



Women Welfare/Sexual Harassment Eradication Cell

The Women Welfare / Sexual harassment eradication Cell of the College has been established to safeguard the self-esteem and rights of the women in the college. The women redressal consists of seven faculty members and fifteen student members. The cell attends to women harassment. Appropriate and prompt actions are assured to complainants approaching the cell.

Women Empowerment cell is active in the college since 2015 to empower girl students, to enhance understanding of issues related to women and to make the college campus a safe place for women students and faculty members. With a view to taking up women's issues and problems, the cell aims at creating awareness of their rights and duties. It also provides a platform for women to share their experiences and views regarding their status in the society and to suggest ways to improve and empower themselves. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women's empowerment through guest lectures, seminars, awareness programmes and other welfare activities.

Vision:

- ✓ The foremost objective of this cell is to safeguard the self-esteem and rights of the women in the college, empowering them to take part in all the activities of the college and thereby make them to feel that they are no longer inferior to men.
- ✓ Women's Welfare Cell renders its support for the upliftment of girl students of rural areas.
- ✓ Women's Welfare Cell also provides a platform to uphold the dignity of women at work.
- ✓ Any type of sexual harassment i.e physical, verbal or mental shall come under the purview of the cell, and it is empowered to initiate legal actions against such offences.

Mission:

- ✓ To enlighten the women in the college, about their legal rights and to strive towards the empowerment of the women through the promotion of gender amity and programmes concerning women welfare.



KRISHNA CHAITANYA INSTITUTE OF TECHNOLOGY & SCIENCES

Devarajugattu (Post) , Peddaraveedu (Mandal), Prakasam Dist. - 523 320.

(Approved by A.I.C.T.E., New Delhi, & Affiliated to JNTUK, Kakinada)

NAAC ACCREDITED INSTITUTION

Objectives:

The objectives of the Committee are:

- ✓ Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees
- ✓ Make recommendations to the Director for changes/ elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees
- ✓ Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment
- ✓ Recommend appropriate punitive action against the guilty party to the Director.

Periodicity And Attendance At Meetings:

- a. The Women Welfare / Sexual Harassment Eradication Cell will meet at least once in six months. However, if necessary, it may meet more frequently at the instance of the coordinator or at the request of the other members to discuss the various issues identified.
- b. At least four members of the Women Welfare/Sexual Harassment Eradication Cell shall be present at a meeting.

Composition of Women Welfare/Sexual Harassment Eradication Cell:

| S.No | Name | Designation | Status | Contact no |
|------|---------------------|---------------------|----------|------------|
| 1 | Dr.V. Krishna Reddy | Principal | Chairman | 9441681902 |
| 2 | Mrs. A. Amrutavalli | Asst.Professor,CSE | Member | 9948791055 |
| 3 | Dr.E.Neela priya | Professor,CIVIL | Member | 9000721517 |
| 4 | Mrs.K.Sandhya | Asst.Professor,EEE | Member | 8985370897 |
| 5 | Mrs.N.Swarupa Rani | Asst.Professor,ECE | Member | 8639050078 |
| 6 | Mrs. D.Swathi | Asst.Professor,ECE | Member | 6303131209 |
| 7 | Mrs.Rani Tejaswi | Asst.Professor, H&S | Member | 9985079768 |



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Student Representatives:

