

SELF ASSESSMENT REPORT (SAR) CRITERION IV: INSTITUTIONAL MANAGEMENT

4. GRIEVANCE REDRESSAL OF STUDENTS AND EMPLOYEES

The Government College Sanjauli (GDC Sanjauli) has a dedicated Students' Grievance Redressal Cell (GRC) to handle student complaints, which functions under the college Principal and involves faculty as conveners and student representatives. Students can submit grievances in writing, often through online forms or suggestion boxes, for issues like grades, faculty conduct, or administrative policies, ensuring fair and confidential resolution as per [UGC guidelines](#). You can reach out via the college website or contact details on our official page.

How to Submit a Grievance:

1. **Write it Down:** Clearly state your issue in writing.
2. **Contact the Cell:** Approach the Principal or the Grievance Redressal Cell directly.
3. **Use College Platforms:** Utilize the online grievance form or suggestion boxes if available on the GDC Sanjauli website.

What They Handle:

- Disputes over grades, course requirements.
- Issues with faculty or staff conduct.
- Complaints about administrative policies and procedures.
- Concerns related to [internal assessments](#), exams, water, sanitation, and infrastructure.

Key Contacts (General/Principal):

- **Phone:** (+0177) 2640332.
- **Email:** principalsanjauli@gmail.com.

Key Points:

- The cell works to provide a fair and confidential resolution.
- They address both academic and non-academic issues.
- The process aims to resolve issues promptly and prevent escalation, notes [college reports](#).

Its works in three component as:

- **STUDENT REDRESSAL CELL**
- **WOMEN REDRESSAL L CELL**
- **SC/ST REDRESSAL CELL**



For students and employees

Govt. Degree College, Sanjauli
Shimla-171006


Principal,
COE, Govt. College
Sanjauli, Shimla-6



Accredited with Grade A+ by NAAC

Centre of Excellence

GOVT. COLLEGE, SANJAULI, SHIMLA -6. H. P.

WEB SITE: www.gcsanjauli.edu.in E-Mail Address: principalsanjauli@gmail.com
FAX/ Tel. No: 0177-2640332



No. EDN-COE-GCS-SML-RECORD

Dated: Nov/2025

YEARLY REPORT

Subject: Yearly Report regarding complaints of Sexual Harassment/Abuse/Molestation/officials and girl students for the Session 2024-25.

Proforma-I

Name of Department	Whether the Dept. has formulated Complaints Committee at College Level	If yes, No. of Total Complaints received at College level	Total complaints received including name/address of complainant	No. of complaints decided (specific details including finding whether charges true/false)	Complaints disposed within 60 days	Total complaints disposed during year but not within 60 days	Total no. of complaints pending as
Higher Education /Centre of Excellence, Govt. College Sanjauli, Shimla	Yes	NA / Nil	Nil	Nil	Nil	Nil	Nil

DETAILED ANNUAL REPORT FOR THE SESSION 2024-25 (UP TO 30-11-2025)

Prepared under Section 21

- I. Number of complaints of sexual harassment received in the month: Nil
- II. Number of complaints disposed during the month: Nil
- III. Number of cases pending for more than 90 days: Nil
- IV. Number of workshops/awareness programs conducted on sexual harassment: 04
- V. Nature of action taken by employer: Nil

Proforma-II

Sr. No.	Name of Chairperson/Coordinator/Convenor & Members (with designation)	Mobile Number	Correspondence Address
1	Dr. Minakshi Sharma <i>minakshi</i>	9418460610	GC, Sanjauli
2	Mr. Girish <i>Dr. Girish Kataria</i>	98171-16343	GC, Sanjauli
3	Mona Sharma <i>Msharma</i>	9805069178	GC, Sanjauli
4	Dr. Rajinder Singh <i>Rajinder</i>	9736292816	GC, Sanjauli

Principal

Centre of Excellence

Govt. College Sanjauli

STUDENTS GRIEVANCE REDRESSAL

Home / Shortcodes

Comments

Committee Login Redressal

Students' Redressal (Academic) Committee

1. Mrs. Shalu Chauhan (Convenor)
2. Dr. Girish Kapoor
3. Mrs. Mona Sharma
4. Dr. Rajinder Singh
5. Dr. Sushil Sharma
6. Mr. Arun Kumar
7. Dr. Adarsh Sharma
8. Miss. Sarla Thakur
9. CSCA President

Reports

+ Latest

- 2023-24

1. [Minutes of meeting](#)

+ Archives

Video



[Student Grievance Redressal Cell](#)

Notice Date: 07-08-2025

Students Grievances and Redressal Cell

The following members of the Redressal committee will receive complaints of the students.

