

# **R.D. Engineering College, Ghaziabad**

## **WOMEN GRIEVANCE CELL**

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

# R.D. Engineering College, Ghaziabad

## WOMEN GRIEVANCE CELL

R.D. Engineering College, Ghaziabad has constituted Women Grievance Cell in July, 2018 as per the guidelines issued by the Government of India. This cell is constituted to consider complaints related to any sexual Discrimination/ harassment of women in the Institute. Details of the committee members are as given below.

s.no.	Name	Designation	Department	Contact
1.	Mr. Sanjay Paliwal	convenor	ME	9818450025
2.	Dr. Shalbha Chaudhary	Co-convenor	ECE	8588899741
3.	Dr. Jyoti Rai	Member	ASH	8700275910
4.	Mr. Ghyanshyam	Member	Registrar	8588899731
5.	Mr. Rajesh Kumar	External Member	Advocate	8447780595
6.	Ms, Payal Banerjee	External Member	Sr.Manager	9555553551
7.	Ms.Ayushi goyal	Student member	CSE-3 <sup>rd</sup> year	8791152923
8.	Ms.Kajal Kansal	Student member	CSE-3 <sup>rd</sup> year	9258140961

### 1. Objective of the Women's Grievance Redressal Cell:

The Cell will deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college.

The Cell shall process all the individual complaints and take immediate suitable action.

The Cell will provide assistance to administration for taking preventive steps in the matter of gender discrimination and sexual harassment.

The Cell may form / review the guidelines / policy for Redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court.

### 2. Grievance Procedure:

Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting the complaint in the Dy. Director's office.

The complaint will be afforded full confidentiality at this stage.

After receiving the complaint, the Convener shall convene the meeting of the cell.

  
Director  
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Duhai, Ghaziabad

The Convener will appoint investigation committee, Co-Convener will convene the meetings.

The investigation committee shall then decide the course of action to proceed.

The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by complainer /her representative.

In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee, heard and if satisfied that a warning is just and proper, he will be warned about his behavior and non-occurrence of it. In case the complainer requests that the complaint should be proceeded with beyond mere a warning, the same may be proceeded with in the manner prescribed hereafter.

### **3. Procedure for investigation**

If the complainer wishes to proceed beyond a mere a warning to the accused, the accused shall be given in writing by the investigation committee an opportunity to explain within one week why he should not be, for good and sufficient reasons, be punished for the act of sexual harassment on his part.

If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offence deserves a minor penalty or a major penalty.

In the event that the investigation committee deciding that the accused be imposed a minor penalty, the said penalty will be recommended by the investigation committee to the Convener of the cell for decision.

If the investigation committee comes to a conclusion that the accused in case if his guilt proved, should be imposed a major penalty, it shall make recommendation of action. If the accused is an employee, he may be placed under suspension under the provisions of act.

If a person is charged with physical molestation or rape on college / society's premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of Indian penal code.

### **4. Punishment for sexual harassment**

Any member of the institute fraternity (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government/ university rules.

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad



A student guilty of sexual harassment shall be liable for any of the following penalties:

- a) Warning or reprimand.
- b) Suspension from college for a period of one month.
- c) Debarment from appearing for the examination for a period up to three years.
- d) Rustication from college as the case may be.
- e) Any other punishment as defined by the government/ university act.

#### **5. Protection against Victimization**

The committee noted and approved the policy on Protection against Victimization of the Women's Grievance Redressal Cell as following.

- a. In the event of the complainer being a student and the accused being a teacher, during the pendency of the investigation and inquiry and even after such an enquiry if the teacher is found to be guilty, the accused will not act as an examiner for any examination for which the student appears.
- b. In the event the complainer and the accused both being employees, during the pendency of the investigation and enquiry even after such an enquiry if the accused is found to be guilty, the accused shall not write the condition reports of the complainer, if it is otherwise so authorized.

**Contact Details: The Convener,  
Women Grievance Cell  
R.D. Engineering College, Duhai, Ghaziabad, Uttar Pradesh**

**Telephone No. 0120 – 2679301/2/3/4 E. Mail – info@rdec.in**

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad



R. D. Engineering College, Ghaziabad College Code-231  
Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University,  
Lucknow

## OFFICE ORDER

Dated:- 14<sup>th</sup>, October, 2020

**From: Director**

**To : All Faculty & staff Members**

The new Women Grievance Cell has been reconstituted till further orders as mentioned below. The committee is directed to work as per the guidelines mentioned in the roles and responsibilities of Women Grievance Cell. All members are requested to extend their full cooperation please.

