



Notification

No.: GBU/ADM/127/2022-23/ 362

Date : 27/10/2023

Subject : Constitution of Women Development Cell at GBU.

Gujarat Biotechnology University, Gandhinagar has constituted a women development cell as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015. The committee is as follows :

Sr. No.	Designation	Name
1	Chairperson	Dr. Surya Ramachandran
2	Member	Dr. Kanti Kiran
3	Member	Dr. Neelam Kungwani
4	Member	Ms. Himani Peshavaria
5	2 student Members	To be nominated by the Chairperson.
6	Member	Dr. Sangram Lenka
7	Member	Shree Sumit Sharma
8	Member Secretary	Dr. Ankita Patel

Aim

The aim of the Women Development Cell (WDC) is to promote general well-being of female students, teaching, and administrative women staff on the university. The cell is also responsible to undertake awareness programmes on gender sensitization, women rights, and women empowerment in university campus.



Vision

A gender-neutral environment that facilitates independence, safety, well-being, and dignity of womenfolk, empowering them with rights and equitable opportunities ensuring enrichment of their future.

Objectives of WDC

- WDC shall be accountable for awareness of gender sensitization, women's rights and promoting general wellbeing of students, staff, support staff, contractual and daily wages employees of GBU.
- WDC is liable to create a dignified and inclusive environment for all genders in and around the ambit of GBU and equip them in controlling their personal and professional lives.
- WDC will continue to strive in creating equitable opportunities to empower women to attain their full potential, enriching organisational and social life in the process which have mutual benefits to the genders and society.

Functions, Roles and Responsibilities of WDC :

- To create and develop a congenial environment for women employees (including teaching, support staff, and contractual as well as daily wages employees) and students (rural, urban, specially abled, underprivileged, marginalised), allowing them to reach their full potential.
- To undertake the awareness programmes on gender sensitization, women's rights and women empowerment in university campus.
- To sensitize the students towards the special needs of all genders.
- To develop equitable opportunities for the educational avenues for women.
- To build a gender sensitive and inclusive campus.
- To address concerns of gender discrimination and recommend measures and policies for gender parity at the University.
- To prevent sexual harassment at workplace.
- To conduct gender audit / safety audit on regular basis.
- To sensitize the community at large towards gender related issues and to take such measures as would be necessary to create gender sensitivity on the campus;

- To conduct orientation programs for new students and employees;
- To suggest measures for providing a safe working environment for women on the campus and to recommend actions to be taken by the university from time to time in order to deter the commission of any acts of sexual harassment or gender discrimination in any form;
- To make the Women's Cell and Internal Complaints Committee visible through posters at conspicuous places and a dedicated website with a prominent link to it on the university homepage — listing the unwelcome acts or behaviour that legally constitute 'sexual harassment', the penal consequences of such actions, and helplines for the aggrieved women on campus;
- To organize workshops and awareness programmes at regular intervals for sensitizing students and staff members of the Institute with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2015;
- To offer advice on available courses of action to an aggrieved woman on campus if she approaches the Women's Cell. If the woman chooses to file a complaint in relation to an offence under the Indian Penal Code or any other law for the time being in force, the Women's Cell may facilitate access to the Legal Cell and/or Security Section, in consultation with the Director General. If the woman so wishes, the Cell may facilitate meetings with appropriate counsellors and/or the Chairperson, Internal Complaints Committee.
- To facilitate services of Counsellor(s) for complainant(s) or respondent(s) in sexual harassment case(s)


Registrar, GBU.

Copy to (by e-mail): (For further necessary actions)

- 1) All Members of WDC.
- 2) All students and staff of GBU.
- 3) IT Department for uploading on website.
- 4) PA to DG.