Sr.No.	Name of the teacher	Faculty
1.	Dr. Girish Kapoor, (PS) Department of Mathematics & Dr. Sushil Sharma, (LS) Department of Botany	Science
2.	Dr. Rajinder Singh, Department of Commerce	Commerce
3.	Prof. Mona Sharma, Department of Geography	Arts
4.	Prof. Arun Kumar, Department of Hindi & Prof. Sarla Thakur Department of Zoology	e Complaints

(Signature)
Principal
Centre of Excellence,
Govt. College Sanjauli,
Shimla-6 (HP)

STUDENT REDRESSAL CELL



Centre Of Excellence

GOVT. COLLEGE SANJAULI, SHIMLA-171006, H.P. (INDIA)

Co-Educational Institution

Affiliated to Himachal Pradesh University Shimla-5
Accredited by NAAC, Ministry of HRD, Govt. of India Grade 'A+'

Minutes of the meeting of student's grievances and redressal cell committee

Meeting Date: 16 /08/2024

Time: 2.00 pm

Minutes of the meeting

- Complaints regarding change of subjects were addressed.
- Complaints about clashes in time table were forwarded to time table committee
- Internet related issues in CLT were addressed with the help of IT cell

Convenor

1. Dr. Minakshi Sharma (Convenor)
2. Mrs. Shalu Chauhan
3. Dr. Girish Kapoor
4. Mrs. Mona Sharma
5. Dr. Rajinder Singh
6. Dr. Sushil Sharma
7. Mr. Arun Kumar
8. Dr. Adarsh Sharma
9. Mrs. Sarla Thakur

B. Singh
Principal

WOMEN CELL

WOMEN CELL of government College Sanjauli is committed towards empowering women by sensitizing them towards women related issues and problems. Apart from educating the girls towards the girls towards their legal rights, the club promotes gender equality and justice Committee

CoE, GC Sanjauli, Shimla-171006, H.P.



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STAFF ▾

ABOUT US ▾

PHOTOS ▾

IQAC ▾

CONTACT ▾

WOMEN CELL

Home / Portfolio

INTRODUCTION

Women cell of government College Sanjauli is committed towards empowering women by sensitizing them towards women related issues and problems. Apart from educating the girls towards their legal rights, the club promotes gender equality and justice