S.no	Name	Responsibilities given as	Department	Sign.
1	Mr. Sanjay Paliwal	Convenor	ME	
2	Dr. Shalbha Chaudhary	Co-convenor	CSE	
3.	Dr. Jyoti Rai	Member	ASH	
4.	Mr. Ghyanshyam	Member	Registrar	
5.	Mr. Rajesh Kumar	External Member	Advocate	
6.	Ms, Payal Banerjee	External Member	Sr. Manager	
7.	Ms. Preeti Manral	Student Member	ECE	
8.	Ms. Yashi Trivedi	Student Member	CSE	

Prof. (Dr.) SANJEEV SHARMA  
DIRECTOR R.D. Engineering College  
Duhai, Ghaziabad

CC :-

1. Hon'ble Management (for information)
2. Dean Academics for action
3. Coordinator, IQAC
4. All HODs(CSE &IT,ECE,ME,CE,MBA,MCA, M.Tech.)
5. Registrar
6. Admin Office

Director  
R.D. Engineering College  
Duhai, Ghaziabad



R. D. Engineering College, Ghaziabad College Code-231  
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Lucknow

## CIRCULAR

**Dated:- 02/03/2020**


All the Women Grievance Cell members are requested to attend the meeting to be held on 4<sup>th</sup>, March, 2020.

Venue : Dy. Director Room

Time : 10:00 AM

Agenda:

- a. Regarding preparation for webinar for celebration of International women's Day
- b. Allocation of online Resources.
- c. Responsibilities to the faculty members for assuring girls students presence online on time and there should be no noise in the background.
- d. Dr. Shalbha Chaudhary, Co-convenor of WGC will address the students regarding gender equality in healthy society.
- e. Any other item with the permission of the Dy. Director.

  
**Mr. Sanjay Paliwal**  
Convener,  
WGC

  
Director  
**Dr. Sanjeev Sharma**  
Director

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad



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Lucknow

### WGC, Minutes of the meeting held on 04/03/2020

#### Members

Mr. Sanjay Paliwal	convenor
Dr. Shalbha Chaudhary	Co-convenor
Dr. Jyoti Rai	Member
Mr. Ghyanshyam	Member
Mr. Rajesh Kumar	External Member
Ms, Payal Banerjee	External Member
Ms.Ayushi goyal	Student member
Ms.Kajal Kansal	Student member

#### Agenda:

- a. Regarding preparation for webinar for celebration of International women's Day
- b. Allocation of online Resources.
- c. Responsibilities to the faculty members for assuring girls students presence online on time and there should be no noise in the background.
- d. Dr. Shalbha Chaudhary, Co-convenor of WGC will address the students regarding gender equality in healthy society.
- e. Any other item with the permission of the Dy. Director.

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad



The following members were absent, due to their busy schedule

Mr. Rajesh Kumar  
Ms, Payal Banerjee

External Member  
External Member

The meeting commenced with a word of welcome by Prof. Sanjay Paliwal, Dy. Director. He informed the members about the webinar for celebration of International women's Day on dated 8/3/2020. With the permission of the Chair, the convener presented the agenda items and the following decisions were taken:

Agenda – 1:- Regarding preparation for webinar for celebration of International women's Day it was discussed to call other women from other working areas to the event fruitful.

Agenda – 2:- For Allocation of online Resources the IT department was asked to provide the necessary technical infrastructure for the smooth conduction of the program for completion.

Agenda – 3:- The Convener and co-convener were of the view that the Responsibilities to the faculty members for assuring girls students presence online on time and there should be no noise in the background.

Agenda – 4:- Dr. Shalbha Chaudhary, Co-convener of WGC were asked to prepare for the address to the students regarding gender equality in healthy society.

The meeting ended with a vote of thanks by Convener.

  
**Prof. Sanjay Paliwal**  
**CONVENER**

1. Hon'ble Management (for information)
2. Dean Academics for action
3. Coordinator, IQAC
5. Registrar
6. Admin Office

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad





**R. D. Engineering College, Ghaziabad** College Code-231

Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow

Date: 06-03-2020

**NOTICE**

All the students of R.D. Engineering College is hereby inform that college is going to celebrate **“INTERNATIONAL WOMEN’S DAY”** on March 08, 2020 at 10:00AM to 12:00 Noon under the aegis of IQAC in Virtual Mode.

All faculty, staff members are requested to attend the **“INTERNATIONAL WOMEN’S DAY”** in Celebration and encourage the students to participate.

Prof. Sanjay Paliwal

Dy. DIRECTOR

CC:

1. Chairman Sir (for kind information)
2. Director
3. Registrar
4. IQAC
5. All Deans / HODs

Director  
R.D. Engineering College  
Duhai, Ghaziabad

**“INTERNATIONAL WOMEN’S DAY” (08-03-2020)**



## R. D. Engineering College, Ghaziabad College Code-231

Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow

Name of the Activity: - "International Women's Day"

Date: March 08, 2020

Duration: 2Hrs. (120min)

Organizer: R.D. Engineering College Ghaziabad

Faculty Coordinator:-Dr. Shalbha Chaudhary

No. of student participated: 100-120

R.D. Engineering College, Ghaziabad has organized a Event on International Women's Day. International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. Marked annually on **March 8th, 2020** International Women's Day is one of the most important days of the year to the teachers and students of R.D. Engineering College. Every year on this day RDEC celebrates women's achievements, raises awareness about women's equality and accelerates gender parity. The event dedicating the day to all the strong women in the world, To create awareness of gender equality for a healthy society. Also, the milestone to be reached is the basic information for a girl child in every family education will during awareness among the society which will further result in overall development of nation and its community. "International Women's Day" held on 08-03-2020.

