



Govt college Kullu-175101  
UGC -NAAC accredited B++institution  
Phone No. &Fax -01902-222568  
E-mail: gckullu-hp@nic.in

# ***5.1 Student Support***

***Supporting Documents for 5.1.4***



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[https://www.gckullu.ac.in/policy\\_documents.aspx](https://www.gckullu.ac.in/policy_documents.aspx)  
[https://www.gckullu.ac.in/Women\\_cell.aspx](https://www.gckullu.ac.in/Women_cell.aspx)



**Government College Kullu**  
**NAAC Accredited B++ Grade College**  
WEB SITE: [www.gckullu.ac.in](http://www.gckullu.ac.in) E-MAIL Address: gckullu-hp@nic.in  
FAX/ Tel. No: 01902-222568

## Prevention of Sexual Harassment & Gender Discrimination

As the college is committed for providing a safe & inclusive environment to the students, faculty & other staff members of the institution, it has a policy of zero tolerance towards sexual harassment & gender discrimination.

Sexual Harassment refers to a wide variety of unwelcome sexual behavior towards individuals of the same or different genders. The offensive, humiliating or intimidating behavior includes:

- Unwanted physical contact.
- Making comments having sexual overtones.
- Asking for sexual favors.
- Leering and staring at somebody.
- Displaying offensive material.
- Making sexual gestures.
- Cracking sexual jokes or insulting with sexual comments.
- Indecently exposing oneself.
- Sexual assault.

Gender Discrimination refers to unequal treatment and denial of opportunity based on the gender of an individual & includes harassment/discrimination based on sex, gender identity or gender expression.

The college has the following committees for Prevention of Sexual Harassment & Gender Discrimination.

1. Women Cell.
2. Gender Sensitization Committee.
3. Internal Complaint Committee against Sexual Harassment & Gender Discrimination.

All these committees ensure the implementation of the policy for zero tolerance towards sexual harassment & gender discrimination. For Prevention of sexual harassment & gender discrimination the following measures are taken:

- Sensitization of all employees & students towards sexual harassment & gender discrimination that includes identifying its impact on individual and society, strategies for its prevention as well as discrimination of the knowledge about the legal provisions. The sensitization is done through different resources like talks, lectures, discussions & screening of movies related to gender as well as through the course content of the syllabi.



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### **Complaint Procedure for Incidents of Sexual Harassment and Gender Discrimination**

Any student or employee of the institution can report incident of sexual harassment and gender discrimination to the Internal Complaint Committee against Sexual Harassment.

The complaint can be made in person or in writing or through web-portal by the students. Students after logging in to their accounts can have the access to the link for filing the complaint/grievances. The complainant will be treated with sensitivity & handled in a confidential manner to the extent it is possible.

Steps will be taken to ensure protection of the complainant from further harassment.

### **Remedial Action**

Prompt investigation of the incident will be made in a confidential & objective manner by the Internal Complaint Committee on receipt of a complaint. Both the accused & the complainant will be given opportunity to present their case and evidences /witnesses. The committee will prepare a report of the case and submit it to the principal with certain recommendations for further action. The remedial action may include counseling, disciplinary action or expulsion of the accused from the college as well as support, counseling and legal assistance to the complainant.

Thus, our college has a commitment for providing a safe & secure environment for the college community & to promote a culture of respect & inclusiveness for all.

  
Principal  
Govt. College  
Kullu (H.P.)  
Principal  
G C Kullu



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## **Grievance Redressal Mechanism**

Providing a cordial and harmonious conducive environment for learning is one of the topmost priorities of the college. Students face various problems that need to be addressed. For the redressing these problems, various committees are formed in every session that are committed to look into the grievances and sort them out.

### **Academic Grievances**

In case of any issues related to non-declaration of final results due to any discrepancy in uploading of CCA awards, the students give applications to the COE. The awards are verified in COE office and grievances are sorted out at the earliest and the record is maintained. The answer scripts of the mid-term tests are kept safely with COE so that in case of any discrepancy or doubt they can be again shown to the students.