COMMITTEE

Convenor Dr. Shiwani Khatri

Member Dr. Kirti Singha

Member Dr. Shalu Chauhan

Member Ms. Rita Chandel

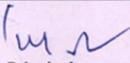
Member Ms. Mona Sharma

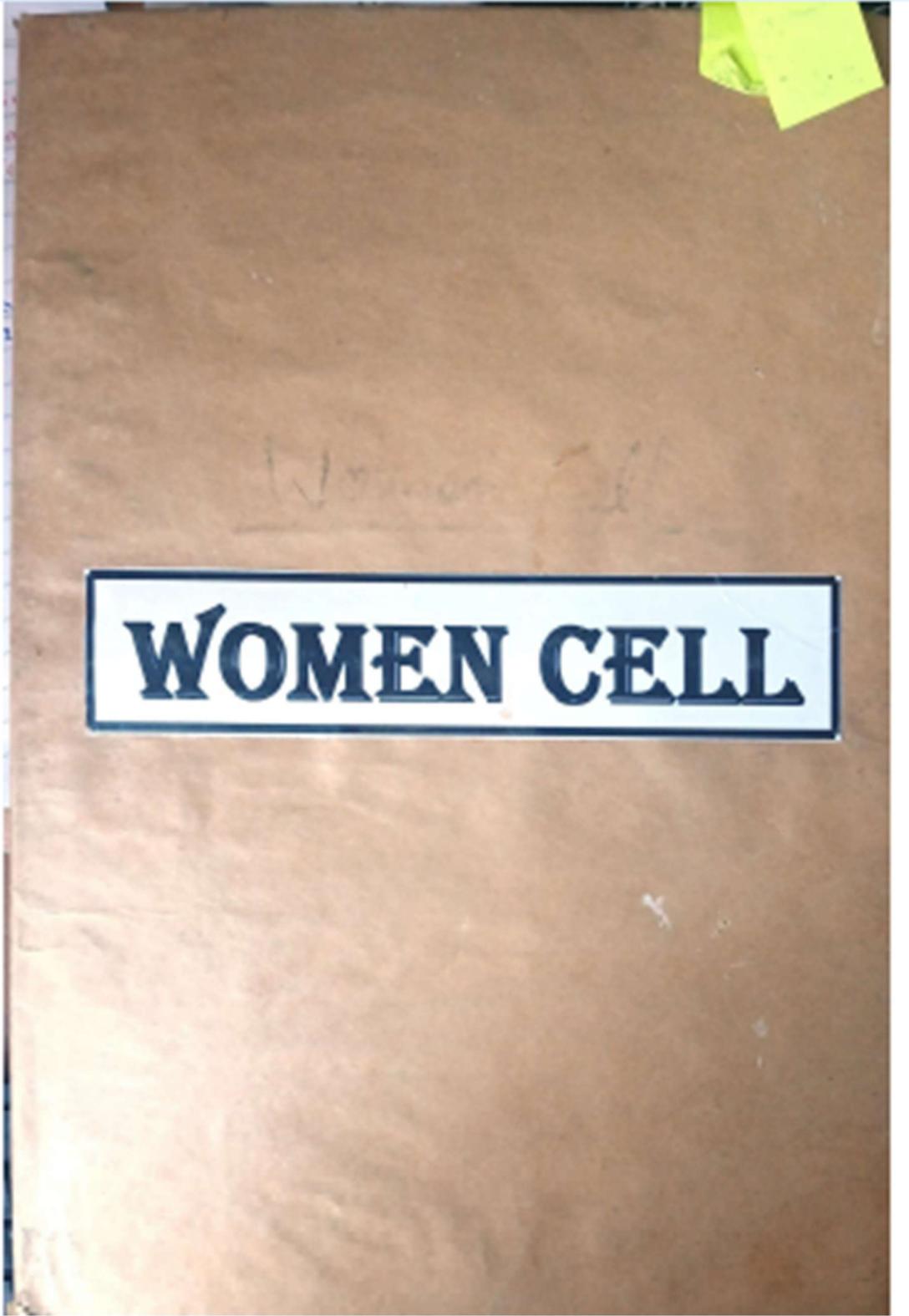


Notice: Schedule of Duties for Women Cell Members and Gender Champions:-

Name of Teacher	Day	Consultation	Contact Number	Gender Champion	Contact Number
Ms Bharti Sharma Assoc Prof (Chemistry Dept)	Monday	12:40 pm – 02:00 pm	7018974410	Mr Pardhuman Sharma	7018919579
Dr. Minakshi Sharma Assoc Prof (Zoology Dept)	Tuesday	02:00 pm – 03:00 pm	9418460610	Ms. Vineeta Negi	9015315770
Ms Anupma Chaudhary Asst Prof (English Dept)	Wednesday	02:00 pm – 03:00 pm	7018499630	Hricha Sharma	8219260643
Dr. Deepti Gupta Asst Prof (Botany Dept)	Thursday	02:40 pm – 03:20 pm	9418963037	Anu Thakur	8219079174
Mr. Anuj Sharma Asst Prof (Physics Dept)	Friday	02:40 pm – 03:20 pm	7876819695	Ms. Vineeta Negi	9015315770
Dr. Poonam Sharma Asst Prof (Mathematics Dept)	Saturday	03:00 pm – 04:00 pm	7018219469	Mr Pardhuman Sharma	7018919579
Dr. Purnima Thapar Asst Prof (Pub Admn Dept)	Monday	12:40 pm – 02:00 pm	9736155739	Lavanya Thakur	7876612368
Dr. Adarsh Sharma Asst Prof (Geography Dept)	Tuesday	02:00 pm – 03:00 pm	9459600100	Sania Nadyan	8628023977
Mrs. Kreety Thakur Asst Prof (Economics Dept)	Wednesday	02:00 pm – 03:00 pm	8219666097	Khushboo	8627893599


Convenor
Women Cell


Principal
Centre of Excellence,
Govt. College Sanjauli,
Shimla-171006, HP
Dated:
19.09.2024 (Revised)

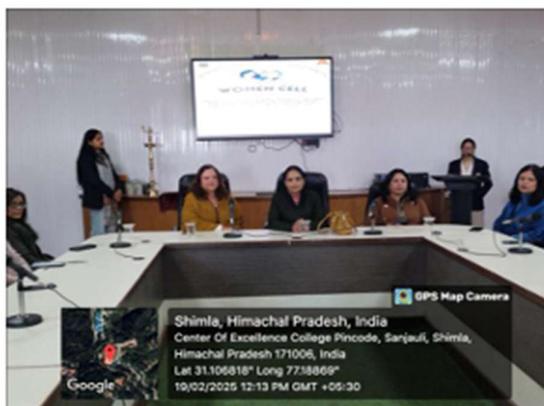
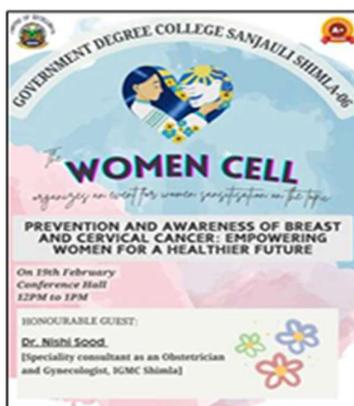


BBge
Principal,
COE, Govt. College
Sanjauli, Shimla-6

19th February, 2025



Taking Charge of Women's Health: A cancer Awareness Initiative by Women Cell



On February 19th, The Women Cell of GDC Sanjauli organised a gender sensitisation program on 'Prevention and Awareness of Breast and Cervical Cancer' with an aim to raise awareness about the causes and risks of Breast and Cervical cancer among the young students as well as the college faculty members. The event was held in the college conference hall from 12PM to 1 PM.

The event was graced by Dr. Nishi Sood, a distinguished Obstetrician and Gynaecologist from Kamla Nehru State Hospital [speciality consultant, IGMC Shimla], as the esteemed guest speaker. Principal Dr. Bharti Bhagra served as the honourable chief guest for the event.

The program commenced with a warm welcome from the organisers and a brief welcome address acknowledging the presence of the honourable guests, Dr. Bharti Bhagra, Dr. Nishi Sood, and the Co Ordinator of the women cell, Dr. Minakshi Sharma and the various members of the staff. Gender champion Vineeta, requested Dr. Minakshi Sharma and Dr. Deepti Gupta to pin a rosette each on Dr. Bharti Bhagra and on Dr. Nishi Sood. Following this our guests were awarded with a flower pot and a Himachali muffler as token of appreciation.

