

## Women's Grievance Redressal Committee (WGRC)

Gender Sensitization & Awareness Program on the implementation of "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013".

In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 in the case of Visakha and others vs. State of Rajasthan and Others on the subject of sexual harassment of women in the workplace, CCET had duly constituted a Complaint Committee for considering complaints of sexual harassment of women working in the Institution. This Committee has been constituted on 12th July, 2016 for considering complaints of sexual harassment of women employees.

## **Internal Complaints Committee (ICC)**

A committee constituted by CCET promotes a healthy working environment to all CCET female staff, students and faculty.

In accordance to Section 29 of the Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013) and OM dated 21.07.2009 in F.No.11013/3/2009-Esst.(A) issued by the Deptt. of Personnel & Training, Govt. of India, CCET has constituted an Internal Complaints Committee (ICC) to conduct enquiry regarding harassment cases.

Internal Complaints Committee members AY:2016-17 to AY:2020-21

Sl.No.	Name	Designation	Position
1.	Dr. Dipali Soren	Principal	Chairperson, ICC
2.	Dr. Archana Choudhury	Vice Principal	Member (Internal)
3.	Dr. Preeti Nandkumar	Associate Professor	Member (Internal)
4.	Adv. Mrs. Kanti Kumar	Advocate District court , Durg,	Member (External)
5.	Dr. Sudha Singh,	Library Incharge	Coordinator, ICC
6.	Sister Ludia	Girls' Hostel warden	Member (Internal)

## **Who can approach WGRC for help?**

Any CCET female employee (faculty or staff) or student

## **Definition of Sexual Harassment:**

"Sexual harassment" includes such unwelcome sexually determined behavior, whether directly or otherwise, as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks

  
**Principal**  
Christian College of Engg.  
& Tech. Kailash Nagar  
Bilaspur - State P.O.  
Jharkhand - 821430 (U.S.)

- Showing any pornography, or
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

**What are the possible actions that can be taken against the respondent?**

- Warning
- Written apology
- Bond of good behavior
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant mechanism

**If you are harassed, what should you do?**

Inform to immediate supervisor or any other person in authority if the complaint is against the supervisor or WGRC-ICC

- You can meet in person or call or file a complaint (hand-written, typed and signed, email) to the WGRC
- You can reach us at [wgrc@ccetbhilai.ac.in](mailto:wgrc@ccetbhilai.ac.in)
- You can also contact the Chairperson, Principal or any other members directly.

Rest assured that your complaint will be kept **CONFIDENTIAL**.

**Inquiry into complaint:**

- The inquiry shall be complete within a period of ten days from the date of the complaint.
- On completion of the inquiry, the Internal Committee shall provide a report of its findings to the Executive Vice Chairman / Principal within a period of seven days from the date of completion of the inquiry and such report be made available to the concerned parties.
- If the allegation against the respondent has been proved, it shall recommend punitive actions to be taken against the respondent to the employer.
- The employer shall act upon the recommendation within thirty days of its receipt by him.

Useful Reading Materials:

  
Principal  
Christian College of Engg.  
& Tech, Kailash Nagar  
Industrial Estate, PO,  
Bhilai-490 026 (C.G.)



- Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act and Rules, the 9th December, 2013
  - Notification and Act
  - Rules
  - Office Memorandum, New Delhi, the 21st July, 2009, No. 11013/3/2009-Estt. (A) issued by the Department of Personnel and Training, Govt. of India
  - Handbook on Sexual Harassment of Women at Workplace

**Internal Complaints Committee members AY:2021-22 to AY: 2025-26**

Sl.No.	Name	Designation	Position
1.	Dr. Dipali Soren	Principal	Chairperson, ICC
2.	Dr. Archana Choudhury	Vice Principal	Member (Internal)
3.	Dr. Preeti Nandkumar	Associate Professor	Member (Internal)
4.	Adv. Mrs. Kanti Kumar	Advocate District court , Durg,	Member (External)
5.	Mrs. Nimmi Varghese	Student Councelor	Member (Internal)
6.	Dr. Sudha Singh,	Library Incharge	Coordinator, ICC
7.	Sister Ludia	Girls' Hostel warden	Member (Internal)

  
 Principal  
 Christian College of Engg.  
 & Tech, Kailash Nagar  
 Industrial Estate, PO,  
 Bhilai-490 026 (C.G.)