



Satsang Shiksha Parishad Sanchalit

# Shree Swaminarayan Institute of Technology

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S. P. Ring Road Circle, Bhat, Gandhinagar-382 428, Gujarat-India.

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Approved by AICTE, New Delhi and Affiliated with Gujarat Technological University, Ahmedabad.

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## WOMEN'S CELL SHREE SWAMINARAYAN INSTITUTE OF TECHNOLOGY BHAT, GANDHINAGAR, GUJARAT, INDIA

### POLICY AND GUIDELINES FOR PREVENTION OF SEXUAL HARASSMENT AT THE WORK PLACE

#### PREAMBLE

Pursuant to the Directives of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 ("Act"), notified by the Ministry of Law and Justice which has come into effect from 23 April 2013, Women's Cell established under the aegis of Director, Shree Swaminarayan Institute of Technology, Gandhinagar to uphold the dignity of women at work.

The Sexual Harassment Act has been enacted with the objective of providing women protection against sexual harassment at the workplace and for the prevention and redressal of complaints of sexual harassment.

The Act shall aim to provide an environment which is free from sexual harassment and a methodical redressal forum for the victim.

"Sexual harassment is considered as a violation of the fundamental right of a woman to equality as guaranteed under Articles 14 and 15 of the Constitution of India ("Constitution") and her right to life and to live with dignity as per Article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment."

The Shree Swaminarayan Institute of Technology shall endeavor to provide safe environment for staff and students free from gender discrimination and sexual harassment of all forms of sexual intimidation and exploitation. The Shree Swaminarayan Institute of Technology shall make its staff and students aware about the proper conduct to be followed at the campus and the penal actions for its implications. All complaints will be thoroughly investigated and appropriate action will be taken promptly as per the guidelines.

#### MEMBERS OF WOMEN'S CELL

The Shree Swaminarayan Institute of Technology shall constitute the Women's Cell having a convener, counselor and members from both teaching and non-teaching staff. The convener shall be nominated by the Director of Shree Swaminarayan Institute of Technology, the Counselor will be appointed by the Shree Swaminarayan Institute of Technology. The director

बुद्धियुक्तो जहाजीह उभे सुकृतदुष्कृते । तस्माद् युज्यतेः कामः कर्मणोः सुखं ।। गीता । अध्याय-२ श्लोक-५० ।  
A man engaged in devotional service rids himself of all good and bad action even in this life.  
Therefore strive for yoga which is the art of all work.



A. N. V. R.

will nominate two members from Women teaching and non- teaching staff as members of Women's Cell. The external members shall be nominated by Shree Swaminarayan Institute of Technology Women's Cell. The student members (girls) shall be nominated by the members of Shree Swaminarayan Institute of Technology Women's Cell.

### Composition of Women's Cell 2025-26

Category	Nominations
Convener	Prof. Bhakti Patel
Two women employees	Prof. Dipika Shah Prof. Avani Mistry
Counselor	Prof. Khushboo Vyas
External Member (woman)	Ms. Nazneen Patel, Silver Oak University
Male Members	Dr Ranjitekumar Paswan Prof. Ripan Patel
Students members	Naithani Mahak Brijesh (2 <sup>nd</sup> year, CE) Ragi Sapowadia (3 <sup>rd</sup> year, CSE) Vaidik Sharma (1 <sup>st</sup> year, CSE) Rabari Ashmita (1 <sup>st</sup> year, CE)

### Internal Complaint Committee

Category	Nominations
Presiding Officer	Prof. Bhakti Patel
Two women employees	Prof. Dipika Shah Prof. Jayshree Dalsaniya
Counselor	Prof. Jyoti Gautam
External Member (woman)	Vrundani Vaidhya, Monark University
Students members	Rishi Choudhary (3 <sup>rd</sup> year, CSE) Boricha Darshan (3 <sup>rd</sup> year, IT) Mishra Dharmik (1 <sup>st</sup> year, CSE) Priyani Sharma (1 <sup>st</sup> year, CE)

### OBJECTIVES OF WOMEN'S CELL

1. To create awareness amongst students about the problems faced by women of all strata due to gender issues.
2. To create an environment of gender justice where men and women work together with a sense of personal security and dignity.
3. To create awareness amongst students about the issues related to the youth, girls in particular.
4. To disseminate knowledge about rights and laws related to women.
5. To create a sense of responsibility in the students and have healthy study and work culture in Shree Swaminarayan Institute of Technology.



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complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Complaint Committee and the action taken by the Shree Swaminarayan Institute of Technology Authorities under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner.

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

**Penalty for publication or making known contents of complaint and inquiry proceedings:**

Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16 of the Act (Prohibition of publication or making known contents of complaint and inquiry proceedings), he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or as may be prescribed.

**Miscellaneous**

**Committee to submit annual report:**

The Internal Complaint Committee shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer.

**Shree Swaminarayan Institute of Technology to include information in annual report:**

The Shree Swaminarayan Institute of Technology shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of the organization or where no such report is required to be prepared, intimate such number of cases.

**NOTE: ON THE ISSUES/MATTERS NOT INCLUDED IN THE POLICY HERE, THE SPIRIT AND PROCEEDURE OF THE "ACT" SHALL PREVAIL.**



Director, SSIT



DIRECTOR  
Shree Swaminarayan Institute of Technology  
Near E.D.I., Bhat, S.P. Ring Road Circle,  
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