The event was officially inaugurated with the lighting of a lamp by Principal Bharti Bhagra, Dr. Nishi Sood, Dr. Minakshi Sharma and other senior faculty members, the symbolic gesture representing the illumination of knowledge and empowerment of


Principal,
COE, Govt. College
Sanjauli, Shimla-6

REPORT ON SKINCARE AWARENESS TALK
Organized by Women Cell, GC Sanjauli
6th of March 2025

The Women Cell of GC Sanjauli organized an informative talk by **Dr. Shikha Sharma**, a senior dermatologist with extensive experience at IGMC Shimla, who currently runs her own clinic, **SKINVENT** in Sanjauli, Shimla. The session aimed to enlighten students about various skin issues, their underlying causes, and preventive measures.

Dr. Shikha Sharma emphasized that **skincare is a reflection of overall well-being**, as many skin conditions indicate underlying health issues. She highlighted common skin disorders such as **acne, hair fall, PCOD-related skin issues, hirsutism, and seborrheic dermatitis**. She elaborated on how **melasma** can be aggravated due to stress, obesity, and excessive sun exposure. She also discussed factors contributing to acne, including **increased sebum production, the use of over-the-counter creams, high glycemic index diets, and prolonged exposure to blue light from mobile screens at night**.

The talk also covered **post-acne scars, their treatments, and the impact of photoaging**. One of the key issues discussed was **PCOD**, which affects a significant percentage of young women today and manifests in symptoms like acne, hair fall, weight gain, and hirsutism.

Dr. Sharma advised the audience on the importance of leading a **healthy lifestyle** to maintain good skin health. She recommended:

- Exercising **at least four to five times a week**
- Choosing **healthy, home-cooked meals** over packaged foods
- Consuming **local, seasonal fruits and vegetables**
- Including **traditional food cuisines** in their diet

She also introduced the audience to **advanced dermatological treatments available at her clinic**, such as **Diode Laser, Q-Switch ND YAG, Hydrafacial, Peels, and Hair Treatments**.

A crucial takeaway from the session was the emphasis on **avoiding unhealthy habits**, such as **staying up too late and leading a sedentary lifestyle**, as these contribute to insulin resistance, which further leads to various skin disorders.

The talk was highly insightful and provided practical advice to both students and faculty on maintaining healthy skin and overall well-being. The session concluded with an interactive Q&A, where Dr. Sharma addressed students' queries and concerns regarding skincare.


Principal,
COE, Govt. College
Sanjauli, Shimla-6



16th of August - 2024

A meeting of Women Cell was convened by the Convener of the Cell at 11:30 in women Cell Room in which she welcomed all the members of the newly formed committee. She briefed about the duties and responsibilities of Women Cell throughout the year. Below mentioned are the members of Women Cell of session 2024-25.

Bhara

WOMEN CELL

Page (1) of (2)

INTRODUCTION

Members of Women Cell - (Harassment, Grievances & Redressal) Session 24-25

Women cell of government College Sanjauli is committed towards empowering women by sensitizing them towards women related issues and problems, educating the girls towards the girls towards their legal rights, the rights pertaining gender equality and justice.

COMMITTEE

Convener	Mrs. Bharti Sharma, e-mail: bhartisharma.chem@gmail.com, 9418473001
Member:	UP. MINAKSHI SHARMA, e-mail: minakshisoma@gmail.com, 9418473001
Member:	Mrs. Deepthi Gupta, e-mail: deepthicoegcsanjauli@gmail.com, 9418963037
Member:	Mr. Anil Sharma, e-mail: bhartichem@gmail.com, 94184-73001
Member:	Mrs. Anupama Choudhary, e-mail: singh.anupama79@gmail.com, 0418115744
Member:	Dr. POORNIMA SHARMA, e-mail: poornimasharma2002@gmail.com, 9418042125
Member:	Dr. Purnima Thapar, e-mail: purnima_thapar@yahoo.in, 9736155759
Member:	Mrs. Adarsh Sharma, e-mail: sharma.adarsh2003@gmail.com, 9450600100
Counsellor:	Mr. Akshay Azad, e-mail: akshayazad04@gmail.com,
Member:	CSCA Gender Champions, Khushboo, 8627892599 (student member)
Member:	CSCA Gender Champions, Hirika Sharma, 8219260643 (student member)
Member:	CSCA Gender Champions, Khushboo, 8627892599 (student member)
Member:	CSCA Gender Champions, Pradyumn, (student member)
Member:	CSCA Gender Champions, Anu, (student member)
Member:	CSCA Gender Champions, Lavanya, (student member)
Member:	HSG

B.S. Singh

Principal,
COE, Govt. College
Sanjauli, Shimla-6


RAJKIYA KANYA MAHAVIDYALAYA, SHIMLA (JKM)

Tel: 0177-2807959 Fax: 0177-2808468

E-mail: shimlarkmv@gmail.com

Website: www.rkmvshimla.edu.in

No. EDN RKMV (I) Misc. /2024/

Date: 27-08-2024

The Principals
 Govt. Senior Secondary Schools/ Degree Colleges/ Sanskrit College
 Shimla HP

Subject: Invitation to attend State level Workshop on "Laws Protecting Women" at
 RKMV Shimla on 4th September 2024

Sir/ Madam

The Directorate of Women and Child Development in collaboration with Rajkiya Kanya Mahavidyalaya, Shimla is organizing a One-Day State Level Workshop on 'Laws Protecting Women' as part of the Legal Awareness Week from 2nd to 6th September 2024. This workshop is a part of '100 days Special Awareness Campaigns' that is being organized under SANKALP, He^o for Empowerment of Women (SANKALP: HEW), under the ambit of Mission Shakti, which commenced on 21st June, 2024 and will end on 4th October 2024.

