

Param Pujya Dr. Babasaheb Ambedkar Smarak Samiti's  
**Dr. Ambedkar Institute of Management Studies & Research**

Deeksha Bhoomi, Nagpur - 440010 (Maharashtra State) INDIA

**An Institute recognised under section 2(f) and 12B**

**MBA Programme Accredited by NBA from 2019-20 to 2021-22**

**Accredited by NAAC with Grade 'A'**

**2016**

# **Women Grievance Redressal Committee**

# **Women Grievance Redressal Committee, 2016**

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## **Concept Note**

DAIMSR follows a zero-tolerance policy towards gender discrimination and encourages equal opportunities for employment, compensation, and career growth. To ensure safety, security and prompt redressal of grievances of female students and members of faculty, 'Women Grievance Redressal Cell' was established under the *Act of (Prevention of Sexual Harassment) Directions, 2009*, of the Govt of India.

### **Part -I**

### **Objectives**

1. To ensure safety and security of all the female students and members of faculty of institute.
2. To promptly address and redress various grievances and complaints of female students and members of faculty of institute.
3. To prevent sexual harassment and to promote the general well-being of female students, teaching and non-teaching women staff of the institute.
4. To provide women within the institute with a suitable working and educational environment, conditions, and facilities with respect to leisure, health, and hygiene.
5. To further ensure that there is no hostile environment towards women with respect to gender bias and discrimination.
6. To ensure that no women employee and student has reasonable grounds to believe that she is disadvantaged in connection with her employment or education.

### **Part -II**

### **Composition of Women Grievance Redressal Committee**

1. IQAC shall nominate the members of the cell.
2. The cell shall consist of 05 members- 02 members of faculty.

3. Representation is also given to 02 students - 01 female and 01 male, as per the requirement of the cell with respect to the conduction of events and programs, as planned.
4. There shall be 01 female lawyer.

### **Part -III**

## **Powers and duties of Women Grievance Redressal Cell**

1. To ensure implementation of the Directions as may be laid down in the institute regarding women safety, security, and other such measures.
2. To organize various functions and awareness programs with respect to women empowerment with the prior approval of IQAC.
3. To propose the purchase/installation of various facilities and provisions to ensure that women on the campus feel safe, secure and empowered.
4. To address and redress various grievances of women stakeholders.
5. To safeguard the rights of female students, faculty, and staff members.

### **Part -IV**

## **Details of Members**

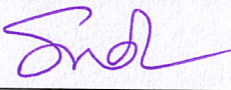
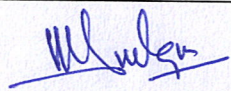
1. **Chair Person** : Dr. Ruhi Bakhare
2. **Members of Faculty** : (i) Prof. Pallavi Badre  
(ii) Dr. Rashmi Gupta  
(ii) Dr. Monika Jain
3. **Student Representatives** : (i) Ms. Komal Ashok Dhone (MBA final year)  
(ii) Mr. Amir Khan (BCCA first year)

**Part -V**

**Meetings of the Cell**

1. The Committee shall meet twice every academic year.
2. The IQAC coordinator can call a special meeting at any time as per the exigency of the situation or complaint.

Approved By:

NAME	SIGNATURE	DATE
<b>Dr. Sudhir Fulzele,</b> (Director)		18-09-2021
<b>Dr. Mujahid Siddiqui</b> (In-Charge: ED Cell)		17-09-21

Document Updates	Date
Policy Date	12-Jul-2016
First Revision	15-Mar-2019
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