



# RANCHI UNIVERSITY WOMEN'S GRIEVANCE REDRESSAL CELL

( CONSTITUTION OF RANCHI UNIVERSITY WOMEN'S GRIEVANCE REDRESSAL  
CELL (W.G.R.C.) BY THE DIRECTION OF UNIVERSITY GRANT COMMISSION )

**Date of Constitution 05<sup>th</sup> January, 2013**

Complain for Students/Employees of the University/Colleges: - [wgrc@ranchiuniversity.ac.in](mailto:wgrc@ranchiuniversity.ac.in)

Contact Us:- Registrar, Ranchi University Ranchi,  
Shahid Chowk, Ranchi -834001, Jharkhand  
Ph:-0651- 2208553

## **Five Members Committee of R.U. W.G.R.C:**

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|---|------------------|
| 1. Dr. Saraswati Mishra<br>University Department of Philosophy<br>Mobile no- 943131597745 | Chairperson      |
| 2. Dr. Renu Dewan<br>University Department of Psychology<br>Mobile no- 9431101176         | Member Secretary |
| 3. Dr. Kunul Kandar<br>University Department of Botany                                    | Member           |
| 4. Dr. Renuka Thakur<br>Department of Chemistry, R.W.C.                                   | Member           |
| 5. Dr. Shamsul Nehar<br>University Department of Zoology                                  | Member           |

Ranchi University Women's Grievance Redressal Cell (W.G.R.C.) has been acting as Task Force and having the following mandate in the light of UGC letter D.O.No. F.1-1/2013 (CM) dated 1<sup>st</sup> January:

1. Security arrangements for female students and employees in P.G. Departments, Colleges as well as girls' hostels
  2. Constitution of Women's Grievance Redressal Cell (W.G.R.C.) in P.G. Departments and Colleges (Constituent & Affiliated)
  3. Gender Sensitization programmes for officers, teachers, employees and all students (Female & Male)
  4. Facilities of separate common rooms and clean toilets with running water for female employees & students
  5. Help-line number for information of the grievances of female employees & students
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## Recommendations for further actions-

A National Level 'Task Force' formed by the UGC for monitoring of gender disparities in different Universities of the Country has suggested some strong recommendations for further actions:

**1 Setting up a Gender Sensitization Unit** within the UGC. This will act as a nodal division to give effect to the policy of zero tolerance of gender based violence on campuses of colleges and Universities. The **unit will** be tasked with the responsibility to:

2. Assist and support universities and colleges to meet mandatory requirements to end gender based violence and harassment including provisions for the safety of women students and employees on campuses.

3. Provide going assistance and oversight for the functioning of the Complaints Committees against Sexual Harassment on Campuses and also to monitor their Compliance with the requirements of the Sexual Harassment Act of 2013.

3. Produce materials for courses and workshops on issues pertaining to gender sensitization, sexual harassment and legal literacy with the help of recognised experts in the field and make these available to all constituent universities and colleges. A **UGC handbook** with directives, guidelines and course and workshop materials to be prepared.

4. To ensure that regular training programmes including workshops and short term courses on gender sensitization become an on-going activity within both the curricular and co-curricular spaces.

5. Provide information on research work, publications and lecture material with regular updates. A **website** and on line courses be also developed by the unit.

6. Maintain an updated directory of experts and trainers with detailed coordinates for dissemination to HEIs.

7. Ensure that all institutions under 12(f) and 12 (b) submit an annual Gender Audit of their campuses to the UGC. The modalities and specifics of the audit (including format for submission) may be detailed by the Unit in consultation with experts, teachers, students and members of civil society. This should be a requirement along the lines of Annual Submission of Accounts. The unit will also be responsible for maintaining a log of complaints and the redress processes adopted by universities in response to complaints.

8. Provide legal advice and guidance to HEIs that is in consonance with the larger policy framework of non-discrimination that recognizes that gender based violence often gets exacerbated at the intersections of the multiple fault lines of caste, class, religion and disability.

*Note: As the requisite legal knowledge (regarding compliance with the Sexual Harassment Act 2013 and the Criminal law Amendment Act) is not easily available at the college/university level in general and the Internal Complaints Committees in particular, the UGC unit may constitute a standing committee comprising lawyers and academics with expertise in the area of law, as well as university administrators to advise the ICCs with regard to the procedure and rules it may follow.*

9. Coordinate the conducting of further Open Forums in the country whether on a regional or any other basis for on-going sharing and accountability among HEIs on issues pertaining to gender sensitization and sexual harassment.

10. Process applications for grants by HEIs to run gender sensitization programmes such as courses workshops, etc. and make allocations therein.

11. Recommend funding for expanding gender sensitization programmes and the work of Women's Development Cells and Gender Training Centers in HEIs. These are currently languishing for lack of funds.

The UGC Unit will comprise trained personnel dedicated exclusively to the tasks, its effective functioning. It may have a Steering Committee to advise and give overall policy direction for its day to day activities comprising academics, NGO practitioners, Lawyers and senior education administrators. This group must have both men and women members.

**Significant grants must be set aside for the unit and activities listed above under the 12th plan.**