You are requested to kindly depute a contingent of 20 girl students accompanied by at least 3 lady teachers to attend this Workshop at RKMV, Shimla. It is requested that the students along with the teachers to be seated at the venue in time.

As part of this workshop we also propose to conduct a Declamation Contest amongst the students of schools (inter school) and colleges (inter college) on the topic "Safety of Women in 21st century".

Only one girl will represent her respective college/ school in the declamation. Time allowed for the declamation will be 3-4 minutes and no paper reading will be allowed.

Time: 10.30AM - 4.00 PM

Date: 4th September 2024

Venue: Auditorium, RKMV

Further, it is requested that the confirmation for the same should reach the office of the undersigned by 31st August 2024 so that necessary arrangements can be made in time.

Principal
 RKMV Shimla

Ms. Bharti Sharma
 B.B. Singh

Principal,
 COE, Govt. College
 Sanjauli, Shimla-6

Date: 29th August

A meeting of the Women Cell was held on 28th August to assign weekly duties to teachers and involve students in gender-related initiatives. Teachers were given specific responsibilities, and Gender Champions were paired with them to support activities on gender awareness and women's safety.

A student named Nikkita Dhiman was selected after clearing the auditions to represent the college in a declamation contest on "Safety for Women" at Rajkiya Kanya Mahavidyalaya (RKMY) on 4th September. Dr. Poonam Sharma and Pratiksha Chauhan were assigned to accompany the student for guidance and support.

The meeting emphasized the collaborative efforts needed to foster a safe and gender-sensitive environment within the college.

Members:

Dr. Manjuli Sharma

Dr. Poonam Sharma

Ms. Deepthi Gupta

Dr. Poonam Sharma

Notice: Schedule of Duties for Women Cell Members and Gender Champions:-

Name of Teacher	Day	Consultation	Contact Number	Gender Champion	Contact Number
Ms. Bharti Sharma Assoc. Prof. (Chemistry Dept)	Monday	12:40 pm - 02:00 pm	7018974410	Mr. Pankaj Kumar Sharma	7018919979
Dr. Manjuli Sharma Assoc. Prof. (Zoology Dept)	Tuesday	02:00 pm - 03:00 pm	9418460610	Ms. Viveeta Negi	9115315770
Ms. Anupama Chaudhary Asst. Prof. (English Dept)	Wednesday	02:00 pm - 03:00 pm	7018499630	Mr. Pratiksha Sharma	8219260643
Dr. Deepthi Gupta Asst. Prof. (History Dept)	Thursday	02:40 pm - 03:50 pm	9418963037	Ms. Viveeta Negi	9115315770
Dr. Anuj Sharma Asst. Prof. (Physics Dept)	Friday	02:40 pm - 03:20 pm	7876819695	Ms. Viveeta Negi	9115315770
Dr. Poonam Sharma Asst. Prof. (Mathematics Dept)	Saturday	03:00 pm - 04:00 pm	7018219369	Mr. Pankaj Kumar Sharma	7018919979
Dr. Poonam Sharma Asst. Prof. (Pub. Adm. Dept)	Monday	12:40 pm - 02:00 pm	9719155739	Lavanya Thakur	876612368
Dr. Adarsh Sharma Asst. Prof. (Geography Dept)	Tuesday	02:00 pm - 03:00 pm	9109601005	Sania Sadyan	4638021977
Ms. Kreeti Thakur Asst. Prof. (Economics Dept)	Wednesday	02:00 pm - 03:00 pm	8219666097	Khushboo	4637893599

Dr. Poonam Sharma
Convener
Women Cell

Dr. Poonam Sharma
Principal
Centre of Excellence,
Govt. College Sanjauli,
Shimla-171006, HP

Principal,
COE, Govt. College
Sanjauli, Shimla-6



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Centre of Excellence

GOVT. COLLEGE, SANJAUJI, SHIMLA -6, H. P.

WEB SITE: www.gcsanjauli.edu.in E-Mail address: principalsanjauli@gmail.com
FAX/ Tel. No: 0177-2640332



No. EDN-COE-GCS-Est.

Dated 3rd September, 2024

"Office Order"

Dr. Poonam Sharma & Mrs. Pratiksha Chauhan Assistant Professor Maths and BCA of this college along with 16 students to participate in the women cell activities (Safety of Women in 21st Century) at RKMV Shimla on dated 4th September, 2024.