| S.No | Regd.No | Student Name | Contact Number | Email Id |
|------|------------|---------------------------------|----------------|------------------------------------|
| 1 | 20JU1A0463 | Chakka.Saiharshitha | 8897149739 | saiharshithachakka@gmail.com |
| 2 | 21JU1A0504 | S.Abhinaya | 9603722981 | abhinayasharma121@gmail.com |
| 3 | 20JU1A0412 | K.Geetha Priyanka | 7013435161 | geethapriyankakolli@gmail.com |
| 4 | 20JU1A0433 | Yamanuri Lavanya | 7396295209 | lavanyayamanuri01@gmail.com |
| 5 | 21JU1A05H2 | Mancha. Venkata Akshaya Lakshmi | 8919134886 | akshayamancha12@gmail.com |
| 6 | 21Ju1A0415 | Pasupuleti Durga | 6303241175 | Pasupuletidurga160@gmail.com |
| 7 | 20JU1A0110 | Kancherlamanjula | 9573821355 | Kancherlamanjula2002@gamil.com |
| 8 | 20JU2A0571 | P.Manasa Reddy | 9652222024 | manasapalireddy@gmail.com |
| 9 | 20JU1A05A9 | Ramya | 9391772757 | chramyasri17@gmail.com |
| 10 | 21JU1A0428 | Shaik Khasim Sharif | 8106455801 | Khasimshaiksingleking143@gmail.com |
| 11 | 20JU1A0578 | Oleti.Naga Rishitha | 9491307748 | rishithaoleti@gmail.com |
| 12 | 20JU1A05H1 | Gunda Venkata Lakshmi Jahnavi | 8374069490 | gundajahnavi7903@gmail.com |
| 13 | 21JU1A05F1 | Chilakala Sowmya Reddy | 6301786377 | sowmyareddychilakala@gmail.com |
| 14 | 20JU1A0532 | P.Eekshitha | 8328531934 | eekshithareddy257@gmail.com |
| 15 | 21JU1A0555 | G.Jahnavi | 8309075415 | grandhisilajahnavi@gmail.com |

Procedures for Approaching Committee:

The Committee deals with issues relating to sexual harassment at the Krishna Chaitanya Institute of Technology and Sciences. It is applicable to all students, staff and faculty. A Complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as “unwelcome” sexually determined behaviour (whether directly or by implication) as:

- ✓ Physical contact and advances
- ✓ Demand or request for sexual favours
- ✓ Sexually coloured remarks
- ✓ Showing pornography and
- ✓ Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.



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The following types of sexual harassment are covered by the committee:

- ✓ Eve-teasing
- ✓ Unsavoury remarks
- ✓ Jokes causing or likely to cause awkwardness or embarrassment,
- ✓ Innuendos and taunts
- ✓ Gender based insults or sexist remarks
- ✓ Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls)
- ✓ Touching or brushing against any part of the body
- ✓ Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets
- ✓ Forcible physical touch or molestation
- ✓ Physical confinement against one's will and any other act likely to violate one's privacy

Roles and responsibilities of Student Representatives:

Representative in true sense is standing for others. Student representative of WEC represents and stands for all the girl students of her class. Here are the responsibilities of the student representative. They should be willing:

- ✓ To spread the objectives of WEC among the girl students.
- ✓ To participate actively in the events and competitions organized by the cell and encourage other girl students to participate.
- ✓ To organize enthusiastically the events of WEC under the guidance of the cell.
- ✓ To interact regularly with the girl students of the class.
- ✓ To bring to the notice of the faculty representative of their respective department, if any gender specific issue arises among the girl students.

INITIATIVES:

- ✓ Educating the teaching and non-teaching staff and students towards gender sensitization.
- ✓ Counselling services.



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- ✓ Provision of opportunities and programs for female gender to be mentally and emotionally empowered so as to promote their growth as individuals in their own right.
- ✓ Conducting various competitions to encourage their artistic talents for creative thinking
- ✓ Gender Audit

Functions organized by the committee:

- ✓ To create awareness about women's welfare and conduct programs for women Empowerment.
- ✓ To discuss issues relating to problems of women at workplace
- ✓ To organize programs on self-defence for women
- ✓ To improve interpersonal skills
- ✓ To create environment that promotes gender equality.
- ✓ To organize cultural programs to instil confidence in girl students.
- ✓ To organize health awareness camps for women.

INSTRUCTION TO THE GIRL STUDENTS:

1. Proper dress code should be followed. Body fit clothing, transparent or revealing outfits should be avoided. Salwar kameez with duppatta is advisable for girls.
2. Sharing of mobile phone numbers with the unknown persons should be avoided.
3. Harassment of any nature should be reported to the higher authorities for redressal.