

COMPREHENSIVE AND COMPILED REPORT OF ACTIONS TAKEN BY WOMEN GRIEVANCE REDRESSAL CELL, PEOPLE'S UNIVERSITY

People's University is situated in Bhopal, the beautiful "City of Lakes", capital of Madhya Pradesh. People's University has Ten Constituent Units of academic learning that can be compared with the best in the country. People's University is established and incorporated by the State Government Notification on 4th May 2011 by Madhya Pradesh Legislature through an amendment in Madhya Pradesh Niji Vishwavidyalaya (Sthapana Avam Sanchalan) Adhiniyam-2007 as Madhya Pradesh Act (No.18 of 2011).

People's University is notified by UGC as a Private University (F. No. 8-22/2011(CPP-I/PU).

The Constituent Units of People's University are approved / recognized by concerned Statutory Bodies/Councils like MCI/DCI/INC/AICTE/MP State Paramedical Council. It offers under graduation and post graduation courses for both boys and girls in various academic disciplines.

I Measures taken for safety of women on campus

Formation of Women Grievance Redressal Committee at University level and all constituent units –

- a) **At University level** – Women Grievance Redressal Committee is formed at the University level. This committee is headed by the undersigned woman chairperson. This committee deals with major complaints received from the constituent units, when the latter is unable to resolve the matters at the constituent level.
 - b) **At College level** - All the ten constituent units of People's University has a Women Grievance Redressal Committee. The committee is headed by a Woman chairperson and 50% of the members in this committee are women. The committee consists of a chairperson, a member secretary, two teacher representatives, two non teaching staff representatives, three student representatives and two persons with known contribution to women related issues.
The following are the functions of the Committee at University & Institutional levels
 - i. Monthly meetings are held in Constituent units
 - ii. Personal discussion with students & staff
 - iii. Suggestion box for girl students to place their suggestions are put up in each constituent unit
 - iv. Conducting lectures on gender sensitization and women violence.
 - v. Publicizing policy and procedures against sexual harassment and women violence
1. **Zero tolerance to sexual harassment or other forms of gender violence in and off campus** – The heads of education institution mandatorily ensure the prevention and deterrence of any acts of sexual harassment in the work place.
 2. **Transportation** – The Estate and Premises department of the University looks after the transportation facilities. There are around 20 buses available to ensure safe transportation to / from the institution for the female employees and students.
 3. **Sufficient lighting in the campus** – The University campus has sufficient lighting and proper illumination at all vulnerable location like girls hostels, parking areas, garden areas, areas which are less used by people etc.
 4. **Separate toilet facilities for women** – Adequate toilets for female with sufficient water and good sanitation facilities are made available both in the main buildings and hostels of campus. The support staff maintains the cleanliness and sanitation of the toilets.

5. **Accommodation for women students** – For a growing population of young women wishing to access higher education hostel accommodation is a necessity, keeping this point in mind sufficient hostel accommodation is made available to the female students, admitted to both undergraduate and postgraduate courses in the University.
6. **Health facilities for women students** – Adequate health facilities are made available 24 x 7 for all the female students and employees. The health facilities are made available through People's Hospital. The hospital offers both general and specialized services.
7. **Counseling services for students** – Regular faculty doubling up as counselors, part time arrangements are made accessible to counsel the students. The committee also organizes time to time counseling sessions by professional counselors.
8. Complaints of any female attendant of patients or any female patient admitted in teaching hospitals of the University are also given due cognizance & immediate redressal of the grievance is done.
9. Due emphasis is given to all the guidelines of UGC regarding Women Grievance Redressal with particular emphasis on Vishaka Guidelines.
10. The report of task force titled “**SAKSHAM**” is circulated to all the constituent units of People's University and it is recommended to strictly follow it in order to ensure safety and security of girls and women.

II. Arrangements on Campus for safety of women

1. **CCTV/Cameras** –The University campus has CCTV and cameras installed at susceptible areas like canteens, common rooms, classrooms, toilets and other vulnerable places in order to take prompt action against any untoward incident.
2. **Security Guards** –The University ensures tightened security in its premises, especially at all vulnerable areas, if necessary intense policing shall be resorted to at such points at odd hours. Female guards are available 24x7 near the girls' hostel. Patrolling squad keeps vigilance in and around campus related to any matters of women harassment.
3. **Gender sensitization**-Time to time lectures on gender related issues and women harassment is delivered by eminent personalities.
4. **Value education** – Value education is given to students. They are taught that all individuals are the same. Each one of them must be treated with respect and dignity. Each constituent unit of the University has a NCC (National Cadet Corps) and NSS (National Service Scheme) unit for both boys and girls. The NCC unit helps the students to be disciplined and inculcate moral values within themselves. The NSS helps the students to develop social and moral responsibility towards the society.
5. **Orientation programmes** – The students enrolled to various courses in university are oriented at the beginning of the session regarding women harassment, policies and procedures related to it and it is also told that stringent actions would be taken against them if any act of harassment is committed by them.
6. **Personal Discussion with students and staff** - The committee ensures a time to time meeting and discussion with all the female students and employees. If any complaint is received it is dealt with utmost importance.
7. **Suggestion boxes** – They are put up in each constituent unit in which female students and employees can place their suggestions and complaints without disclosing their identity.
8. All constituent units have separate common room for girls.

III Policy and Procedure for dealing with sexual harassment

1. A set of policy and procedure are developed to deal with cases of sexual harassment. The policy was developed 3 years ago in the year 2011 with the inception of the People's University.
2. The policy and procedures against sexual harassment is publicized by displaying it on notice board, circulated through brochures and holding college meetings and personal discussions with staff and students.
3. **Meetings**-At the University level meetings are held quarterly.
At all constituent level monthly meetings are held.

Number of complaints received in last two years

- a) **At the University level**- Three complaints were received by the undersigned office out of which two complaints were found to be fake and one was sorted out and the matter was resolved.
 - b) **At the Constituent level** – No major verbal or written complaints have been received yet.
4. **Time frame for addressing a complaint**- Any complaint received is dealt in priority. Complaints received are resolved in time duration of 15 days of receiving of complaint.
 5. **An annual report** – A Synopsis of monthly meetings of all the constituent units is already prepared and sent to The Registrar, People's University.

IV Gender Equality and sensitization Measures on Campus

1. Time to time lectures on gender related issues and women harassment is delivered by eminent personalities. A lecture on Women Violence and its prevention was delivered by Mrs Aruna Mohan Rao, ADG Crime Branch, the lecture was attended by all the students and employees of the University.
2. The Chairperson, WGRC, People's University delivered lecture on women harassment and its prevention in all the constituent units.
3. **Women helpline number "1090"** is displayed at various places in the campus. It is a toll free number generated by the Government to extend help to a woman in need.
4. Women students have equal access to campus facilities such as the library, laboratories, or any campus events at all times.
5. Competitions like debate, elocution etc on issues related to gender equality, women empowerment is conducted. International Women's Day, Save Girl child days are also celebrated every year with much vigor and enthusiasm
6. The notice boards in the University and the constituent unit displays recent information and messages on these issues.
7. Flex depicting women violence and harassment along with the names and contact numbers of committee members are put up in each constituent unit.