



दून विश्वविद्यालय

मोथरोवाला रोड, केदारपुर, पो०ओ० डिफेन्स कालोनी,
देहरादून-248001 (उत्तराखण्ड) भारत

DOON UNIVERSITY

Mothrowala Road Kedarpur, P.O. Defence Colony,
Dehradun-248001 (Uttarakhand) INDIA.

1. IMPLEMENTATION OF GUIDELINES OF STATUTORY/REGULATORY BODIES

REGISTRAR
DOON UNIVERSITY
DEHRADUN (INDIA)



दून विश्वविद्यालय

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DOON UNIVERSITY

Mothrowala Road Kedarpur, P.O. Defence Colony,
Dehradun-248001 (Uttarakhand) INDIA.



Doon University, Dehradun

Office of the Registrar

No. 191 /60/ R-DU/2023 dated- 16 March 2023

Office Order

In supersession of previous order No. 842/60/ R-DU/2013 dated- 17th November 2015, issued in this regard, the Anti-Ragging Committee of the University is hereby reconstituted as follows:

- | | |
|--|------------------|
| 1. The Vice Chancellor | Chairperson |
| 2. City Magistrate, Dehradun | Member |
| 3. Circle Officer, Nehru Colony Police Station | Member |
| 4. Ms Bharti Saklani, Journalist | Member |
| 5. Ms Pushplata Rawat, Room to Read Trust (NGO) | Member |
| 6. Prof. Harsh Dobhal, Visiting Professor | Member |
| 7. 02 Representatives of Parents | Member |
| 8. 02 Representatives of Students (1 UG and 1PG) | Member |
| 9. Registrar | Member Secretary |

As provisioned in the UGC Regulations on Curbing the Menace of Ragging in Higher Education Institutions 2009, the Anti Ragging Committee shall monitor the anti-ragging activities in the campus, consider the recommendations of the Anti-Ragging Squad and take appropriate decision, including spelling out suitable punishment to those found guilty.

This issues with the approval of the competent authority.

(Dr. M. S. Mandrawal)
Registrar

Copy to:

1. P.A. to V.C. for kind information of Hon'ble Vice Chancellor
2. All Heads of the Schools
3. Finance Controller
4. DSW University Librarian/Chief Hostel Warden/Hostel Wardens
5. All concerned persons
6. Deputy Registrar/Assistant Registrar (Admin)
7. Office File

(Dr. M. S. Mandrawal)
Registrar



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Doon University, Dehradun

Office of the Registrar

No. 199 /60/ R-DU/2023 dated- 16. March 2023

Office Order

In supersession of previous order No. 908/ 60/ R-DU/2018 dated- 31st December 2018, issued in this regard, the Hon'ble Vice Chancellor is pleased to reconstitute the Anti Ragging Squad of the University comprising of the following members:

| | |
|---|-------------|
| 1. Dr. Vikas Sharma, Assistant Professor, Physics | Chairperson |
| 2. Dr. Prachi Pathak, Assistant Professor SoM | Member |
| 3. Dr. Sarita Singh, Assistant Professor Maths | Member |
| 4. Mr. Ravi Kumar, Assistant Professor, Japanese | Member |
| 5. Dr. Preeti Mishra, Assistant Professor, Computer Science | Member |
| 6. Security Supervisor | Member |

The duties and functions of the Anti-Ragging Squad shall be as provisioned in the UGC Regulations on Curbing the Menace of Ragging in Higher Educations Institutions 2009 and it shall work under the overall guidance of the Anti-Ragging Committee

(Dr. M. S. Mandrawal)
Registrar

Copy to:

1. P.A. to V.C. for kind information of Hon'ble Vice Chancellor
2. All Heads of the Schools
3. Finance Controller
4. DSW/University Librarian/Chief Hostel Warden/Hostel Wardens
5. All concerned persons
6. Deputy Registrar/Assistant Registrar (Admin)
7. Office File

(Dr. M. S. Mandrawal)
Registrar



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Doon University, Dehradun
Office of the Registrar

No :- 67/189/R-DU.2020 Date: -27. January, 2020

Office Order

Sub: Reconstitution of Committee for Redressal of Gender Issues (CRGI)

In suppression of all previous orders in this regard, Committee for Redressal of Gender Issues (CRGI) of Doon University is reconstituted as follows:

| | |
|--|-----------------|
| 1. Dr. Reena Singh, Associate Professor, SoM | Convener |
| 2. Dr. Nitin Kumar, Assistant Professor, SoMCS | Member |
| 3. Dr. Savita Karnataka Tiwari, Visiting Assistant Professor, Psychology | Member |
| 4. Dr. Sarita Singh, Assistant Professor, Mathematics | Member |
| 5. Prof. Rachna Nautiyal, Joint Project Director, RUSA | External Member |
| 6. Mr. Alok Bahuguna, Advocate, Dehradun | External Member |
| 7. Dr. Parul Dixit, Assistant Professor, DAV PG College Dehradun | External Member |
| 8. Representative of students (Boys) | Member |
| 9. Representative of students (Girls) | Member |

The committee shall function as per the guidelines approved by the Executive Council in its 17th Meeting. The Committee shall also nominate student representatives (Boys and Girls) under intimation of the Administration.

