



VSPM Academy of Higher Education Nagpur's  
**Jawaharlal Nehru Arts, Commerce and Science  
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## **WOMEN'S GRIEVANCE REDRESSAL CELL (INTERNAL COMPLAINT COMMITTEE) POLICY**

Jawaharlal Nehru Arts, Commerce & Science College, Wadi, Nagpur, is co-educational and has a strong commitment to gender parity. Equal rights and opportunities for all genders is among the top concerns and the institution works to minimize the gender gap by creating awareness and providing opportunities to female students and staff. The institution is committed and take efforts for the individual development of female staff members and students through Women Grievance Redressal Cell (Internal Complaint Committee).

The institution has established a **Women's Grievance Redressal Cell (Internal Complaint Committee)** in accordance with the Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The WGRC aims to provide a safe and respectful environment for women by addressing grievances related to sexual harassment and promoting gender equality.

### **Key Features of the Women's Grievance Redressal Policy**

#### **1. Formation and Composition**

The college has established the Women's Grievance Redressal Cell (Internal Complaint Committee) to align with legal mandates and Vishakha guidelines. The committee comprises senior faculty members and staff, a legal advisor and a local representative; ensuring representation and impartiality in addressing complaints and taking measures to create awareness.

#### **2. Objectives**

- To prevent sexual harassment and promote gender equality within the campus.
- To provide a mechanism for redressal of complaints related to women's grievances.

- To organize awareness programs on gender sensitization.
- To train girl students in entrepreneurship.

### **3. Complaint Mechanism**

The WGRC facilitates the lodging of complaints through (Internal Complaint Committee):

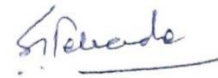
- Written applications submitted to the committee.

### **4. Confidentiality and Protection**

All complaints are handled with utmost confidentiality. The committee ensures protection of complainants and witnesses from retaliation, maintaining a fair and unbiased investigation process.

### **5. Awareness and Training**

The institution regularly organizes workshops and seminars on gender sensitization and women's rights. The Women's Redressal Cell takes initiatives and organises various programmes and workshops to create awareness about gender equality.



Principal  
Lawaharlal Nehru Arts, Comm. &  
Science College Wadi, Nagpur

Dr Sanjay Tekade

Principal