



**ITS DENTAL COLLEGE HOSPITAL & RESEARCH CENTRE**

**47 Knowledge Park III, Greater Noida, U.P.**

# Women's Grievances and Empowerment cell

## Members

**Helpline: [womencellgn@its.edu.in](mailto:womencellgn@its.edu.in)**

*Pursuant to the directives of the Supreme Court of India Women's Empowerment and Grievances Cell has been set up at I.T.S. DENTAL COLLEGE HOSPITAL & RESEARCH CENTRE, 47 Knowledge Park III, Greater Noida, U.P. to uphold the dignity of women at work*

### **PURPOSE AND FUNCTION**

To facilitate a gender-sensitive and congenial working environment at I.T.S Dental College so that women at work place are not subjected to gender specific discrimination or sexual harassment.

### **WHAT CONSTITUTES HARASSMENT?**

Any unwelcome sexually determined behavior (physical, verbal or any other form) which violates a women's dignity and interferes with her ability to operate freely at work. Harassment would also include gender based discriminatory behavior. Being respected means being treated honestly and professionally, with one's unique talents and perspectives valued. A respectful workplace is about more than compliance with the law. It is a hostile free working environment that is free of inappropriate behavior of all kinds and harassment because of age, disability, marital status, race or color, national origin, religion, sex, sexual orientation or gender identity.

### **WHO CAN APPROACH THE CELL?**

Any woman employee academic/ non-academic (including contractual, casual and temporary) or female student of the college.

### **HOW TO LODGE A COMPLAINT?**

If you are being harassed:

- I. Tell the accused that his behavior is unwelcome and ask him to stop.
- II. Keep a record of incidents (dates, times, locations, possible witness, what happened, your response). It is not mandatory to have a record of events to file a complaint, but a record can strengthen your case and help you remember the details over time, in case the complaint is not filed immediately.
- III. If, after asking the accused to stop his behaviour, the harassment continues, report the abuse to the Women Grievances and Empowerment Cell formed for this purpose, and file a complaint as soon as possible. You may also email your complaint at [womencellgn@its.edu.in](mailto:womencellgn@its.edu.in) created especially for this purpose.

The person concerned can personally approach/ telephone/ write/ e-mail any member of the Cell. The personal details of the complainant will be kept CONFIDENTIAL

**To register your complaint online, [click here](#)**

**Prof.& Dr.  
Anuja Agarwal**  
[anujagoel@its.edu.in](mailto:anujagoel@its.edu.in)

**Dr. Nayana De  
naina@its.edu.in**

**Dr. Amrita Puri**  
[amritapuri@its.edu.in](mailto:amritapuri@its.edu.in)



**PROFORMA FOR LODGING A COMPLAINT TO THE WOMEN'S GRIEVANCES & EMPOWERMENT CELL**  
**ITS DENTAL COLLEGE & HOSPITAL, GREATER NOIDA**

**NAME OF THE COMPLAINANT:**  
**ADDRESS:**  
**PHONE NO:**  
**EMAIL ID:**  
**DESIGNATION: Non-teaching Staff/ Student/ Teaching Faculty**

**WHETHER COMPLAINANT IS THE VICTIM: YES/NO**  
**IF NO, NAME OF THE VICTIM:**  
**DATE OF BIRTH OF THE VICTIM:**  
**ADDRESS:**  
**PHONE NO.:**  
**EMAIL ID:**  
**DESIGNATION: Non-teaching Staff/ Student/ Teaching Faculty**

**NATURE OF THE COMPLAINT**

**CATEGORY OF COMPLAINT: (GENDER DISCRIMINATION/ SEXUAL HARRASSMENT/ OUTRAGING MODESTY/ DEPRIVATION OF WOMEN'S RIGHTS)**

**DATE OF INCIDENT:**

**DETAILS OF THE COMPLAINT:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**DECLARATION:**

I, hereby, declare that all the information furnished above is true to the best of my knowledge and belief. I, hereby, agree that I will be held responsible if the above information is found to be incorrect or false, and that I will abide by the decision of the Committee in that case.

**Date:**

**Name of the complainant:**

**Place:**