



Shree R. P. Arts, Shree K. B. Commerce and Smt. B. C. J. Science College

Khambhat

Collegiate Women Development Cell

Preamble

WHEREAS the Hon'ble Supreme Court has in the judgment of Vishakha and others v. State of Rajasthan and others, reported in 1997(6) SCC 241, directed that the employers, the other responsible persons in-charge of working-places or other institutions shall prevent or deter the commission of acts of any kind of harassment including sexual harassment. They shall provide the procedure for the resolution, settlement or prosecution of acts of harassment including sexual harassment by taking all required steps. Women shall have the right to gender equality and to work with dignity and to have an environment which is safe and protected from sexual harassment or abuse and appropriate work conditions in respect to health and hygiene.

AND WHEREAS it is necessary and expedient to ensure the prevention of any harassment of women including sexual harassment. In pursuance of the aforesaid directions of the Hon'ble supreme Court, Shree R. P. Arts, Shree K. B. Commerce & Smt. B. C. J. Science College, Khambhat constitutes a Collegiate Women Development Cell (CWDC) for the above purpose.

Constitution of the Cell

The objective of the CWDC is to provide and maintain a dignified congenial working environment for women employees (including teaching, non-teaching, contractual workers) and students, where they can work, study and explore their potential to the fullest extent.

Any women employees and/or students of the institute can approach CWDC for any problem relating to their work, safety, security etc.

The following is the constitution of the CWDC at Shree R. P. Arts, Shree K. B. Commerce & Smt. B. C. J. Science College, Khambhat which is appointed by the principal of the college.

The members of the Cell shall hold office for a period of three years provided that where a person ceases to be an employee or student, he/she shall cease to be a member of the Cell.

CWDC Post	Designation	Name
Chair Person	Principal	Dr V J Dwivedi
Convener	Teaching Staff	Dr Anita Patel
Co-convener	Teaching Staff	Dr Pallavi Singh
Member	Non-teaching Staff	Smt Dipikaben Solanki

Power, Roles and Functions of CWDC

- To sensitize all members of the Shree R. P. Arts, Shree K. B. Commerce & Smt. B. C. J. Science College, Khambhat community towards the Supreme Court and statutory mandate prohibiting gender discriminations or any other problems relating to safety and security of women at the work place.
- To provide encouragement for building confidence of women employees and students through their involvement in academic, cultural and outreach activities such as talks, seminars, workshops, etc. To provide for dialogue, discussion, and deliberation on women's rights and gender-related issues.
- To encourage participation from NGOs and law enforcement agencies in this area.
- To become a resource centre for women and provide a forum for exchange of ideas.
- To review safety and security measures for female employees and students at the campus.
- To organize regular workshops and training programmes for members of the CWDC.
- To process individual grievances concerning any kind of harassment within the campus.
- To formulate programmes for the spread of awareness of these regulations among the employees and students.
- To bring out publications in Indian languages and English language concerning harassment and also concerning the implementation of these regulations.
- To hold annual programmes, seminars, workshops and meetings regarding Women's Development and resolution of any kind of Harassment.
- To set up pools; one each for NGOs and Women's Associations working within the geographical area of the college for carrying out the purposes of these regulations.

- To act as the Appellate Authority in respect of the decisions taken by the CWDC in Shree R. P. Arts, Shree K. B. Commerce & Smt. B. C. J. Science College, Khambhat.
- To exercise such other powers and perform such other duties as may be conferred or imposed on it by or under these regulations.
- To do all such activities and things as may be necessary to carry out the objectives of these regulations.
- The Cell shall constitute one or more Committees for implementation of women's policy in general and for dealing with cases/ complaints of any kind.

Collegiate Women's Development Committee (CWDC)

- The institute shall set up a Collegiate Women's Development Committee (CWDC) to deal with complaints of any kind of harassment, including sexual harassment.
- The institute shall inform the Cell about the members of its CWDC and keep the Cell informed about any change therein.
- CWDC shall submit its yearly report of activities to the IQAC of the institute.

Composition of CWDC

The Collegiate Women's Development Committee (CWDC) shall consist of six members, who shall be appointed by the Principal of the college, as under, namely:

- Principal of the college or of the recognized institution or Dean of the faculty, who shall be the Chairperson of the Committee
- Two members from the teaching staff of the college or the recognized institution (of whom one shall be a woman)
- One woman member from the non-teaching staff of the college or the recognized institution
- Two students from the college or the recognized institution (of whom one shall be a Lady Representative)
- Where there is no woman, a male employee may be appointed

(Note: Out of the two members from teaching staff of the college or of the recognized institutions, the woman member shall be the Convener of the Committee)

Terms of Office

The members of the Committee shall hold office for a period of three years provided that where a person ceases to be an employee or student, he/she shall cease to be a member of the Committee.

Powers and Functions of the Committee

The powers and functions of the Committee shall be as determined by the Cell.