



SSJ College of Pharmacy for Women's

(Sponsored by SRIDEVI EDUCATIONAL SOCIETY)

Approved by PCI, New Delhi, Affiliated to JNTU, Hyderabad

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GENDER SENSITIZATION CELL

Gender Sensitization Cell constituted on **06.10.2025** at SSJ College of Pharmacy for Women's

As per the UGC directive we formed the Gender Sensitization cell in our campus. The cell comprising of senior faculty representatives and they are organizing the programs on gender issues on a regular basis:

Name of the Member	Designation	Ph. No.	Email ID
Dr. Vanitha Prakash, Principal	Chairman	9885355562	prakash.karnam@gmail.com
Dr. A. Saritha, Professor	Co-Ordinator	9573648858	alladis1@gmail.com
Mrs Nansri Saha, Assoc., Prof.	Member	9642418112	nansrisaha@gmail.com
Mrs. K.Suneetha, Assoc., Prof.	Member	9849796878	sun.kphm@gmail.com
Mrs Madhurima Yadav, Asso. Prof.	Member	7036318766	madhurima_pharma2@yahoo.com
Ms. P Vesavica	Student Member	6305684432	Vesavica9063@gmail.com
Ms. P.Sanjana	Student Member	8519975298	Panthamsanjana9@gmail.com
Ms. K.Sridevi	Student Member	8499047412	ksridevi53@gmail.com

Power and Duties of the Committee:

The committee is NOT to act as moral police; neither will it intrude on anyone's privacy. The role of the Committee is to create awareness about sexual harassment and to deal with and recommend punishment for non-consensual acts of sexual harassment, and not to curtail sexual expression within the campus. Members are expected to be sensitive to the issue and not let personal biases and prejudices (whether based on gender, caste, class) and stereotypes (e.g., predetermined notions of how a "victim" or "accused" should dress up or behave) affect their functioning as members of the committee.

A. Preventive:

1. To create and ensure a safe environment that is free of sexual harassment, including safety from persons/visitors coming into contact at the workplace.
2. To publicize the especially through notice boards.
3. To publicize the names and phone numbers of members of the Committee.

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B. Gender Sensitization

Gender Sensitization involves creating awareness about issues of gender and sexuality and working towards and creating an enabling environment of gender justice where all can work together with a sense of personal security and dignity. Sensitization and Awareness will be a basic function of the Committee formed. The following is a list of methods in which awareness and sensitization of students, staff and faculty will be conducted:

1. An orientation seminar will be organized to discuss the nature and scope of the sexual harassment of women at the workplace (Prevention, Prohibition and Redressal) Act 2013, once in the academic year.
2. One or more workshops/seminars annually where external experts on the subject will interact with all employees and students
3. Seminars, performances and discussion forums where gender sensitization and gender awareness will be the focus – these will happen during the academic year.
4. Spreading awareness of the policy and implementation of the same through informal sessions, performances, cultural events, etc., about the policy being implemented by the college.

Complaint Procedure

1. Any woman employee or female student (hereinafter mentioned as the 'COMPLAINANT') shall have the right to file a complaint concerning any harassment including sexual harassment against a male student /employee /faculty /administrative staff / research staff / any of the members of the Committee (hereinafter mentioned as the 'COMPLAINEE') as the case may be.
2. Any COMPLAINANT may file a complaint within a period of 3 months from the date of incident. In case of a series of incidents, COMPLAINANT should file a case within a period of 3 months from the date of last incident.
3. Where the aggrieved woman is unable to file a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.
4. All complaints will only be accepted in writing. The Committee is allowed to take action even in the absence of a written complaint. Though a written complaint is must (as per the Vishakha Guidelines), however if the woman does not want to do the same, anybody can write on her behalf.
5. Any complaint in writing has to be signed by the COMPLAINANT and will be read out to the complainant and will not be acted upon till the same is signed by the complainant
6. The complainant shall be afforded full secrecy at each stage.

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7. The name, address, identity or any other particulars calculated to lead to identification of the COMPLAINANT shall be kept confidential and will not be disclosed even to the Committee, till the meeting in this regard is convened.
8. Within a period of 5 working days from the date of such communication, the Chairperson shall convene a meeting to deal with the complaint and make preliminary enquiry/fact finding enquiry to verify the facts of the complaint. An **Enquiry Committee** will be constituted (if needed) if the complaint is found genuine.

Disciplinary Actions

Enhancement of disciplinary action, by the Committee, could depend on factors such as the nature and extent of injury caused to the complainant, the impact of the violation on the institutions as a whole, the position of the harasser in the power hierarchy, repetition of offence etc.

- A. Where the Committee finds an employee (faculty, staff) of the College involved in sexual harassment of the complainant, it can recommend disciplinary action in the form of:
 1. Warning
 2. Written apology
 3. Any other relevant mechanism

As per the Supreme Court of India Directive, it is mandatory to ensure safety of women at workplace



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