

Women's Grievance Redressal Cell

Women's Grievance Redressal Cell has been constituted with the aim to provide and maintain a dignified, congenial working environment for women employee (including faculty and staff) and students, where they can work, study and explore their potential to the fullest.

Composition:

Sr. No.	Name	Designation	Position in WGR
1	Dr. Sandesh R. Wayal	Principal , Sakeshwar College of Pharmacy, Chas, Ahilyanagar	Chairperson
2	Ms. Priti B. Pote	Lecturer , Sakeshwar College of Pharmacy, Chas, Ahilyanagar	Member
3	Mr. Nikhil D. Ghorpade	Lecturer , Sakeshwar College of Pharmacy, Chas, Ahilyanagar	Member
4	Pranjali B. Kapase	Student Representative , Sakeshwar College of Pharmacy, Chas, Ahilyanagar	Member
5	Shweta A. Labade	Student Representative , Sakeshwar College of Pharmacy, Chas, Ahilyanagar	Member
6	Adv. Kranti A. Bagul	Legal Expert , Ahilyanagar	Member
7	Ms. Sonali A. Barke	HOD , Sakeshwar College of Pharmacy, Chas, Ahilyanagar	Member Secretary

Frequency of meeting	:	Committee shall meet at least twice in a year
Tenure	:	Period of two years

- **Contact No.:** 91-9209728878/ 0241 - 2570425
- **E-Mail ID:** principalscp23@gmail.com

Roles & Responsibilities

1. Ensure safe and healthy working environment for female employees and students, whereby they are protected against any kind of victimization and are always provided with environment which is free from fear and is conducive to progress and for discharging their duties.
2. Scrutinize the complaints of sexual harassment or gender discrimination and make time-bound enquiries on priority.
3. Submit the findings, recommendations and suggested remedial measures to the Chairman.
4. Provide special counseling to the victim, as and when necessary.
5. Report, if there is a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.

MECHANISM OF WOMEN GRIEVANCE REDRESSAL (WGR) CELL

1. Women can **lodge complaints** through multiple channels, such as:
 - **Written complaints** submitted to the WGRC.
 - **Email or online portals** designated for grievances.
 - **Complaint drop-boxes** placed in campus/workplace premises.
 - **Directly approaching** WGRC members.
2. **Acknowledgment of Complaint**
 - The cell acknowledges the receipt of the complaint and **ensures confidentiality**.
 - An **initial assessment** is done to determine the nature and severity of the grievance.
3. **Preliminary Inquiry**
 - The WGRC **interviews the complainant** to gather relevant details.
 - If required, **witnesses and evidence** are collected.
 - The accused party is **notified and given an opportunity to present their side**.
4. **Hearing & Investigation**
 - A formal **hearing is conducted**, ensuring a fair and unbiased investigation.
 - The committee evaluates the complaint based on the **facts, testimonies, and available evidence**.
5. **Resolution & Action**
 - If the grievance is **found valid**, appropriate actions are taken, which may include:
 - ✓ **Counseling**
 - ✓ **Warning, suspension, or termination** (in severe cases).
 - ✓ **Legal action or referral to higher authorities** if necessary.
 - ✓ The complainant is informed about the **final decision and remedial actions taken**.
 - ✓ **Follow-up & Monitoring**
 - Regular follow-ups are conducted to **ensure compliance with the resolution**.
 - The cell maintains **confidential records** for documentation and future reference.