



J.B. INSTITUTE OF ENGINEERING & TECHNOLOGY

UGC AUTONOMOUS

Bhaskar Nagar, Yenkapally (V), Moinabad (M), R.R. District, TS – 500075.

WOMEN EMPOWERMENT & PROTECTION COMMITTEE

Following the UGC Guidelines with respect to “Women empowerment & Protection” within the UGC approved institutions following committee has been nominated to look into the issues of Women empowerment & protection and women safety & equitability of gender.

Committee Members are:

| <u>Sl.No</u> | <u>Name</u> | <u>Designation</u> | <u>Position</u> |
|--------------|--------------------------|-----------------------------------|--|
| 1 | Dr. P. C. Krishnamachary | Principal | Chairman |
| 2 | Mrs. K. Snehalatha | Associate Prof. ECE Dept. | MEMBER (Representative of Senior Faculty) |
| 3 | Mrs.B.Sowmya | Asst. Prof. ECEDept | MEMBER (Representative of Senior Faculty) |
| 4 | Mrs. PrasanaKumari | Asst. Prof. ECM Dept. | MEMBER (Representative of Junior Faculty) |
| 5 | Mrs.VasanthaShoba | PRO & SAO | MEMBER (Representative of Admin Staff) |
| 6 | Mrs. Sujatha | Office Assistant. Dept of S& H | MEMBER (Senior Non- Teaching Staff) |

Above committee will try to strive for women empowerment & creation in JBIET Campus. This committee will further look into all the complaint received from female employees concerning any gender related offences and submit recommendation to Principal.

This committee will meet at least once in a semester and submit its minutes of meeting to principal for necessary actions.

Sexual Harrash Mechanism:

1. A compliant box is provided for students and staff. Students/Staffs can drop their grievance regarding sexual harassment on campus.
2. Separate email id / contact numbers are displayed in different places throughout the Institution.
3. After a grievance is received through hardcopy/ ecopy, the grievance is forwarded to the chairman of the Women Empowerment Cell.
4. Depending on the priority of the incident, a constituted committee takes the first action by issuing memorandum letter to the accused person.
5. The accused person gets a time of one day (w.e.f the letter issued) to explain on his/her behalf.
6. After receiving of the explanation, the fact-finding committee of the women empowerment cell, chaired by principal, calls for a fact-checking meeting with ICC (Internal Complaint Committee).
7. Thereafter the accused and the petitioner are called on the same day to the meeting hall.
8. Both can explain their views in front of the committee.
9. After getting all the points from both sides, the committee decides about the impact of the incident and checks the validity of the complaint. A report is being prepared afterword.
10. The accused, after proving of the complaint, faces severe action in terms of withdrawal of performance-based pay awards, termination from service & suspension for a tenure from his/her job.

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