



Women's Grievance Redressal 24x7 Cell

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Women's Grievance Redressal 24x7 Cell: Contact No. 9309246435



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A Women's Grievance Redressal 24x7 Cell is established to safeguard the rights and well-being of female employees, staff, and students, providing a secure, confidential, and prompt platform to address complaints. These cells are mandated under various guidelines, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, to ensure a safe, non-discriminatory, and conducive environment.

Key Responsibilities and Functions

- **Handling Complaints (Sexual Harassment & Gender Discrimination):** The cell receives and processes complaints of sexual harassment, discrimination, or any other form of abuse against female students and staff.
- **Investigation and Redressal:** It conducts fair, confidential, and time-bound investigations into reported cases, submitting reports to disciplinary authorities and recommending suitable actions.
- **24x7 Support and Access:** The cell provides immediate assistance to victims, often including 24/7 helplines (such as 181 or NCW 14490) to handle emergencies, counseling, and referrals to police or medical authorities.
- **Creating Awareness:** The cell organizes seminars, workshops, and lectures to educate female staff/students about their legal rights and to sensitize the community about gender equality and sexual harassment laws.
- **Preventive Measures:** It takes proactive steps to ensure a safe working/academic atmosphere, such as implementing, monitoring, and reviewing anti-harassment policies and conducting regular meetings.
- **Psychosocial Support:** The cell provides counseling and emotional support to victims of violence or harassment.

Core Objectives

- **To create a hostile-free environment for women in the organization.**
- **To uphold the dignity of women.**
- **To ensure strict enforcement of the Sexual Harassment Act.**

Complaint Mechanism

Complaints can typically be submitted in writing, via email, or in person, often with the guarantee of full confidentiality. In many institutions, anonymous complaints can also be filed through suggestion boxes.



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