Dr. Shalbha Chaudhary  
(Program Coordinator)

Director  
R.D. Engineering College  
Duhai, Ghaziabad College  
Duhai, Ghaziabad

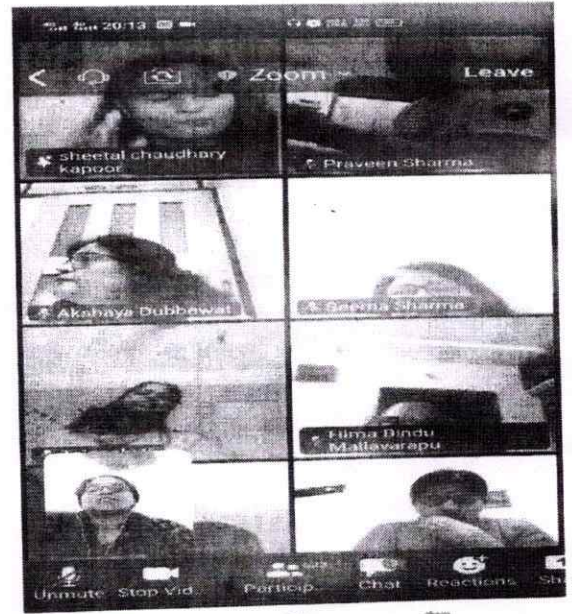
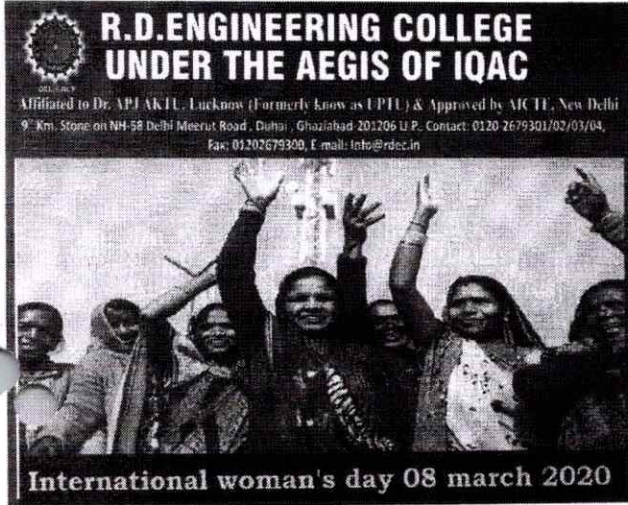
**"INTERNATIONAL WOMEN'S DAY"(08-03-2020)**





# R. D. Engineering College, Ghaziabad College Code-231

Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow



*[Signature]*  
Director  
R.D. Engineering College  
Duhai, Ghaziabad  
Duhai, Ghaziabad

**“INTERNATIONAL WOMEN’S DAY” (08-03-2020)**





R. D. Engineering College, Ghaziabad College Code-231  
Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University,  
Lucknow

## CIRCULAR

**Dated:- 18/03/2021**


All the Women Grievance Cell members are requested to attend the meeting to be held on 19, March, 2021.

Venue : Dy. Director Room

Time : 10:00 AM

Agenda:

- a. Regarding preparation for “awareness program of sexual harassment and safety of women”.
- b. Allocation of Resources.
- c. Distribution of responsibilities to the committee members for smooth conduction of program.
- d. Ms. Neha Sharma, will address the girl students regarding how to prevent and stop sexual harassment.
- e. Any other item with the permission of the Dy. Director.

  
**Mr. Sanjay Paliwal**  
Convener,  
WGC

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad  
**Dr. Sanjeev Sharma**  
Director

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad



R. D. Engineering College, Ghaziabad College Code-231  
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Lucknow

## WGC, Minutes of the meeting held on 19/03/2021

### Members

Mr. Sanjay Paliwal	convenor
Dr. Shalbha Chaudhary	Co-convenor
Dr. Jyoti Rai	Member
Mr. Ghyanshyam	Member
Mr. Rajesh Kumar	External Member
Ms, Payal Banerjee	External Member
Ms.Preeti manral	Student member
Ms.Yashi trivedi	Student member

### Agenda:

- a. Regarding preparation for “awareness program of sexual harassment and safety of women”.
- b. Allocation of Resources.
- c. Responsibilities to the committee members for smooth conduction of program.
- d. Ms. Neha Sharma, will address the girl students regarding how to prevent and stop sexual harassment.
- e. Any other item with the permission of the Dy. Director.

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

The following members were absent, due to their busy schedule

Mr. Ghyanshyam  
Mr. Rajesh Kumar

Member  
External Member

The meeting commenced with a word of welcome by Prof. Sanjay Paliwal, Dy. Director. He informed the members about awareness program of sexual harassment and safety of women on dated 23/3/2021. With the permission of the Chair, the convener presented the agenda items and the following decisions were taken:

Agenda – 1:- Regarding preparation of” awareness program of sexual harassment and safety of women”, co-convenor will discuss with Ms.Neha Sharma ,Senior manager for giving awareness to girl students with her great experience in different industries.

