



AUROSRI INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH

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(Approved by PCI, New Delhi and Affiliated by BPUT, Rourkela & OSBP, Bhubaneswar)

CONSTITUTION OF GENDER SENSITIZATION AND SEXUAL HARASSMENT PREVENTION CELL (GSSHPC)

Date of Constitution

The Cell for Gender Sensitization and Prevention against Sexual Harassment at Workplace at Aurosri Institute of Pharmaceutical Education and Research had its inception in 2021. The Cell was formed in accordance with the guidelines on sexual harassment prevention in the workplace, issued by the Honorable Supreme Court of India in 1997 and in accordance with the VISHAKHA guidelines of Supreme Court and endorsed in SAKSHAM report of the University Grants Commission.

The cell aims to sensitize and create awareness about gender justice among the academic and non-academic community in this educational institution. The cell has organized seminars, and interactive sessions with eminent speakers and activists and aims to conduct many such seminars and workshops for the benefit of all stakeholders of this institution. The members of the said cell had also propagated their ideas in such events.

The Cell is responsible for looking into any complaints filed by students and staff about sexual harassment if any happening inside the college premises.

According to the Honorable Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

Objectives

- To resolve the issues pertaining to sexual harassment
- To provide a platform for listening to complaints and redressal of grievances
- To foster healthy relationship with opposite gender
- To equip students, faculty and staff with the knowledge of their legal rights and redressal of their grievances
- To facilitate speedy delivery of justice, through organizing meetings at regular intervals

Activities

- Conducting gender awareness programmes
- Organizing women empowerment programmes
- Programmes in the nearby community to sensitize gender equality
- Observing International Women's Day
- Creating Awareness against Gender Biasness, Domestic Violence
- Prevention and redressal of sexual harassment

Members of the Cell

- Miss Subhasmita Parida, Convenor
- Mr Swasti Sundar Barik, Joint Convenor
- Mr Saiman Tripathy, Member
- Miss Milluswapna Dash, Member

Programmes to be conducted by the Gender Cell

- Observation of International Women's Day
- Conduct of Seminar on 'Gender Sensitization and the Constitution of Gender Cell in accordance with the Saksham Guidelines at workplace'
- Engaging Students to prepare charts and posters on Gender Sensitization, Women Empowerment and prevention of domestic violence
- Displayed Charts, books and posters time to time received from Swayam NGO to foster students' participation and awareness in prevention of gender biasness
- Formation of the Internal Complaints Committee

INTERNAL COMPLAINTS COMMITTEE

Aurosri Institute of Pharmaceutical Education and Research advocates the empowerment of women and has zero tolerance for sexual harassment. This institution is committed to create a safe environment for women students and employees – a gender-just environment free of violence, harassment, exploitation, intimidation and stress through creation of awareness on the issue of sexual harassment by conducting workshops and lectures by activists and academicians.

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committee (ICC) is constituted as under to deal with the complaints relating to Sexual harassment at work place.

The ICC of Aurosri Institute of Pharmaceutical Education and Research comprises of the following members:

- Miss Subhasmita Parida, Convenor
- Mr Swasti Sundar Barik, Joint Convenor
- Mr Saiman Tripathy, Member
- Miss Milluswapna Dash, Member

S. Parida
Barik
Tripathy
M. Dash

N. Das

Principal

PRINCIPAL
AUROSRI INSTITUTE OF
PHARMACEUTICAL EDUCATION
& RESEARCH