



**WOMEN EMPOWERMENT CELL
(WEC)
GUIDELINES**

As per the Judgments and Guidelines pronounced by The Honorable Supreme Court of India and the directions of University Grants Commission and Osmania University for the enforcement of basic human rights, dignity, equality and a harassment and abuse free safe campus and work place, VGDC, Vidyanagar, Hyderabad, has established the Women Empowerment Cell (WEC) for the empowerment of women and prevention of harassment against women. The Cell plays a proactive role in foregrounding gender equality; promoting equal opportunities and in creating harassment, discrimination and intimidation free environment. The Cell consists of the Principal (Chairperson of the Cell), a Convener and members from Teaching and Non-Teaching Staff both women and men to enforce the narrative of gender parity.

Objectives of the Cell

The main objectives of the Cell are the following

- Conduct Women Empowerment Workshops and Seminars/Webinars to empower the women on campus and sensitize the men for the need to change.
- To evolve a mechanism for empowering women on the campus and the prevention and redressal of sexual harassment and other unfair treatments
- To examine the issues and complaints raised by the students with respect to the matters of discrimination, harassment, abuse and such other undesirable activities that distorts the dignity of female students and faculty.
- To conduct conclusive and comprehensive enquiry on the complaints received along with ICC
- To recommend correction and punitive methods to the Principal and if found necessary report the incident of harassment or abuse to the Station House Officer (SHO).

Scope of the Cell

The Women Empowerment Cell works for the empowerment of women and the prevention of harassment against Women. It will receive complaints from the female students and staff along with Internal Complaints Committee (ICC) on any of the following matters inside or outside the campus:

- Sensitize women to their legal rights and conduct awareness programs to empower them towards gender parity.
- Create awareness among women to report sexual overtures, hostile study/work environments, sexually colored remarks, unfair treatments and quid pro quo harassments from the male students and faculty.

- Create awareness among women to recognize and report voyeurism and stalking of women on and off Campus.

Procedure of the Cell

The Women Empowerment Cell will follow the following procedures and work in collaboration with ICC

- Receive the complaints in writing and discuss confidentially with the victim.
- Counsel the victim to overcome mental trauma.
- Examine the complaint in detail on the basis of the statement procured from the victim and other available material evidences.
- Recommendation to the Principal to initiate punitive and disciplinary actions against the culprit.
- The college has MoU with NGO Tharuni and NGO Roshini to deal with issues faced by students and women staff members.

Punishments

Any students or staff members found guilty of harassment or other inappropriate action/behavior will be liable to one or all of the following punishments:

- Suspension from the College, in case of students
- Dismissal and compulsory Transfer Certificate for students.
- In case of Staff who is involved in the matter, the College will take appropriate action as per Government Rules of Telangana State.

MEMBERS OF THE CELL

Sl.No	Name of the Member	Designation	
1	Dr.G. Sukanya Principal	Chairperson/ President	
2	Ms. Anita Abraham Head, Department of English & Vice-Principal	Convener	 ANITA ABRAHAM
3.	Ms. G. Bangla Bharathi, Associate Professor, Department of English	Member	
4.	Ms. S. Nirmala, Vice-Principal & Assistant Professor of Statistics	Member	
5.	Dr.J.Chinna Babu Assistant Professor of Physics	Member	
6.	Dr. Kishor Kumar Head, Department of Commerce	Member	
7.	Ms. Prasanna Lakshmi, Store Keeper	Member	
8.	Mr. Srinivas, Record Assistant	Member	

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