Agenda – 2:- For Allocation of Resources the IT department was asked to provide the necessary technical infrastructure for the smooth conduction of the program for completion.

Agenda – 3:- The Convener and co-convenor were of the view that the Responsibilities to the all members of committee for arrangement of different required materials like-event banners, high tea preparation for guests and management.

Agenda – 4:- Ms.Neha, senior manager were asked to prepare for the address to the students regarding prevention against sexual harassment and women safety in an industries.

The meeting ended with a vote of thanks by Convener.

  
**Prof. Sanjay Paliwal**  
**CONVENER**

1. Hon'ble Management (for information)
2. Dean Academics for action
3. Coordinator, IQAC
5. Registrar
6. Admin Office

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad





**R. D. Engineering College, Ghaziabad** College Code-231

Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow

Date: 19-03-2021

**NOTICE**

All students are hereby informed that R.D. Engineering College is going to organize a program on **“Awareness Program of Sexual Harassment and Safety of Woman”** under the aegis of IQAC on 23-03-2021 at 10:00AM to 12:00 Noon in B-Block Seminar hall.

All the faculty, staff member and students of B.Tech, MBA and MCA are requested to join the programme positively and attendance is compulsory for all the students.


Prof. Sanjay Paliwal

Dy. DIRECTOR

CC:

1. Chairman Sir (for kind information)
2. Director
3. Registrar
4. IQAC
5. All Deans / HODs

  
Director  
R.D. Engineering College  
Ghaziabad

  
Director  
R.D. Engineering College  
Ghaziabad

**“Awareness Program of Sexual Harassment and Safety of Woman” (23-03-2021)**



## R. D. Engineering College, Ghaziabad College Code-231

Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow

Name of the Activity: - "Awareness Program of Sexual Harassment and Safety of Woman"

Date: March 23, 2021

Duration: 2Hrs. (120min)

Organizer: R.D. Engineering College Ghaziabad

Faculty Coordinator:-Dr. Salbha chaudhary

Student Coordinator:-Ms. Kanika verma

No. of student participated: 100-120

R.D. Engineering College, Ghaziabad has organized a program on Awareness program on POSH (Prevention & Prohibition of Sexual Harassment) has become the most significant topic of discussions in the current scenario. Especially in work place with regards to the healthy work environment, socio-economics, and trivialized equity in terms of women empowerment are of crucial concerns in revitalizing human rights. The circulation of several reports related to the problems faced by women makes it clear that harassment against women, across any age group and in any form has never stopped. It throws light on the challenges encountered by women. In India, several analyses reveal that women systematically face discrimination simply by virtue of being biologically soft. The discrimination leads into verbal, physical and sexual harassment.

During the session the following points were discussed:

- Through this Program we want to spread the message of Sexual Harassment that is faced by women at their working place.
- In this Session Ms.Neha Sharma told that how to prevent and Stop this Harassment against Women's. Some points are discussed that (i) Establish Internal Complaints Committee (ICC) (ii) Provide a Workplace which is safe and has conducive working environment.
- It is our responsibility to take this initiative forward. Under this Program we will keep on spreading awareness about women safety not only in work place but everywhere.

*Shalbha*

Dr. Salbha chaudhary  
(Program Coordinator)

