



## Women's Grievance, Prevention, Counseling & Redressal Cell

The Maharaja Sayajirao University of Baroda

Accredited Grade "A" By NAAC in 2016

University Pavilion, Fatehgunj, Vadodara-2

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### Women's Grievance, Prevention, Counseling & Redressal Cell (WGRC), The Maharaja Sayajirao University of Baroda (MSUB)

The Maharaja Sayajirao University of Baroda, Vadodara is committed to creating and maintaining a gender-sensitive and congenial democratic working environment in which students, teachers and non-teaching staff can work together in a community free of violence, harassment, exploitation, intimidation and stress. *This includes all forms of gender violence, sexual harassment and discrimination on the basis of sex/gender or amongst the same sex members.* Every member of the University should be aware that while the University is committed to the right to freedom of expression and association, it strongly supports *gender equality and opposes any form of gender discrimination and violence.*

To facilitate a gender-sensitive and congenial working environment at The Maharaja Sayajirao University of Baroda, a **Women's Grievance Redressal, Prevention of Sexual Harassment and Counseling Cell (WGRC)** has been formulated which provides an exclusive platform to women employees and girl students to air their grievances either in person or in writing.

*The Cell will go beyond its brief of grievance redressal and play a more proactive role towards sensitization of the MSUB community towards gender issues in order to provide a congenial working atmosphere to its women employees. This would be undertaken through organization of seminars and workshops on issues related to women's legal rights, health and empowerment.*

#### Prominent Events:

- WGRC holds sensitization and awareness programmes for students and teaching & non-teaching staff in every academic session in collaboration with Women's Studies Research Centre (WSRC), MSUB.
- National Human Rights Commission, New Delhi sponsored ONE DAY BASIC TRAINING PROGRAMME ON HUMAN RIGHTS, 24<sup>th</sup> Feb. 2020 was organized by WGRC where 130 students from across faculties of MSUB were trained about Human Rights.

#### Objective of the Cell:

- The Cell will deal with the cases/complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the University.
- Monitor the functioning of ICC (Internal Complaints Committee) constituted in Faculties across the University.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the University Act.
- The Cell shall be accountable to the Vice-Chancellor.
- At least 50 % of the members of the Cell may be women.



- At least one of the members of the Cell may be a person with a legal background.
- The Cell will provide assistance to the Faculty/ Colleges/ Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The Vice-Chancellor shall be the Ex-officio President of the Cell and he/she may appoint a Chairperson and a Secretary from amongst the members of the Cell.
- The Cell may from / review the guidelines / policy for Redressal of the grievance as required from time to time, *which may be in accordance with those issued by Supreme Court and Government Agencies.*

### Composition of the Cell

- Vice Chancellor** Ex-officio **President**
- Pro Vice Chancellor** Ex-officio Member
- Registrar** Ex-officio Member
- Four Senate / Syndicate members (other than Deans, and students' representatives) of whom at least two shall be women**, to be nominated by the Vice-Chancellor.
- Dean, Faculty of Law (Ex-officio Member) or any person with legal background** to be nominated by the Vice-Chancellor.
- Two Deans** from amongst the Faculties of the Maharaja Sayajirao University of Baroda **of whom at least one shall be a woman**, to be nominated by the Vice-Chancellor.
- Two Teachers** from amongst the Faculties of the Maharaja Sayajirao University of Baroda **of whom at least one shall be woman** to be nominated by the Vice-Chancellor.
- One teacher from the field of Social Work** to be nominated by the Vice-Chancellor.
- Two non-teaching employees** from amongst the non-teaching employees of Maharaja Sayajirao University of Baroda **of whom at least one shall be a woman**, to be nominated by the Vice-Chancellor.
- Two students** from amongst the students of the Maharaja Sayajirao University of Baroda **of whom at least one shall be a woman**, to be nominated by the Vice-Chancellor.
- Two representatives from the NGOs**, in the geographical area of the Maharaja Sayajirao University of Baroda **of whom at least one shall be a woman**, to be nominated by the Vice-Chancellor.





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*With a Vision*  
**MAKE MSU CAMPUS SAFE FOR WOMEN**  
*The power is in your hands*

