



**M.V.MUTHIAH GOVERNMENT ARTS COLLEGE FOR WOMEN**  
(Affiliated to Mother Teresa Women's University, Kodaikanal)  
Re-accredited with 'A' Grade by NAAC  
DINDIGUL - 624 001, TAMILNADU

**POLICY DOCUMENT ON ANTI - SEXUAL HARASSMENT**

As per the Supreme Court of India Guidelines on Sexual Harassment, August 1997, "The Sexual Harassment in the employment, education, and training environment are declared as unlawful under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and any amendment thereto so as to create a safety atmosphere where the women employee is ensured to have the protection from sexual harassment.

**Objectives:**

1. The policy intends to ensure that no students and faculties are subjected to sexual harassment
2. To create wideawareness about acts and rules against Sexual Harassment in studying and working environment.
3. To constitute a **Anti Sexual Harassment Committee** to execute the guidelines and norms for the implementation of policy against sexual harassment.
4. The **Anti-Sexual Harassment Committee** ensures sexual harassment free campus.
5. The cell takes immediate action if any complaint is received.
6. The unruly behaviour relates with physical, verbal and non-verbal complaints shall be registered by the cell and proceed with the enquiry.
7. Any student or faculty if found involved in such behaviour will be penalised.
8. Confidentiality is ensured and maintained by the committee members.
9. Complainants or witnesses will not be victimized or discriminated at any cost while dealing with the complaints.
10. Committee shall complete the "Enquiry" and report it to the principal.

*D. Lakshmi*  
**PRINCIPAL**  
M.V.Muthiah Govt  
Arts College for Women,  
Dindigul - 624 001, Tamil Nadu



**Criterion : V Student Support and Progression**  
**Metric : 5.1.4 Student Grievances including Sexual Harassment**  
**Year : 2018 - 2023**



### **5.1.4 The Institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.**

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organization-wide awareness and undertakings on policies with zero tolerance.**
- 3. Mechanisms for submission of online/offline students' grievances**
- 4. Timely redressal of the grievances through appropriate committees**

#### **1. Implementation of guidelines of statutory/regulatory bodies:**

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases for which following statutory/regulatory bodies functional for the academic years.

#### **Functions of Grievances Redressal Committee**

Students can apply for the grievances through the respective Class Advisors, Head of the Departments / Grievances Redressal Committee, Principal and suggestion boxes kept in various departments as well as Principal's Office.

Parents are called for Parents meeting every semester during which they can address their problems to the Principal / Department. They can also meet the Principal on all regular working days.

Faculty and staff can represent their grievances through their respective Head of the Department / Grievances Redressal Committee / Principal / Suggestion Box kept in Principal's office.

Website Link: <https://www.mvmwgacdgl.ac.in/page/grievances-redressal-committee.html>

## Student Activity Committees- Functions and Responsibilities



### 1. Student Personality Development (SPD)

- ✓ Providing orientation and training to students for enhancing and grooming intrinsic and extrinsic behavioral patterns and boosting their confidence.
- ✓ Taking all necessary steps for improving skills, abilities, knowledge, etiquette and good manners.
- ✓ To educate students on the importance of appropriate dress and thus inculcate and sustain good dress sense in them.

### 2. National Service Scheme (NSS)

- ✓ To make students understand themselves, their role of social service and identify the needs and problems of the society.
- ✓ Working for solutions to the problems of the society.
- ✓ Making students acquire leadership qualities and democratic attitudes
- ✓ To develop capacity to meet emergencies and natural disasters.
- ✓ To practice national integration and social harmony.

### **3. Youth Red Cross (YRC)**

- ✓ To promote health of the community and to create awareness of health issues.
- ✓ To serve the society through blood donation, medical, road safety and first aid camps.

### **4. Red Ribbon Club (RRC)**

- ✓ To generate awareness among students about HIV/AIDS
- ✓ Observing world Aids Day, Aids awareness week, conducting competitions, rallies, etc. and distributing pamphlets for creating awareness in nearby villages.
- ✓ Making students participate in training programmes for peer educators.

### **5. Human Resource Development (HRD)**

- ✓ To develop human resources through focused programmes.
- ✓ Imparting skills needed for an individual to become a significant contributor to the development of an institution.

### **6. Entrepreneur Development Programme (EDP)**

- ✓ To generate 'job providers' rather than 'job seekers' among the Students
- ✓ Organizing events with successful entrepreneurs as guest to inspire students to become entrepreneurs.
- ✓ Creating awareness among students of the process of starting an enterprise business or industry.

### **7. Industry Institute Interaction (III)**

- ✓ To establish and nurture good rapport with all industrial establishments to address their current needs and trends.
- ✓ To invite the major players in industry to conduct recruitment programmes in the campus.

## **8. Students Clubs**

- ✓ Enrolling students in professional bodies and enabling them to updating their knowledge and enhance their technical skills.
- ✓ Organizing / Hosting seminar, Symposia, Conferences and workshops with the help of such bodies to disseminate newer concepts and developments.

## **9. Higher Education Cell**

- ✓ To create awareness among students about higher education options specific to their programmes and needs.
- ✓ Providing training to take entrance examinations for admission into post-graduation and other higher education programmes.

## **10. Women Empowerment Cell**

- ✓ To make women students aware of their rights and privileges.
- ✓ Conducting awareness programmes on empowerment of women.
- ✓ Through talks by experts and achievers, providing information to women students on opportunities to get empowered.

Website Link: <https://www.mvmwgacdgl.ac.in/page/student-activity-committees.html>

## **11. Innovation and Incubation Cell (IIC)**

College incubation centers are designed to support students and alumni who are interested in starting their businesses. These centers offer a variety of resources and services to help entrepreneurs develop their ideas, refine their business plans and launch their ventures.


Our College is dedicated to promote innovation and entrepreneurship among the students of PG Departments/Centers, establish and foster collaborations with Corporate Sectors, Industries, Knowledge Hubs, Knowledge-driven-Enterprises and other socio-economic related activities within and outside India under a holistic policy.

### **Objectives of Innovation and Incubation (IIC) as follows:**

- ✓ Technology Business Incubation.
- ✓ Training and awareness programs in Entrepreneurship ( EDP & FDP).
- ✓ Competitive events, lectures and workshops on soft skill development, case studies, plan competitions, innovator camps, etc.
- ✓ Promoting Innovations in Individuals and guidance given to start Start-ups company.
- ✓ Technology Commercialization Program.

### **Action Plan of Innovation and Incubation (IIC)**

- ✓ To establish the state-of-the-art resource center with the necessary resources, knowledge and skills, that will enable it to act with speed, promote research and innovation and deal with contingent issues
- ✓ .Build knowledge and innovation hub.
- ✓ Empowering of students and youths to take up the opportunity.
- ✓ Establish the industry links to solve the local industry problems.
- ✓ Nurturing of start-ups, technology based business ventures.
- ✓ Bridge between academic and industrial partners to overcome the unemployment issues.
- ✓ To build Knowledge and Innovation Hub

  
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