Endst. No Even
Copy to:-

Shimla-6

Principal
Centre of Excellence,
GDC Sanjauli, Shimla (HP)
the 3rd September, 2024

1. The Principal RKMV Shimla
2. Convenor Women Cell CoE GC Sanjauli, Shimla
3. Guard File.

Principal
Centre of Excellence,
GDC Sanjauli, Shimla (HP)

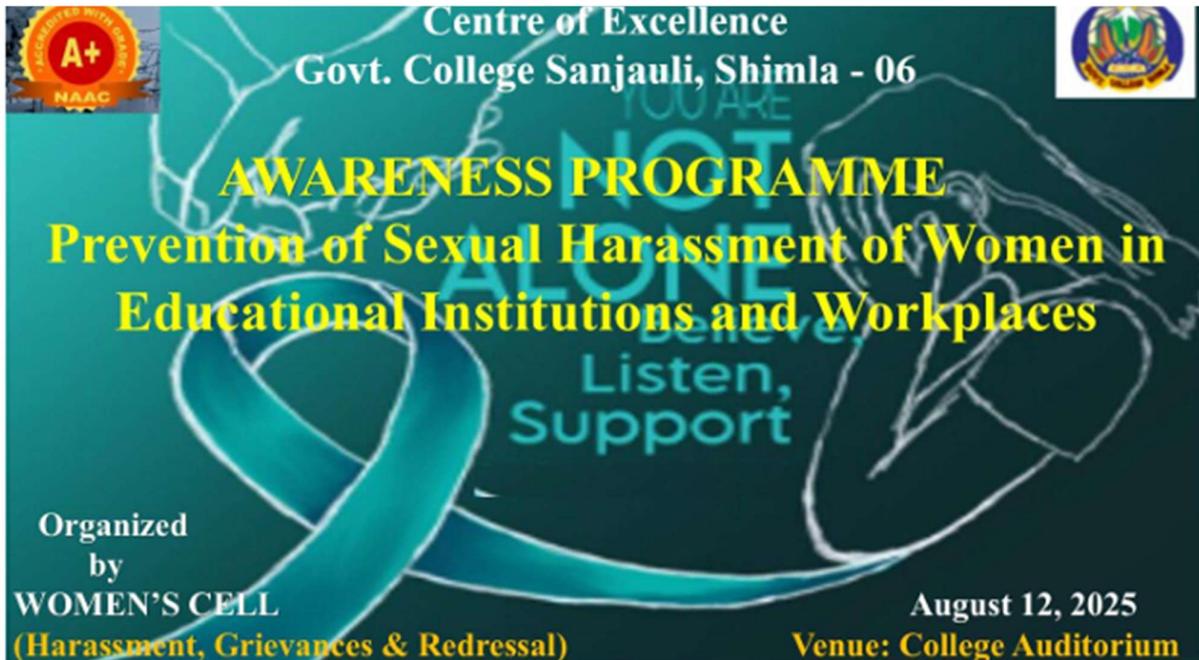
B. Singh
Principal,
COE, Govt. College
Sanjauli, Shimla-6

Notice

This to inform all students, especially female students of BA, BSc, BCom, BCA, BBA, B VoC (I, II, III yr) that it is mandatory for them to attend the awareness programme on Prevention of Sexual Harassment of Women in Educational Institutions and Workplaces on 12 August, at 12 pm in the auditorium.

Convener
Dr Shivani Khatri

B. B. Loggery
Principal
Principal
GC Sanjauli, Shimla-6
COE, GDC Sanjauli



The poster features a teal background with a white outline of a woman's hands holding a teal ribbon. The text is in yellow and white. In the top left corner is a NAAC A+ accreditation logo. In the top right corner is the college crest. The main text reads: 'Centre of Excellence Govt. College Sanjauli, Shimla - 06', 'AWARENESS PROGRAMME', 'Prevention of Sexual Harassment of Women in Educational Institutions and Workplaces', 'YOU ARE NOT ALONE Believe, Listen, Support', 'Organized by WOMEN'S CELL (Harassment, Grievances & Redressal)', 'August 12, 2025', and 'Venue: College Auditorium'.

Centre of Excellence
Govt. College Sanjauli, Shimla - 06

AWARENESS PROGRAMME
Prevention of Sexual Harassment of Women in Educational Institutions and Workplaces

YOU ARE NOT ALONE
Believe, Listen, Support

Organized by
WOMEN'S CELL
(Harassment, Grievances & Redressal)

August 12, 2025
Venue: College Auditorium

B. B. Loggery
Principal,
COE, Govt. College
Sanjauli, Shimla-6



Gender Champions

COE, GC Sanjauli, Shimla -06



B. B. Sharma
Principal,
COE, Govt. College
Sanjauli, Shimla-6

Internal Complaint(s) Committee	Dr. Meenakshi Sharma 9418460610	<ol style="list-style-type: none"> 1. Dr. Deepti Gupta 2. Dr. Reeta Chandel 3. Dr. Girish Kapoor 4. Dr. Poonam Sharma 5. Dr. Poonama Verma 6. Dr. Reena Thakur 7. Smt. Kanta Devi
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Internal Complaints Committee (ICC)



Structure

- Presided by a senior woman employee/faculty
- At least 50% women members
- Student representatives in educational institutions



Powers

- Receive and record complaints
- Conduct impartial investigations
- Examine witnesses and evidence
- Recommend appropriate action



Protections

- Maintains strict confidentiality
- Protects complainants from retaliation
- Ensures fair hearing for all parties
- Monitors implementation of recommendations



Dr. Adarsh Sharma



Dr. Reena Thakur



KREETY THAKUR



Ms. Vidushi

B. B. Singh

**Principal,
COE, Govt. College
Sanjauli, Shimla-6**

Women's Cell
Harassment, Grievances & Redressal

Dr Shiwani Khatri
Convenor




Dr. Kirti Singha



Ms. Shalu Dulta



Ms. Reeta Chandel



Mona Sharma



Dr. Poonam Sharma



Dr. Dinesh Negi



Dr. Saroj



Dr. Poornima Thaper




Vishaka Guidelines: Protecting Everyone at the Workplace

Awareness Programme
Prevention of Sexual Harassment of Women in Educational Institutions and Workplaces

Organized by:
Women's Cell, Centre of Excellence, Govt. College Sanjauli - 06



Dr. Kirti Singha
Member, Women's Cell

A comprehensive guide to understanding workplace safety and protection against sexual harassment for college students in India - knowing your rights and resources.

