

Guidelines on the Working of Acharya Institute of Technology Women's Cell

Introduction

Acharya Institute of Technology recognizes the need to inculcate a culture of respect for the female gender and the creation of a climate, free of fear of sexual harassment and an urgent need to address the task of the prevention and support to those who need assistance.

Acharya Institute of Technology aims to provide safe working and learning campus life for faculty and students free from gender discrimination and sexual harassment. It aims to cultivate an atmosphere where men and women work together towards the growth and prosperity of the institution in a safe and healthy academic environment. Towards this aim Women's Cell is initiated in this institution.

Objectives of Women's Cell

1. To create awareness amongst students/ members of staff about the problems faced by women of all strata due to gender issues.
2. To create awareness amongst students/ members of staff about the problems faced by working women.
3. To create an environment of gender justice where men and women work together with a sense of personal security and dignity.
4. To disseminate knowledge about rights and laws related to women.
5. To create a sense of responsibility in the students/ members of staff and have healthy study and work culture.
6. To enhance the self-esteem and self-confidence of girl students and members of staff in the Institute.

Advisory Committee

The advisory committee of Women cell at Acharya Institute Comprises of

1. Principal / Dean Member - Dr H D Maheshappa – Chairperson
2. Faculty Heading the Gender Cell - Dr Indrani Pramod Kelkar
3. UG Student Representative - Ms Darshini N (6th Sem CSE)
4. PG Student Representative - Ms Pushpalatha (2nd Sem MCA)
5. Non-Teaching Staff Represent - Ms Renuka Devi (AO)
6. NSS coordinator - Dr Gopinath (HOD BT)
7. Faculty representative - Ms Nagapushpa (ECE)
8. Faculty Manager - Dr Satya Suresh (MBA)
9. NGO Member - Dr.Uma Warriar (Jain University)
10. Legal Advisor - Mr Hanumanthe Gowda

The committee will aim to redress cases brought forward by any one enrolled in AIT in any capacity by empathizing with them and bringing in professional guidance and support to overcome the situation. The committee would meet based on issues and would record reports every three months.

The committee will aim to address and keep away gender discrimination, sexual harassment, and promote gender amity, gender justice and full-fledged support to person in trouble.

Gender discrimination is a situation in which a person is treated less because of their biological difference or sex difference. This is usually referred to a woman being treated less compared to their men counterpart.

Sexual harassment includes unwelcome sexually determined behavior such as

1. Physical contact and advances
2. Demand or request for sexual favors
3. Showing pornography
4. Any other unwelcome physical, verbal, non-verbal conduct of sexual nature.

According to code of conduct at work place prepared by the National Commission for Women in 1998, sexual harassment includes such behavior as

- Eve teasing
- Unsavory Remarks
- Jokes causing awkwardness
- Gender based insults
- Sexual overtones in talking
- Touching and brushing while talking
- Display of pornography

Gender Justice is ensuring sexual equity and equality, non-hierarchy and non-discrimination and protective safeguards.

Operations and Actions

- Information to all students/ members of staff, teaching and non- teaching about the formation, objectives and existence of women's cell will be passed on by an e-mail. This is to bring about awareness about existence of a cell. Any member in the committee can be contacted for help.
- When an issue is reported, the members of the committee will understand the matter and take a written complaint. Formal enquiry will be set up by the committee with the person who complained and the one on whom the complaint is launched.
- A fair enquiry will be conducted and chairman will decide on the plan of action.
- If there is prima facie case lawyers/ counselors advice will be taken.
- Empathy and secrecy will be maintained to get the victim into mainstream activities and life