*[Signature]*  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

**"Awareness Program of Sexual Harassment and Safety of Woman" (23-03-2021)**

*[Signature]*  
Director  
R.D. Engineering College  
Duhai, Ghaziabad





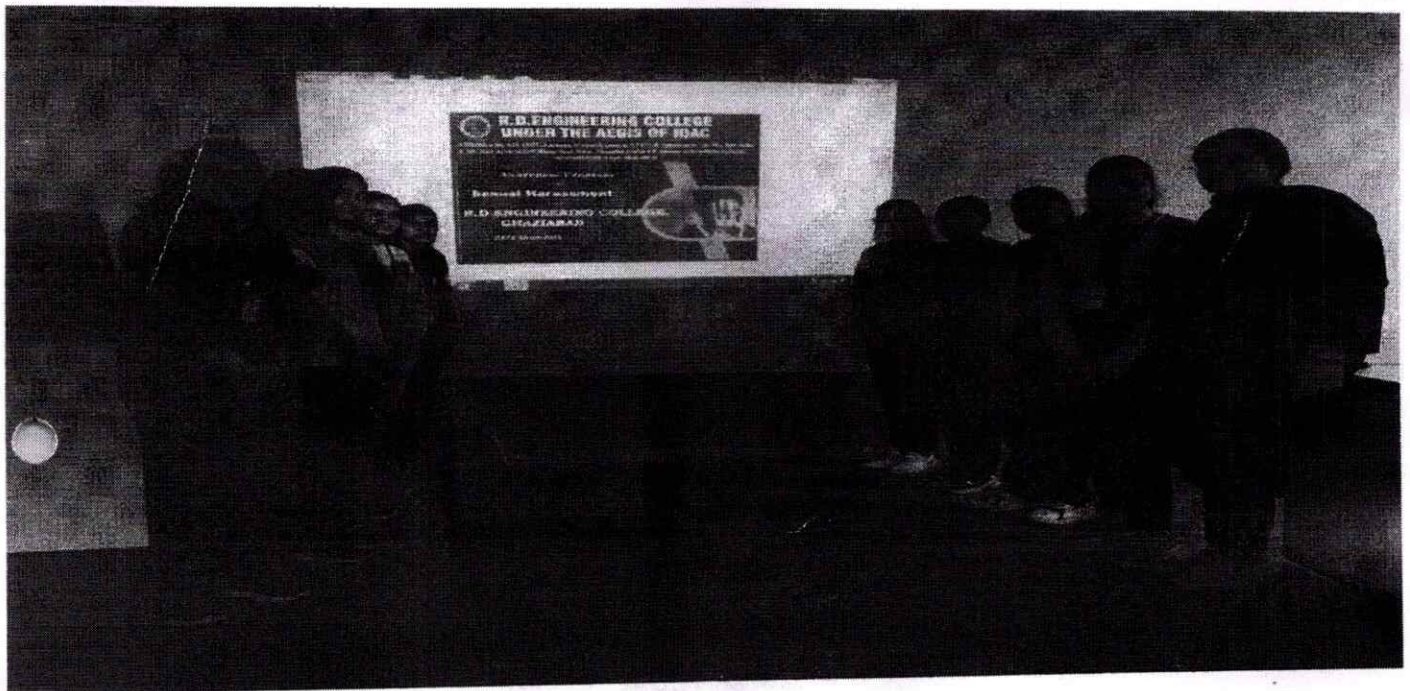
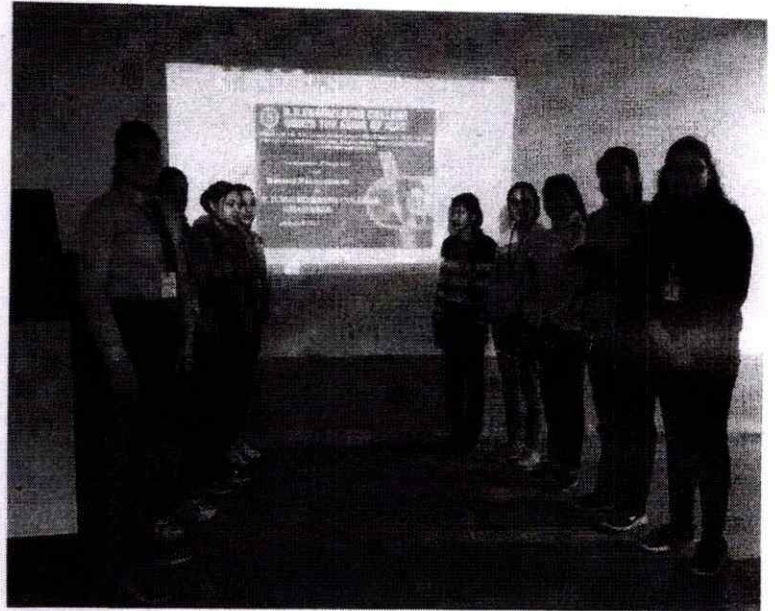

## R. D. Engineering College, Ghaziabad College Code-231

Approved by AICTE & Affiliated to Dr. APJ Abdul Kalam Technical University, Lucknow

**R.D. ENGINEERING COLLEGE  
UNDER THE AEGIS OF IQAC**

Affiliated to Dr. APJ AKTU, Lucknow (Formerly known as UPTU) & Approved by AICTE, New Delhi  
9 Km. Stone on NH-58 Delhi Meerut Road, Duhai, Ghaziabad-201206 U.P. Contact: 0120-2679301/02/03/04  
Fax: 01202679300, E-mail: info@rdiec.in

Awareness Program  
on  
**Sexual Harassment**  
at  
**R.D. ENGINEERING COLLEGE,  
GHAZIABAD**

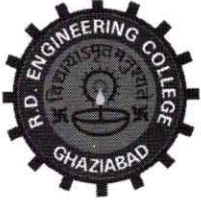


**“Awareness Program of Sexual Harassment and Safety of Woman” (23-03-2021)**

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad





R. D. Engineering College, Ghaziabad College Code-231  
Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University,  
Lucknow

**CIRCULAR**

**Dated:- 28/02/2022**


All the Women Grievance Cell members are requested to attend the meeting to be held on 2<sup>nd</sup>, March, 2022.

Venue : Dy. Director Room

Time : 10:00 AM

Agenda:

- a. Regarding preparation for celebration of "International women's Day".
- b. Allocation of Resources.
- c. Distribution of responsibilities to the committee members for smooth conduction of program.
- d. Dr. Shalbha Chaudhary, Co-convener of WGC will address the students regarding women's achievements, raises awareness about women equality for healthy society.
- e. Any other item with the permission of the Dy. Director.