B. Singh

Principal,
COE, Govt. College
Sanjauli, Shimla-6



ACCREDITED WITH GRADE 'A+' BY NAAC

WOMEN CELL PROGRAMME

On 12th September, 2024, Women cell of Govt. Degree college, Sanjauli organized one day workshop on the theme 'HER RIGHTS, HER SAFETY: NAVIGATING WORKPLACE, HARASSMENT & LEGAL REMEDIES', which aimed at creating awareness regarding existence & extent of sexual harassment against women & legal measures to prevent such disgraceful & odious acts Prof Anupama Chauhan was the anchor of the event .

•DIGNITARIES OF THE EVENT:

This auspicious occasion was graced by the presence of Chief guest Respected Vice Principal Mr. Naresh verma sir, Guest speaker Mrs. Mamta Paul, incumbent District Programme

• PRESENTATION'S BY GUEST SPEAKER & STUDENTS:



Following Bharti mam's speech, our Guest Speaker Mrs. Mamta Paul addressed the gathering with a presentation on the issue of Women harassment- it's egregious conduct, widespread pervasiveness & insecurities faced by females in the society. She further elucidated about legal framework like Vishakha guidelines, POSH act & POCSO act, which provides protection & prevention of women from such despicable crimes. She called for the collective endeavour of the society to condemn such acts & work towards the betterment of society

Thereafter, 3 Students named – **HARSHITA, KHUSHBOO & PRADHUMAN** gave a presentation on the Legal measure of Vishakha guidelines & POSH act, elaborating about its

Officer, Shimla (Deptt. Of Women & Child development) & other staff members. They lit up the lamp & marked the



auspicious beginning of the proceedings.



acknowledgement from everyone for displaying a very critical issue in such a realistic & comprehensive manner.



(SOME GLIMPSE OF THE SKIT)

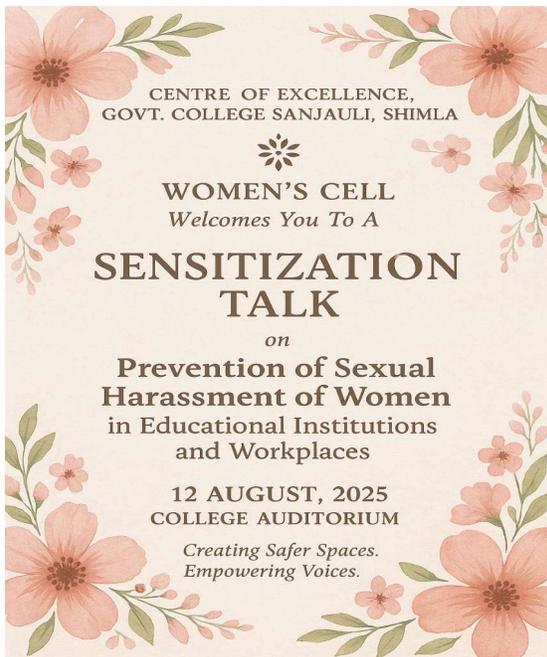
Thereafter, Prof. Mrs. Meenakshi Sharma thanked all participants for their diligent efforts to make this programme. In



the end, token of appreciation was given to every participant & concluded this event with national anthem.



(CONCLUSION OF THE EVENT)



Gender Identity Construction – Rethinking Gender

A thought-provoking function on “Gender Identity Construction – Rethinking Gender” was organized today, hosted by dignitaries from Himachal Pradesh University. The event was graced by the presence of Chief Guest Bharti Bhagra Ma'am along with other esteemed staff members. Before the commencement of the programme, kits were distributed to the students, adding a warm and thoughtful touch to the event.

The session began with Dr. Aparna Negi, who interacted with students through engaging questions and an enlightening PowerPoint presentation. She beautifully explained how gender distinctions begin in childhood—how girls are expected to wear pink and play with dolls, while boys are encouraged to play with cars and are told not to cry or express emotions. She emphasized that such stereotypes limit self-expression and that gender should not be defined by societal expectations. Dr. Negi also addressed important concerns such as hypertension, explaining that men are often the most affected due to emotional suppression, and sensitively discussed the recognition and acceptance of the third gender.

Following her, Dr. Ritika Sharma Ma'am took the stage and began her session by referring to the Sustainable Development Goals (SDGs), highlighting that India currently ranks 49th in achieving SDG 5 — Gender Equality. She further elaborated on the Transgender Persons (Protection of Rights) Act, 2019, and stressed that gender identity is a deeply personal and fluid concept that deserves acceptance and respect from all.

A short video created by UNESCO, Delhi, in collaboration with NCERT was then shown to the audience, beautifully conveying that a child's first learning about gender begins within the family. The function concluded with heartfelt words by a student named Meenakshi, followed by a sincere vote of thanks delivered by Dr. Saroj Negi Ma'am.

