# SMT. KAPILA KHANDVALA COLLEGE OF EDUCATION

JUHU ROAD, SANTA CRUZ WEST, MUMBAI 400054

# WOMEN’S DEVELOPMENT & GRIEVANCE CELL

Smt. Kapila Khandvala College of Education believes in gender equality and gender justice in all of its intervention & practices. Keeping these principles in view, it is important to ensure an organizational climate that is free from discrimination and harassment with a particular focus on sexual harassment but more important Women empowerment through knowledge of legal rights.

Pursuant to the directives of the supreme court the Women’s Development and Grievance Redressal Cell was established at KKCE. The cell is responsible for looking into women development initiatives and women grievances.

The Supreme Court of India created legally binding guidelines basing it on the right to equality and dignity accorded under the Indian Constitution as well as by the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The Hon. Supreme Court of India defines sexual harassment as any unwelcome sexually determined behavior, such as:

* Physical contact and advances
* Demand or request for sexual favors
* Sexually Colored remarks
* Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

# Objectives of the cell:

* To facilitate gender sensitive and congenial working environment at college so that women at work place and student teachers are not subjected to gender specificdiscrimination or sexual harassment.
* To create awareness about legal rights pertaining to women
* To develop a felling of gender parity on campus.
* To serve as a grievance redressal cell
* To receive complaints and resolve issues related to women issues.
* To take proactive measures towards gender sensitization
* To organize programs to develop healthy attitudes towards women

# Who can approach the cell?

Any female student or women employee academic/non academic (including temporary, contractual or casual) or female student of the Smt. Kapila Khandvala college of Education, Santacruz, Mumbai)

# How to lodge a Complaint

The aggrieved person can personally approach /telephone/ write /e-mail any member of the call. Alternatively, e-mail can be sent to [kkbed@](mailto:kkbed@)kkcoe.edu.in or to the personal emails of the members mentioned in the list below:

**Penalties and Punishments for Sexual Harassment**

The Cell may recommend the following penalties on a person found guilty of sexual harassment

## Minor Penalties:

1. Warning
2. Written Apology
3. Bond of good behavior
4. Debarring entry into campus
5. Suspension for a specified period of time
6. Withholding results.

## Major Penalties:

1. Debarring from examinations for a specified period of time
2. Suspension from the college for a specified period of time
3. Compulsory retirement
4. Termination of service
5. Removal/dismissal from service/college

# Woman Development & Grievance Redressal Committee Members

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr no** | **Name** | **Designation** | **Email** |
| **1** | Dr Jayashree Inbaraj | Principal – chair of Women’s grievance cell | [principal@kkcoe.edu.in](mailto:principal@kkcoe.edu.in) |
| **2** | Dr. Sheetal Zalte | WGC In-charge | sheetal.zalte@kkcoe.edu.in |
| **3** | Dr. Sunil Rajpurkar | WDC In-charge | sunil.rajpurkar@kkcoe.edu.in |
| **4** | Mr. Rajendra Jadhav | Member | [rajendra.jadhav@kkcoe.edu.in](mailto:rajendra.jadhav@kkcoe.edu.in) |

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