  
**Mr. Sanjay Paliwal**  
Convener,  
WGC

  
Director  
R.D. Engineering College  
**Dr. Sanjeev Sharma**  
Director

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad



R. D. Engineering College, Ghaziabad College Code-231  
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Lucknow

**WGC, Minutes of the meeting held on 02/03/2022**

**Members**

Mr. Sanjay Paliwal	convenor
Dr. Shalbha Chaudhary	Co-convenor
Dr. Jyoti Rai	Member
Mr. Ghyanshyam	Member
Mr. Rajesh Kumar	External Member
Ms, Payal Banerjee	External Member
Ms.Preeti manral	Student member
Ms.Yashi Trivedi	Student member

**Agenda:**

- a. Regarding preparation for celebration of "International women's Day".
- b. Allocation of Resources.
- c. Distribution of responsibilities to the committee members for smooth conduction of program.
- d. Dr. Shalbha Chaudhary, Co-convenor of WGC will address the students regarding women's achievements, raises awareness about women equality for healthy society.
- e. Any other item with the permission of the Dy. Director.

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

The following members were absent, due to their busy schedule

Ms, Payal Banerjee  
Ms.Preeti manral

External Member  
Student member

The meeting commenced with a word of welcome by Prof. Sanjay Paliwal, Dy. Director. He informed the members about the webinar for celebration of International women's Day on dated 8/3/2022. With the permission of the Chair, the convener presented the agenda items and the following decisions were taken:

Agenda – 1 Regarding preparation for celebration of International women's Day it was discussed to call other women from other working areas to the event fruitful.

Agenda – 2:- For Allocation of Resources the IT department was asked to provide the necessary technical infrastructure for the smooth conduction of the program for completion.

Agenda – 3:- The Convener and co-convener were of the view that the Responsibilities to the all members of committee for arrangement of different required materials like-event banners, high tea preparation for guests and management.

Agenda – 4:- Dr. Shalbha Chaudhary, Co-convener of WGC will address the students regarding women's achievements, raises awareness about women equality for healthy society.

The meeting ended with a vote of thanks by Convener.

  
**Prof. Sanjay Paliwal**  
**CONVENER**

1. Hon'ble Management (for information)
2. Dean Academics for action
3. Coordinator, IQAC
5. Registrar
6. Admin Office

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad





**R. D. Engineering College, Ghaziabad** College Code-231


Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow

Date: 04-03-2022

### NOTICE

All the students of B.Tech. MBA and MCA students are hereby informed that R.D. Engineering College is going to celebrate **“INTERNATIONAL WOMEN’S DAY”** under the aegis of IQAC on March 08, 2022 at 10:00AM to 12:00 Noon in B-Block Seminar Hall.

All faculty, staff members are requested to attend the **“INTERNATIONAL WOMEN’S DAY”** in college and encourage the students to participate.

  
Prof. Sanjay Paliwal

Dy. DIRECTOR

CC:

1. Chairman Sir (for kind information)
2. Director
3. Registrar
4. IQAC
5. All Deans / HODs

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

**“INTERNATIONAL WOMEN’S DAY” (08-03-2022)**



## R. D. Engineering College, Ghaziabad College Code-231

Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow

Name of the Activity:- “International Women’s Day”

Date: March 08, 2022

Duration: 2Hrs. (120min)

Organizer: R.D. Engineering College Ghaziabad

Faculty Coordinator:-Dr. Shalbha Chaudhary

Student Coordinator:-Ms. Akriti Tyagi

No. of student participated: 100-120,

R.D. Engineering College, Ghaziabad has organized a Event on International Women’s Day. International Women’s Day is a global day celebrating the social, economic, cultural and political achievements of women. Marked annually on **March 8th,2022** International Women’s Day is one of the most important days of the year to the teachers and students of R.D. Engineering college. Every year on this day RDEC celebrates women’s achievements, raises awareness about women’s equality and accelerates gender parity. The event dedicating the day to all the strong women in the world, To create awareness of gender equality for a healthy society. Also, the milestone to be reached is the basic information for a girl child in every family education will during awareness among the society which will further result in overall development of nation and its community. “International Women’s Day” held on 08-03-2022 Monday.

Dr. Shalbha Chaudhary  
(Program Coordinator)