The event left everyone with a renewed perspective on gender sensitivity, inclusivity, and the importance of respecting each individual's unique identity.

Students' Grievance Redressal Cell for SC/ST/OBC/Minorities Cell,

Government College (GDC) Sanjauli has dedicated cells for grievance redressal, including a general **Students' Grievance Redressal Cell (SRC)** and an **SC/ST/OBC/Minorities Cell**, which together address academic, administrative, and welfare issues for all students, especially those from reserved categories, focusing on implementing reservation policies, providing counseling, and ensuring integration into the college community. For complaints, students should reach out to the convener or members listed on the college's website or contact the Principal's office directly via phone (0177-2640332) or email (principalsanjauli@gmail.com) for guidance on submitting issues like fee problems, exam concerns, or welfare needs.

Key Cells & Functions:

- **Students' Grievance Redressal Cell (SRC)**: Handles issues related to admissions, exams, facilities (water, sanitation), internal assessments, and more, ensuring timely resolution and student satisfaction.
- **SC/ST/OBC/Minorities Cell**: Focuses on implementing reservation policies for admissions/recruitment, helping SC/ST students integrate, and removing difficulties faced by these communities.

How to File a Complaint:

1. **Identify the Issue:** Determine if it's an academic (SRC) or welfare/reservation (SC/ST Cell) concern.
2. **Contact the Cell:** Check the college website or contact the Principal's office for the latest members and contact details.
3. **Submit in Writing:** Write a formal application detailing your grievance, attaching supporting documents if any, and submit it to the convener or the Principal's office.
4. **Use College Resources:** The college also uses platforms like the CM Helpline for specific issues, which is managed by the administration.

Contact Information:

- **Phone:** +91-0177-2640332
- **Email:** principalsanjauli@gmail.com
- **Address:** Government College, Sanjauli, Shimla - 171006, Himachal Pradesh


Principal,
COE, Govt. College
Sanjauli, Shimla-6

POLICY DOCUMENT

GENDER AUDIT REPORT



IQAC
COE-GC SANJAULI
SHIMLA – 6

B. S. Jeyaraj
Principal,
COE, Govt. College
Sanjauli, Shimla-6

PREFACE

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify means to make our college campus safer for girl-students/women and sharing the results with the authority of the college for implementation of the recommendations.

As part of the Audit, we conducted an online survey through Google form specially designed for the girl-students, faculty and the non-teaching staff in order to collate the respondent's perception on the prevailing Gender sensitive practices /facilities in the campus.

Action Plan for Gender Sensitization:

- Regular sensitization activities will be organized to orient and reorient students and staff about social stereotypes about gender and gender roles.
- The Film Readers club will screen films that challenge problematic ideas about gender including heteronormativity and normalization of power imbalances and binaries.
- All gender equity programs will be designed in a manner that there is equal participation from boys and girls.
- Members of the Women's cell will make themselves available for counseling for issues pertaining to gender. The members themselves will undergo regular training sessions for such counseling.
- Provisions of POSH and *Vishakha Guidelines* will be communicated to all students and employees every year.
- Special programmes will be introduced to develop usable life and career skills to girls to make them self-reliant.

Gender Policy:

- No discrimination on the basis of gender
- Equal opportunity for all genders
- Freedom of expression
- Unbiased and confidential grievance redressal cell
- Ensure the safety and security of all genders

Zero Tolerance to Sexual Harassment and Gender Discrimination



Centre of Excellence
Government College Sanjauli, Shimla
Himachal Pradesh

B. B. Singh
Principal,
COE, Govt. College
Sanjauli, Shimla-6

Introduction

Our college recognizes that sexual harassment and gender discrimination are pervasive problems that negatively impact our community. Sexual harassment and gender discrimination undermine the safety, dignity, and equality of our students, staff, and faculty. We are committed to creating a safe and inclusive environment where everyone is treated with respect and dignity. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.

Policy Statement

Our college is committed to providing a safe and inclusive environment free from sexual harassment and gender discrimination. We recognize that sexual harassment and gender discrimination are serious violations of human rights that undermine the dignity, safety, and equality of individuals in our community. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.

Sexual Harassment: Any unwelcome sexual behaviour that creates an intimidating, hostile, or offensive environment. It includes physical, verbal, or non-verbal conduct of a sexual nature, such as unwanted touching, comments or jokes of a sexual nature, displaying sexually suggestive images, or making sexual advances. Sexual harassment can occur between individuals of the same or different genders, and can occur in any context, including in person or online.

Gender Discrimination: Our college also recognizes that gender discrimination is a serious problem that undermines the equality and dignity of individuals in our community. Gender discrimination refers to any unequal treatment based on gender, including discrimination based on gender identity or expression. This includes denying opportunities or benefits to individuals based on their gender, as well as creating a hostile or offensive environment based on gender.

Legal Provisions

The college's policy on sexual harassment and gender discrimination is consistent with the following legal provisions:

- The Vishaka Guidelines, issued by the Supreme Court of India in 1997;
- The UGCs Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses;
- The University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

Women Cell and Prevention of Sexual Harassment (POSH) Committee

The college will have a Women Cell and Prevention of Sexual Harassment (POSH) Committee responsible for implementing the college's policy on sexual harassment and gender discrimination. The Women Cell