This issues with the approval of competent authority.

(Dr. M.S. Mandrawal)
Registrar

Copy to:

1. P.A. to V.C. for kind information of Hon'ble Vice Chancellor.
2. Finance Controller.
3. All HoDs/In-charges of the Schools/ Departments for information.
4. Dr. Reena Singh, Associate Professor, SOM to take over the charge of convener CRGI from Dr. Prachi Pathak
5. Dr. Prachi Pathak, Assistant Professor, SoM to hand over the charge of convener CRGI to Dr. Reena Singh
6. All the members as above.
7. In-charge Central Library.

(Dr. M.S. Mandrawal)
Registrar



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मोथरोवाला रोड, केदारपुर, पो०ओ० डिफेन्स कालोनी,
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Mothrowala Road Kedarpur, P.O. Defence Colony,
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Doon University, Dehradun

Office of the Registrar

Office order

No 762/R/P.DU-2021
Date 18-11-2021

With reference to office order no. 67/89/R-DU/2020 Dated 27th January 2020 the competent authority hereby appoints Dr. Chetana Pokhariyal, Associate Professor, Dept of English as Convener of Committee of Redressal of Gender Issues (CRGI) of the University. The members of the CRGI will remain the same.

Dr. Chetana Pokhariyal will take over the charge of Convener, CRGI from Dr. Reena Singh, Associate Professor, SoM with immediate effect.

(Dr. M. S. Mandrawal)
Registrar

Copy to:

1. P.A. to V.C. for kind information of Hon'ble Vice Chancellor.
2. Finance Controller.
3. All Head and I/c Heads of Schools and Departments.
4. Dr. Chetana Pokhariyal, Associate Professor, Dept. of English.
5. Dr. Reena Singh, Associate Professor, SoM.
6. All members of the Committee of Redressal of Gender Issues.

(Dr. M. S. Mandrawal)
Registrar



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Doon University, Dehradun

Office of the Registrar

No. 363/Adm-203-R-DU/2021 Dated- 30th June 2021

Office Order

In supersession of all previous orders issued regarding constitution of Internal Quality Assurance Cell (IQAC), the competent authority hereby reconstitute the IQAC of the University as follows:

- | | |
|---|--|
| 1. The Vice Chancellor | Chairman |
| 2. The Registrar | Member (Administrative Officer Representative) |
| 3. The Finance Controller | Member (Administrative Officer Representative) |
| 4. Prof. Kusum Arunachalam | Member (Teacher Representative) |
| 5. Dr. Rajesh Kumar | Member (Teacher Representative) |
| 6. Dr. Reena Singh | Member (Teacher Representative) |
| 7. Dr. Smita Tripathi | Member (Teacher Representative) |
| 8. Dr. Achlesh Daverey | Member (Teacher Representative) |
| 9. Dr. Komal | Member (Teacher Representative) |
| 10. Dr. Vipul Goswami | Member (Teacher Representative) |
| 11. Dr. Ashish Kumar | Member (Teacher Representative -Library) |
| 12. Prof. Mridula Bhadauria. | Member (Executive Council Representative) |
| 13. Dr. Dinesh Upadhyay | Member (Local Citizen Representative) |
| 14. Mr. Kushal Kothiyal | Member (Industry Representative) |
| 15. Mr. Rakesh Oberoi | Member (Industry Representative) |
| 16. Ms Ayushi Rana IMBA 6 th Sem | Member (Student Representative) |
| 17. Mr Divyanshu Kumar. Ing M.Sc. 6 sem | Member (Student Representative) |
| 18. Prof. H.C. Purohit | Coordinator IQAC and Member Secretary |

(Dr. M. S. Mandrawal)
Registrar

Copy to the following for information and necessary action

1. P.A. to V. C. for kind information of Hon'ble Vice Chancellor
2. All the above members.

(Dr. M. S. Mandrawal)
Registrar

30-06-2021



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DOON UNIVERSITY

Mothrowala Road Kedarpur, P.O. Defence Colony,
Dehradun-248001 (Uttarakhand) INDIA.

ADM-4136

13/11/2021



Doon University, Dehradun

Office of the Registrar

No. 765/176/R-DU/2021 Dated- 18. November 2021

Office Order

In supersession of all previous office order issued in this regard, the competent authority is pleased to reconstitute the Proctorial Board of the University as follows:

1. Dr. S. S. Suthar, Associate Professor, SENR
2. Dr. Ashish Sinha, Assistant Professor, SoM
3. Mr. M. K. Jha, Assistant Professor, Dept. of Chinese
4. Dr. Komal, Assistant Professor, Dept. of Mathematics
5. Dr. Savita Karnatak Tiwari, Visiting Assistant Professor, Psychology

Chief Proctor

Proctor

Proctor

Proctor

Proctor

This issues with the approval of the competent authority.