**“INTERNATIONAL WOMEN’S DAY”(08-03-2022)**

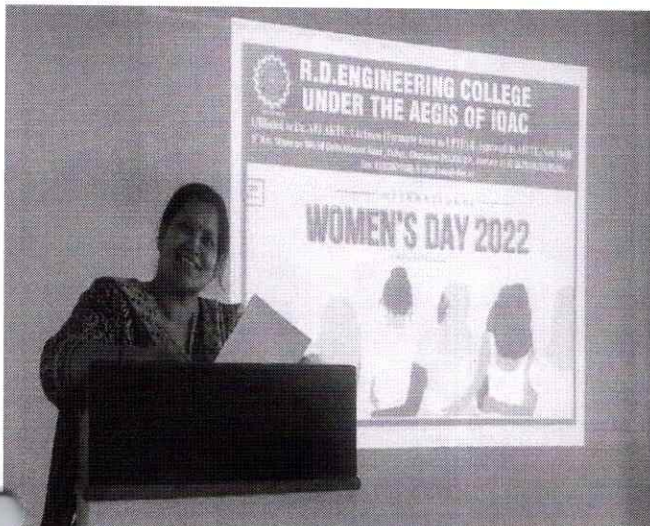
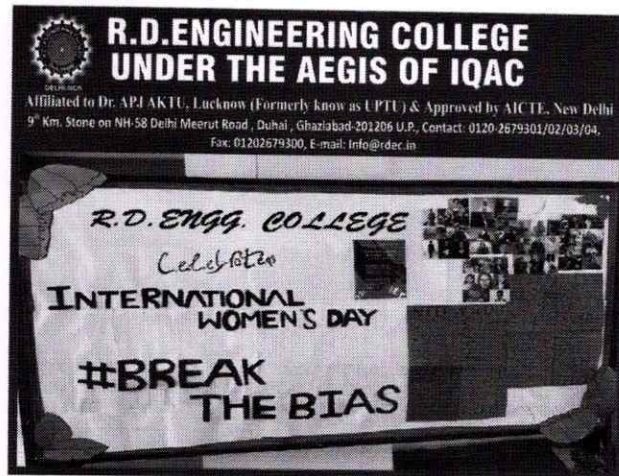
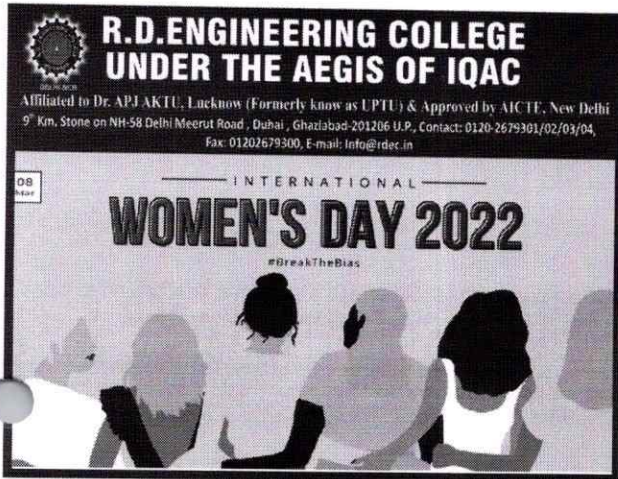
Director  
R.D. Engineering College  
Duhai, Ghaziabad





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**“INTERNATIONAL WOMEN’S DAY”(08-03-2022)**

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad





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Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University,  
Lucknow

## CIRCULAR

**Dated: - 10/08/2023**


All the Women Grievance Cell members are requested to attend the meeting to be held on 11, August, 2023.

Venue: Dy. Director Room

Time: 10:00 AM

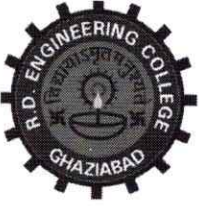
Agenda:

- a. Regarding preparation for “awareness program of sexual harassment and safety of women”.
- b. Allocation of Resources.
- c. Distribution of responsibilities to the committee members for smooth conduction of program.
- d. Ms. Payal Banerjee, TCS Senior Manager will address the girl students regarding sexual harassment that are faced by women at their working place.
- e. Any other item with the permission of the Dy. Director.

  
**Mr. Sanjay Paliwal**  
Convener,  
WGC

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad  
**Dr. Sanjeev Sharma**  
Director

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad



R. D. Engineering College, Ghaziabad College Code-231  
Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University,  
Lucknow

### WGC, Minutes of the meeting held on 11/08/2023

#### Members

Mr. Sanjay Paliwal	convenor
Dr. Shalbha Chaudhary	Co-convenor
Dr. Jyoti Rai	Member
Mr. Ghyanshyam	Member
Mr. Rajesh Kumar	External Member
Ms, Payal Banerjee	External Member
Ms.Preeti manral	Student member
Ms.Yashi trivedi	Student member

#### Agenda:

- a. Regarding preparation for “awareness program of sexual harassment and safety of women”.
- b. Allocation of Resources.
- c. Responsibilities to the committee members for smooth conduction of program.
- f. Ms. Payal Banerjee, TCS Senior Manager will address the girl students regarding sexual harassment that are faced by women at their working place.
- d. Any other item with the permission of the Dy. Director.

  
Director  
R.D. Engineering College  
Ghaziabad

The following members were absent, due to their busy schedule

Mr. Ghyanshyam  
Mr. Rajesh Kumar

Member  
External Member

The meeting commenced with a word of welcome by Prof. Sanjay Paliwal, Dy. Director. He informed the members about awareness program of sexual harassment and safety of women on dated 19/8/2023. With the permission of the Chair, the convener presented the agenda items and the following decisions were taken:

Agenda – 1:- Regarding preparation of” awareness program of sexual harassment and safety of women”, co-convener will discuss with Ms. Payal Banerjee, TCS Senior Manager will address the girl students regarding sexual harrasement that are faced by women at their working place.

Agenda – 2:- For Allocation of Resources the IT department was asked to provide the necessary technical infrastructure for the smooth conduction of the program for completion.

