive measures, including awareness campaigns, workshops, and seminars to educate students and staff about sexual harassment, its consequences, and the institution's zero-tolerance stance.

Internal Complaints Committee (ICC): Our institution has a dedicated Internal Complaints Committee comprising impartial members who are trained to handle complaints with sensitivity and confidentiality.

Accessible Reporting Channels: We provide multiple channels, including a helpline number, email address, and complaint boxes, to ensure that any individual can report incidents comfortably and securely.

Awareness and Training: We conduct regular awareness and training programs to sensitize the college community about sexual harassment issues, ensuring a proactive approach in prevention.

Strict Action Against Offenders: Our policy ensures that any proven cases of sexual harassment will lead to appropriate disciplinary actions against the offenders, adhering to legal and institutional guidelines.

NO REPORTED GRIEVANCES:

During the reporting period, we are pleased to share that there were no reported grievances related to sexual harassment. This achievement underscores the effectiveness of our policy and the positive campus culture that fosters respect and dignity for all individuals.

CONCLUSION:

The absence of reported grievances against sexual harassment during the reporting period reflects the success of our institution's well-defined policy and proactive initiatives. Our commitment to maintaining a safe and inclusive environment continues to be a priority, and we will sustain our efforts to raise awareness, educate, and provide support to all members of our college community.


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ANNUAL REPORT: GRIEVANCE REDRESSAL AGAINST SEXUAL HARASSMENT

Reporting Period: Session 2020-21

INTRODUCTION:

This annual report outlines the institution's endeavours and policies for addressing grievances related to sexual harassment during the challenging period of the academic session 2020-21, characterized by the COVID-19 lockdown. The majority of the time during this session, the college remained closed due to the pandemic. Despite the extraordinary circumstances, we remained committed to providing a safe and supportive environment for all, with a strong focus on preventing and addressing sexual harassment incidents.

POLICY AND INITIATIVES:

During the session 2020-21, our institution continued to implement the following key initiatives to address grievances against sexual harassment:

Preventive Measures: Despite the lockdown and limited physical presence on campus, we conducted virtual awareness campaigns, webinars, and online workshops to educate students and staff about sexual harassment prevention and our zero-tolerance policy.

Internal Complaints Committee (ICC): The Internal Complaints Committee remained active, with members accessible remotely to handle any complaints and concerns related to sexual harassment.

Virtual Reporting Channels: We ensured that reporting channels, such as a dedicated helpline number and email address, remained operational for students and staff to report incidents confidentially.

Online Training: We organized virtual training sessions for members of the college community to raise awareness about sexual harassment and equip them with knowledge about redressal mechanisms.

Remote Support and Guidance: Despite the challenges of the lockdown, we continued to provide support, counseling, and guidance to individuals who sought assistance regarding sexual harassment issues.

IMPACT OF LOCKDOWN:

The COVID-19 lockdown during the session 2020-21 significantly impacted the college's physical operations, resulting in limited opportunities for in-person interactions. However, we continued to adapt and prioritize the safety and well-being of our college community by ensuring that our grievance redressal mechanisms remained accessible and operational through virtual platforms.



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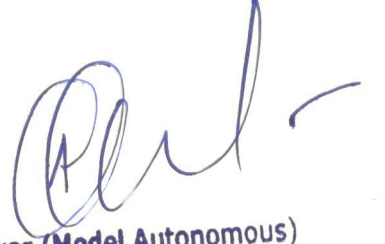
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NO REPORTED GRIEVANCES:

During the reporting period of the session 2020-21, we are pleased to report that there were no grievances related to sexual harassment reported. Despite the challenges posed by the lockdown, the absence of reported incidents underscores the effectiveness of our preventive measures and commitment to maintaining a respectful and secure campus environment.

CONCLUSION:

The annual report for the session 2020-21 demonstrates the institution's unwavering commitment to addressing grievances against sexual harassment, even during the exceptional circumstances of the COVID-19 lockdown. The absence of reported incidents reflects the success of our policies and initiatives, and we remain dedicated to sustaining a safe and inclusive environment for all members of our college community.



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ANNUAL REPORT:

GRIEVANCE REDRESSAL AGAINST SEXUAL HARASSMENT

SESSION 2019-20

INTRODUCTION:

This annual report highlights the institution's efforts in addressing grievances related to sexual harassment during the academic session 2019-20. We are pleased to report that there were no reported grievances of sexual harassment during this period, indicating our commitment to maintaining a safe and respectful campus environment.

INITIATIVES:

During the session 2019-20, the institution took the following initiatives to address sexual harassment concerns:

Preventive Measures: We organized awareness campaigns, workshops, and seminars to educate students and staff about sexual harassment and promote a positive and respectful campus culture.

Responsive Team: We formed a dedicated responsive team to handle any complaints or concerns related to sexual harassment and ensure the well-being of our college community.

Support and Counselling: We provided support and counselling to individuals who sought assistance regarding sexual harassment issues, ensuring a supportive environment.

NO REPORTED GRIEVANCES:

During the reporting period, we are pleased to share that there were no reported grievances related to sexual harassment. The absence of complaints underscores the efforts made by the institution to foster an environment that discourages harassment and promotes a safe atmosphere.

CONCLUSION:

The annual report for the session 2019-20 reflects our commitment to addressing grievances related to sexual harassment, despite the absence of a formal policy. Our proactive initiatives and dedication to creating a respectful campus environment contributed to the absence of reported incidents. We will continue to strive for a safe and inclusive college community, ensuring that all members feel valued and protected.


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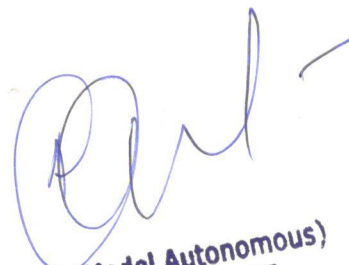
ANUAL REPORT:

GRIEVANCE REDRESSAL AGAINST SEXUAL HARASSMENT – SESSION 2018-19

This report highlights the institution's efforts to address grievances related to sexual harassment during the academic session 2018-19. We are pleased to report that there were no reported grievances of sexual harassment during this period, indicating our commitment to maintaining a safe and respectful campus environment.

Initiatives undertaken during the session 2018-19 include organizing awareness campaigns, workshops, and seminars to educate students and staff about sexual harassment, forming a responsive team to handle complaints or concerns, and providing support and counselling to individuals in need.

The absence of reported grievances underscores our proactive initiatives and dedication to fostering an environment that discourages harassment and promotes a safe atmosphere. We will continue to strive for a safe and inclusive college community, ensuring that all members feel valued and protected.



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