



Lok Jagruti Kendra University (LJ University)

University with a Difference

(Lok Jagruti Kendra University Established by Gujarat Act No. 19 of 2019)

Women Development Cell (WDC)

Preamble:

WHEREAS the Hon'ble Supreme Court has in the judgment of Vishakha and others State of Rajasthan and others, directed that the employers, the other responsible person's in-charge of working-places or other institutions shall prevent or deter the commission of acts of any kind of harassment including sexual harassment. They shall provide the procedure for the resolution, settlement or prosecution of acts of harassment including sexual harassment by taking all required steps. Women shall have the right to gender equality and to work with dignity and to have an environment which is safe and protected from sexual harassment or abuse and appropriate work conditions in respect to health and hygiene.

AND WHEREAS it is necessary and expedient to ensure the prevention of any harassment of women including sexual harassment. In pursuance of the aforesaid directions of the Hon'ble Supreme Court, the LJK University constitutes a Women Development Cell (WDC) for the above purpose.

1. Constitution of the Cell

The objective of the WDC is to provide and maintain a dignified working environment for women employees (including teaching, non-teaching, contractual workers) and students, where they can work, study and explore their potential to the fullest extent.

Any women employees and/or students of LJK University can approach WDC for any problem relating to their work, safety, security etc.

The following is the constitution of the WDC at LJK University which is appointed by the Provost of the University. The members of the Cell shall hold office for a period of three years provided that where a person ceases to be an employee or student, he/she shall cease to be a member of the Cell.

The following will be Members of the Woman Development Council:

Sr. No.	Name of the Member	Designation
1	Dr. Nishaben K. Shah	Chairperson
2	Dr. Sweety Shah	Member Secretary
3	Ms. Chaitali Jani	Member
4	Dr. Richa Mandan	Member
5	Dr. Gayatri Pandi	Member
6	Dr. Monica Gahlawat	Member
7	Dr. Rashi Goplani	Member
7	Dr. Utpala Desai	Member
9	Shri Minesh Shah	Member
10		Representative - Student
11		Representative - Student



2. Power, Roles and Functions of WDC

- To sensitize all members of the LJK University community towards the Supreme Court and statutory mandate prohibiting gender discriminations or any other problems relating to safety and security of women at the work place.
- To provide encouragement for building confidence of women employees and students through their involvement in academic, cultural and outreach activities such as talks, seminars, workshops, etc. To provide for dialogue, discussion, and deliberation on women's rights and gender-related issues. To encourage participation from NGOs and law enforcement agencies in this area.
- To become a resource centre for women and provide a forum for exchange of ideas.
- To review safety and security measures for female employees and students at LJK University campus.
- To ensure and supervise the proper constitution and functioning of the Collegiate Women's Development Committee (CWDC) set up at the each faculty and constituent institutions/centres of the LJK University.
- To organize regular workshops and training programmes for members of the CWDC.
- To process individual grievances concerning any kind of harassment in the LJK University Office or in any faculty or in constituent institutions/centres.
- To formulate programmes for the spread of awareness of these regulations among the employees and students.
- To bring out publications in Indian languages and English language concerning harassment and also concerning the implementation of these regulations.
- To hold annual programmes, seminars, workshops and meetings regarding Women's Development and resolution of any kind of Harassment.
- To set up pools; one each for NGOs and Women's Associations working within the geographical area of the University for carrying out the purposes of these regulations.
- To act as the Appellate Authority in respect of the decisions taken by the CWDC in constituent institutions/centres of LJK University.
- To exercise such other powers and perform such other duties as may be conferred or imposed on it by or under these regulations.
- To do all such activities and things as may be necessary to carry out the objectives of these regulations.
- The Cell shall constitute one or more Committees for implementation of women's policy in general and for dealing with cases/ complaints of any kind.

The Internal Committee shall consist of the following members to be nominated by the Vice Chancellor, namely:-

- (a) A Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1);



Provided further that in case of other offices or administrative units of the works place do not have a senior level woman employee, the Presiding Officer shall be nominated from any other works place of the same employer or other department or organization;

- (b) Not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.
- (c) One Member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

1. Collegiate Women's Development Committee (CWDC)

- Every School shall set up a Collegiate Women's Development Committee (CWDC) to deal with complaints of any kind of harassment, including sexual harassment.
- Each School shall inform the Cell about the members of its CWDC and keep the Cell informed about any change therein.
- CWDC shall submit its half yearly report of activities to the Cell.

1.1. Composition of CWDC:

The Collegiate Women's Development Committee (CWDC) shall consist of six members, who shall be appointed by the Director of the School, as under, namely:

- Director of the School shall be the Chairperson of the Committee
- Two members from the teaching staff of the School of whom one shall be a woman)
- One woman member from the non-teaching staff of the college or the recognized institution
- Two students from the School or the recognized institution (of whom one shall be a Lady Representative)

Where there is no woman, a male employee may be appointed

(Note: Out of the two members from teaching staff of the School, the woman member shall be the Convener of the Committee)

1.2. Terms of Office:

The members of the Committee shall hold office for a period of three years provided that where a person ceases to be an employee or student, he/she shall cease to be a member of the Committee.

1.3. Powers and Functions of the Committee:

The powers and functions of the Committee shall be as determined by the Cell.

CONTACT: Name: Dr. Nishaben k Shah, Chairperson OR
Dr. Sweety Shah, Member Secretary