Agenda – 3:- The Convener and co-convener were of the view that the Responsibilities to the all members of committee for arrangement of different required materials like-event banners, high tea preparation for guests and management.

Agenda – 4:- Ms. Payal Banerjee, TCS Senior Manager will address the girl students regarding sexual harassment that are faced by women at their working place. She also gave awareness on different forms of sexual harassment in the work place, key elements for prevention.

The meeting ended with a vote of thanks by Convener.

  
**Prof. Sanjay Paliwal**  
**CONVENER**

1. Hon'ble Management (for information)
2. Dean Academics for action
3. Coordinator, IQAC
5. Registrar
6. Admin Office

  
**Director**  
R.D. Engineering College  
Dubai, UAE-5533





## R. D. Engineering College, Ghaziabad

College Code-231

Approved by AICTE & Affiliated to Dr. APJ Abdul Kalam Technical University, Lucknow

Date: 18-08-2023

### NOTICE

All students are hereby informed that R.D. Engineering College is going to organize a Seminar on **“Awareness Program of Sexual Harassment and Safety of Woman”** under the aegis of IQAC on 19-08-2023 at 10:00AM to 12:00 Noon in B-Block Seminar hall.

All the students of B.Tech, MBA and MCA who are willing to attend this seminar are permitted to attend the same after taking permission from their respective HOD for which they have already been informed.

Prof. Sanjay Paliwal

Dy. DIRECTOR

CC:

1. Chairman Sir (for kind information)
2. Director
3. Registrar
4. IQAC
5. All Deans / HODs

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

**“Awareness Program of Sexual Harassment and Safety of Women” (19-08-2023)**



## R. D. Engineering College, Ghaziabad College Code-231

Approved by AICTE & Affiliated to Dr.APJ Abdul Kalam Technical University, Lucknow

Name of the Activity:- “Awareness Program of Sexual Harassment and Safety of Women”

Date:-19-08-2023

Duration: 2Hrs. (120min)

Organizer: R.D. Engineering College Ghaziabad

Resource Person: TCS,Senior manager **Ms. Payal Banerjee Singh**

Faculty Coordinator:-Dr. Shalbha Chaudhary

Student Coordinator:-Ms. Kanika Verma

No. of student participated:50-60,

R.D. Engineering College, Ghaziabad in association with TCS has organized a Seminar for “Awareness Program of Sexual Harassment and Safety of Woman” held on 19-08-2023 Saturday.

**Ms. Payal Banerjee Singh** and their team discussed the issues related to Sexual Harassment that are faced by women at their working place . She gave awareness on (i) different forms of Sexual Harassment in the workplace, (ii) key elements for prevention, (iii) How to prevent sexual Harassment . The speaker ensured that the session was highly interactive by giving different case studies. The students were deeply occupied in the talk and understood what harassment is and what not harassment is. There was a question-and-answer session.

During the session the following points were discussed:

- Through this Program we want to spread the message of Sexual Harassment that are faced by women at their working place.
- In this Session Ms. Payal Banerjee Singh told that how to prevent and Stop this Harassment against Women’s. Some points are discussed that (i)Establish Internal Complaints Committee (ICC)(ii)Provide a Workplace which is safe and has conducive working environment.
- It is our responsibility to take this initiative forward. Under this Program we will keep on spreading awareness about women safety not only in work place but everywhere.

Dr. Shalbha Chaudhary  
(Program Coordinator)

  
Director  
R.D. Engineering College  
Duhai, Ghaziabad

“Awareness Program of Sexual Harassment and Safety of Women” (19-08-2023)

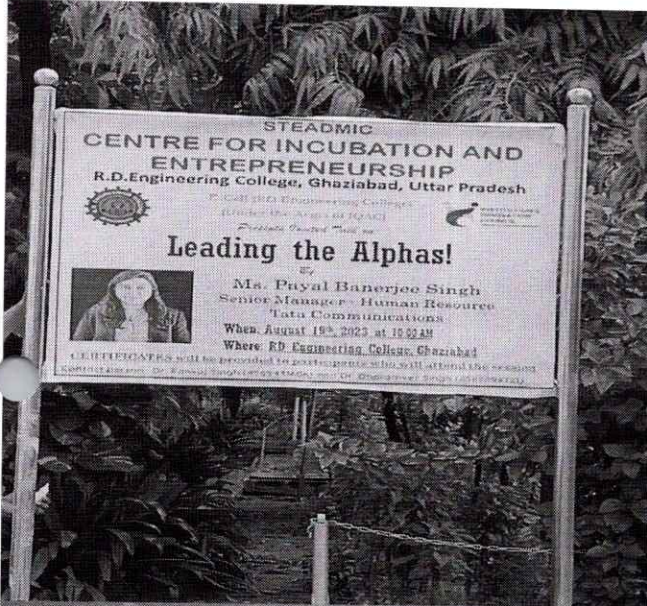




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Director  
R.D. Engineering College  
Duhai, Ghaziabad

“Awareness Program of Sexual Harassment and Safety of Women” (19-08-2023)