### **Non-Academic Grievances**

Various committees are formed for the redressal of non-academic grievances:

1. Grievances redressal committee
2. Committee for welfare of ST/SC/OBC/Minorities and Divyangjan
3. Internal Complaint Committee Against Sexual Harassment and Gender Discrimination
4. Women Cell/Gender Sensitization Committee
5. Anti-Ragging Committee
6. Discipline Committee

Students can voice their grievances through CSCA members, hostel representatives, complaint boxes, the web portal on the college website and complaint registers kept in the office of the Superintendent.

Students' grievances related to discipline, administration, infrastructural facilities, library, hostel and canteen facilities etc are resolved by the Grievances Redressal Committee with the assistance of other committees constituted for respective purposes.

Any student or employee of the institution can report incidents of sexual harassment and gender discrimination to the Internal Complaint Committee against Sexual Harassment. Other complaints related to caste discrimination or harassment faced by any minorities and divyangjan can be made in person or in writing. Students can also register the complaints through the link given for grievance redressal on the home page of college website. Students



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after logging in to their accounts can have the access to the link for filing the complaint/ grievances. The complainant will be treated with sensitivity

& handled in a confidential manner to the extent it is possible. Steps will be taken to ensure protection of the complainant from further harassment.

*(Signature)*  
 Principal  
 Govt. College  
 Kullu (H.P.)

Principal  
 GC Kullu

| GOVT. UTKRISHT MAHAVIDYALAYA KULLU (H.P.)              |                            |             |             |
|--|----------------------------|-------------|-------------|
| PHONE No.: 01902-222568                                |                            |             |             |
| Internal Complaint Committee Against Sexual Harassment |                            |             |             |
| Sr.No.   | Name                       | Designation | Contact No. |
| 1.   | Dr. Roshan Lal (Principal) | Chairperson | 94184 52100 |
| 2.   | Dr. Brij Bala              | Convener    | 94180 60960 |
| 3.   | Mrs. Neeraj Kapoor         | Member      | 94181 55015 |
| 4.   | Dr. Sujata                 | Member      | 94182 81284 |
| 5.   | Dr. Binta Thakur           | Member      | 94184 66451 |
| 6.   | Mr. Satish Kumar (Suptt.G) | Member      | 94182 04277 |

| GOVT. UTKRISHT MAHAVIDYALAYA KULLU (H.P.) |                            |             |             |
|---|----------------------------|-------------|-------------|
| PHONE No.: 01902-222568                   |                            |             |             |
| ANTI RAGGING COMMITTEE                    |                            |             |             |
| Sr.No.                                    | Name                       | Designation | Contact No. |
| 1.  | Dr. Roshan Lal (Principal) | Chairperson | 94184 52100 |
| 2.  | Dr. Brij Bala              | Convener    | 94180 60960 |
| 3.  | Dr. Sujata                 | Member      | 94182 81284 |
| 4.  | Dr. O.P. Thakur            | Member      | 94180 66651 |
| 5.  | Mr. Som Krishan Sharma     | Member      | 82199 22016 |
| 6.  | Dr. Rakesh Rana            | Member      | 82196 11718 |

| GOVT. UTKRISHT MAHAVIDYALAYA KULLU (H.P.) |   |                        |             |
|---|---|------------------------|-------------|
| CONTACT No. 01902-222568                  |   |                        |             |
| IMPORTANT CONTACT NUMBERS                 |   |                        |             |
| Sr.No.                                    | Name of the Committee   | Name of the Convener   | Contact No. |
| 1.  | Disciplin Committee   | Dr. Sujata             | 94182 81284 |
| 2.  | Grievance Redressal Committee                                     | Dr. Sujata             | 94182 81284 |
| 3.  | Anti Ragging Committee  | Dr. Brij Bala          | 94180 60960 |
| 4.  | SC/ST/OBC/Minorities/ Persons with Disabilities Welfare Committee | Sh. Som Krishan Sharma | 82199 22016 |
| 5.  | Internal Committee Against Sexual Harassment                      | Dr. Brij Bala          | 94180 60960 |

