



Est: Aug. 1998

2(F) & 12(B): Oct. 2019



Shri. Shivaji Shikshan Prasarak, Mandal's

## SHIVAJI COLLEGE, HINGOLI

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NAAC- Accredited with 'B' Grade

Mr. Vasant Rao Pawar  
Secretary

Dr. B. G. Gaikwad  
Principal  
(M.Com, M. Phil, Ph. D)

### The Women's Redressal Cell Shivaji College, Hingoli (2019-2020)

#### **Introduction:**

The women's Redressal Cell (WRC) is a crucial component of the college's commitment to creating a safe and inclusive environment for all its members. It serves as a platform for addressing and resolving issue related to gender-based discrimination, harassment, or any other concerns that impact the well-being and rights of women within the college.

#### **Objectives:**

##### **I. Prevention and Awareness:**


- Raise awareness about gender related issue and promote a culture of gender sensitivity within the institution.
- Implement proactive measures to prevent gender-based discrimination harassment and violence.

##### **II. Support and Assistance:**

- Provide support and guidance to individual who have experienced or witnessed gender-related incidents.
- Offer a safe and confidential space for complainants to discuss their concerns.

##### **III. Resolution and Redressal:**

- Facilitate the fair and prompt resolution of complaints through impartial investigation and appropriate actions.
- Ensure that individuals facing gender-related issues receive redressal, justice, and support in accordance with the law.

  
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Hingoli, Dist. Hingoli





#### IV. Advocacy and Empowerment:

- a. Advocate for gender equality, equality, and women's empowerment within the institution.
- b. Organize awareness programs, workshops, and training sessions to empower women and sensitize the entire campus community.

#### V. Policy and Procedural Development:

- a. Develop and review institutional policies and proceed related to gender-based issues to ensure they are comprehensive, compressor effective, and complaint with relevant laws.
- b. Work towards the creation of the safer and more inclusion campus environment though policy advocacy and reforms

**Rules and Regulations:** The Women's Redressal Cell operates based on the following rules and regulations:

- i. **Confidentiality:** All complaints and discussions within the WRC will be treated with the utmost confidentiality to protect the privacy and safety of the complainants and respondents.
- ii. **Non- Retaliation:** The College ensures that individuals who report gender-related issue or cooperate with investigation will not face any form of retaliation or victimization.
- iii. **Impartiality:** The WRC conducts thorough and impartial investigations, treating all parties involved with fairness and respect.
- iv. **No Tolerance for Harassment:** The institution has a zero-tolerance policy for gender-based harassment, discrimination, or violence and appropriate disciplinary action will be taken against perpetrators.
- v. **Awareness and Prevention:** The WRC organise awareness program, workshop, and training session on gender sensitivity rights and responsibilities for all members of the campus community.
- vi. **Complaint Procedure:** The institution has saturated complaint procedure in place, allowing individuals to report gender-related incidents either in writing or in person.
- vii. **Resolution Process:** The WRC follows a transparent and well defined process for resolving complaints which includes conducting investigations, hearings, and taking necessary actions based on the findings.
- viii. **Support Service:** The institution provide message to support service, counselling, legal assistance, and medical help for individuals who have experienced gender related issues.
- ix. **Compliance with Laws:** The Women's Redressal Cell operates in compliance with all relevant laws and regulation pertaining to gender-based discrimination and harassment, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.



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x. **Regular Reporting:** The WRC submit regular reporting 2 the institutions authorities highlighting the progress made, issue addressed, and recommendations for improvement.

**Formation of the Cell:**

Sr No.	Name	Designation
01	Dr. Sangita N. Mundhe	President
02	Dr. Manisha B. Gawali	Coordinator
03	Dr. Kishor N. Ingole	IQAC Coordinator
04	Dr. Sunanda R. Bhusare	Teacher Representative
05	Miss. Zalte Jyoti Mukindrao	Alumni Representative
06	Ku. Mote Karishma Gajanan	Student Representative
07	Sow. Meera Dhanraj Kadam	Social Representative

**Conclusion:** The Women's Redressal Cell in the college plays a pivotal role in ensuring gender equality, safety, and inclusivity on campus, ultimately contributing to a conducive environment for learning and personal growth.

*M. Gawali*  
**Coordinator**  
**Women's Cell**  
**Shivaji College, Hingoli**  
**Tq. Dist. Hingoli (MS)**

*K. Ingole*  
**Dr. Kishor N. Ingole**  
**Director, IQAC**  
**Shivaji College, Hingoli**

*[Signature]*  
**Principal**  
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