

REF. No.:LNCP/ASHC/2023-24/01

Date:25/07/2023

ANTI SEXUAL HARASSMENT COMMITTEE

Lakshmi Narain College of Pharmacy, Bhopal is committed to provide safe academic and working environment to all girl students and its women employees.

As per the guidelines of Government of India is 'Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaint Committee (ICC) and a special cell is operational in the College.

This committee provides a platform to express their grievances freely without any fear of being victimized. The women employees/ students can raise their grievances through SMS/Call/Email/Letter/ Website. This committee takes the responsibility for ensuring the prohibition and redressal of any kind of women grievances in the institute.

Function:

The functions of the anti sexual harassment committee are as follows:

1. To honor the act and maintain a safe working environment for female employees and female students.
2. To constitute and maintain a cell to deal with the issue of gender based violence to conduct gender sensitization program.
3. To develop a policy against sexual harassment of women at the Institute.
4. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
5. To promote gender equality and women empowerment in the College.
6. To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
7. To create a secure physical and social environment to deter any act of sexual harassment.
- B. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
9. To conduct periodical programs on women empowerment and awareness.

Role & Responsibility of ICC:

1. Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
2. Make recommendations to the management for changes/elaborations in the Rules for students
3. Deal with cases of discrimination and sexual harassment against women, aiming at ensuring support services to the victimized and termination of the harassment; Recommend appropriate punitive action against the guilty party to the Management.

The following behaviors are not accepted:

- a) Physical contact and advances.

b) Demand or request for sexual favors.

c Sexually colored remarks.

d) Showing pornography,

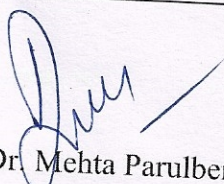
4 The following is also sexual harassment and is covered by the committee

Eve-teasing Unsavory remarks, Jokes causing or likely to cause awkwardness or embarrassment, Innuendos and taunts, Gender based insults or sexist remarks. Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like, Touching or brushing against any part of the body and the like, Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings. Forcible physical touch or molestation and Physical confinement against one's will and any other act likely to violate one's privacy.

The Committee shall meet as often as may be needed and appropriate.

Composition :

S. No.	NAME	DESIGNATION	PROFILE
1.	Mrs. Priyanka Namdeo	Asso. Professor	Chairman
2.	Mrs. Neelima Mishra	Asst, Professor	Member
3.	Ms. Kajal Sharma	Asst. Professor	Member
4.	Mr. Abhishek Sharma	Asso. Professor	Member
5.	Mrs. Manisha Shrivastava	Non Teaching Staff Member	Member
6.	Ms. Himani Bhatiya	Student	Student Member
7.	Ms. Shivani Goyal	Student	Student Member
8.	Ms. Titiksha Priyam	Student	Student Member
9.	Mr. Vikas Lawaniya	Student	Student Member


Dr. Mehta Parulben D

Director
Lakshmi Narain College of Pharmacy
Bhopal

Copy to:

1. Director of Administration
2. Registrar
3. Director LNCP
4. Mrs. Neelima Mishra
1. Ms. Kajal Sharma
2. Mr. Abhishek Sharma
3. Mrs. Manisha Shrivastava
4. Ms. Himani Bhatiya
5. Ms. Shivani Goyal
6. Ms. Titiksha Priyam
7. Mr. Vikas Lawaniya

REF. No.:LNCP/ASHC/2023-24/01

Date:25/08/2023

ANTI SEXUAL HARASSMENT COMMITTEE

Notice and Agenda of Meeting No.01 of 2023

The meeting of Anti Sexual Harassment Committee will be held on 28/08/2023 3:30 PM in the seminar hall of the college.

The agenda points are as under

1. Take an action plan to ensure safety of the girl students in the college campus,.
2. Make the students aware about the functions and guidelines of the anti-sexual harassment cell for women

Please make it convenient for yourself to attend the meeting.

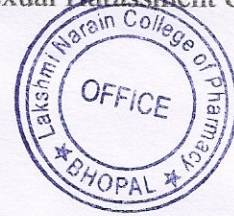


Mrs Priyanka Namdeo

Chairman Anti Sexual Harassment Committee

Copy to:

1. Director of Administration
2. Registrar
3. Director LNCP
4. Mrs. Neelima Mishra
1. Ms. Kajal Sharma
2. Mr. Abhishek Sharma
3. Mrs. Manisha Shrivastava
4. Ms. Himani Bhatiya
5. Ms. Shivani Goyal
6. Ms. Titiksha Priyam
7. Mr. Vikas Lawaniya



REF. No.: LNCP/ASHC/2023-24/02




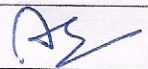
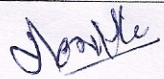
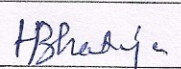
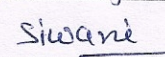
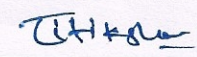

Date: 28/08/2023

ANTI SEXUAL HARASSMENT COMMITTEE

Minutes of Meeting No.01 of 2023

Meeting of Sexual Harassment Committee held on 28-08-2023 at 03.30 PM at seminar hall of Lakshmi Narain college of Pharmacy Bhopal.

Following members of Committee attended the meeting:

S. No.	NAME	DESIGNATION	PROFILE	SIGNATURE
1.	Mrs. Priyanka Namdeo	Asso. Professor	Chairman	
2.	Mrs. Neelima Mishra	Asst. Professor	Member	
3.	Ms. Kajal Sharma	Asst. Professor	Member	
4.	Mr. Abhishek Sharma	Asso. Professor	Member	
5.	Mrs. Manisha Shrivastava	Non Teaching Staff Member	Member	
6.	Ms. Himani Bhatiya	Student	Student Member	
7.	Ms. Shivani Goyal	Student	Student Member	
8.	Ms. Titiksha Priyam	Student	Student Member	
9.	Mr. Vikas Lawaniya	Student	Student Member	

Chairperson welcomed all the members and explained the purpose of the meeting.

1. All the members decided to a) Take an action plan for the year 2023-2024 to ensure safety of the girl students in the college campus,
2. Make the students aware about the functions and guidelines of the anti-sexual harassment cell for women,
3. Acquaint the students about the procedure to make complaints if they have any problem regarding sexual harassment,
4. The committee decided to place banners/posters/notices defining sexual harassment at prominent places in the college campus.
5. The Chairperson asked the members to meet the students on a regular basis or earlier, if need arise.



6. The committee decided to request the staff members to continue the discussion about "Prevention, Prohibition and Redressal of Sexual Harassment" with the students during the mentoring classes.
7. The committee made a recommendation to organize a webinar on "Cyber Security Awareness Programme" for both UG and PG first year students to sensitize the students on the misuse of Social Media. The Chairman conveyed his thanks to the members and for attending the meeting. Meeting ended with vote of thanks.
8. The Committee noted that no complaint of sexual harassment has been received from any woman employee or student of the college

Mrs. Priyanka Namdeo

Chairman Anti Sexual Harassment Committee