(Dr. M. S. Mandrawal)
Registrar

Copy to-

1. P.A. to V. C. for kind information of Hon'ble Vice Chancellor.
2. Finance Controller.
3. All Heads and I/c Heads of Schools and Departments
4. All the concerned persons as above.
5. Deputy Registrar
6. Office File

(Dr. M. S. Mandrawal)
Registrar



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Doon University, Dehradun

Office of the Registrar

No. 567 / Adm 456/R-DU/2022 Dated- 18, August 2022

Office Order

To create awareness about the ill effects of drugs among the students of the University, an Anti-Drug Committee of the University is hereby constituted comprising of following members:

- | | |
|---|-------------|
| 1. Dr. Reena Singh, Associate Professor, SoM | Coordinator |
| 2. Dr. Suneet Naithani, Assistant Professor, SENR | Member |
| 3. Dr. Nitin Kumar, Assistant Professor, SoMCS | Member |
| 4. Ms Deepika Bhatia, Assistant Professor, Dept. of Japanese | Member |
| 5. Dr. Smita Tripathi, Assistant Professor, SoM | Member |
| 6. Dr. Rajesh Bhatt, Assistant Professor, Dept. of Psychology | Member |
| 7. Mr Shanky Chandra, Assistant Professor, Dept. of Chinese | Member |
| 8. Dr. Gazala Khan, Guest Faculty, Dept. of English | Member |

This issues with the approval of the competent authority.

(Dr. M. S. Mandrawal)
Registrar

Copy to:

1. P. A. to V. C. for kind information of Hon'ble Vice Chancellor.
2. Finance Controller.
3. All Heads and I/c Heads of Schools and Depts.
4. University Librarian.
5. All the committee members as above.
6. All Faculty Members.

(Dr. M. S. Mandrawal)
Registrar



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Doon University, Dehradun

Office of the Registrar

No. 910 /101/R-DU/2022 Dated 31 December 2022

Office Order

In Supersession of previous order issued in this regard, the Cultural Committee of Doon University is hereby reconstituted for making necessary preparation for the All-36th Inter-University North-Zone Youth Festival 2022-23 - 'Antamaad'. The committee comprises the following members:

- | | |
|--|-------------|
| 1. Dr. Chetana Pokhariyal, Associate Professor | Coordinator |
| 2. Dr. Rajesh Bhatt, Assistant Professor | Member |
| 3. Dr. Madhu Bisht, Guest Faculty | Member |
| 4. Dr. Ajeet Panwar, Guest Faculty | Member |
| 5. Dr. Aditi Bisht, Guest Faculty | Member |
| 6. Students representatives (1 Boys and 1 Girls) | Members |

(Dr. M. S. Mandrawal)
Registrar

Copy to:

1. P.A. to V. C. for kind information of Hon'ble Vice Chancellor
2. Finance Controller.
3. All the Heads and Tc Heads of Schools and Departments
4. Deputy Registrar Assistant Registrars (Account & Admin)
5. All the concerned persons for information and action.

(Dr. M. S. Mandrawal)
Registrar



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Doon University, Dehradun

Office of the Registrar

No. 657 /121/R-DU/2022 Dated- 19th September 2022

Office Order

In supersession of earlier order no. 167/121/R-DU/2022 dated 19th March 2021 issued with regard to the constitution of Sports Committee, the Sports Committee of the university is hereby reconstituted as follows:

- | | |
|---|----------|
| 1. Dr. Suneet Naithani, Assistant Professor | Chairman |
| 2. Ms Deepika Bhatia, Assistant Professor | Member |
| 3. Dr. Charu Dwevedi, Assistant Professor | Member |
| 4. Dr. Shanky Chandra, Assistant Professor | Member |
| 5. Mr Pawan Ikka, Guest Faculty | Member |
| 6. Ms Swati Singh, Guest Faculty | Member |
| 7. Mr. Md. Yaseen, Guest Faculty | Member |

(Dr. M. S. Mandrawal)
Registrar

Copy to:

1. P.A. to V. C. for kind information of Hon'ble Vice Chancellor.
2. Finance Controller.
3. All the members as above.
4. Deputy Registrar/Assistant Registrars.

(Dr. M. S. Mandrawal)
Registrar



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**GUIDELINES FOR REDRESSAL OF GENDER
ISSUES**

DOON UNIVERSITY, DEHRADUN



(Approved Vide Executive Council meeting held on 25.10.2010, 1111/89/R/DU/2010)

**REGISTRAR
DOON UNIVERSITY
DEHRADUN (INDIA)**



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Committee for Redressal of Gender Issues (CRGI)

Doon University, Dehradun

Guidelines on the working of Committee for Redressal of Gender Issues

Background:

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy. Following the 1997 Supreme Court judgment in the case of Vishaka and others versus the State of Rajasthan, the **Committee for Redressal of Gender Issues (CRGI)** was constituted by the Vice-Chancellor by Office Order 1111/89/R/DU/2010 dated 25 October, 2010). This body will implement the Doon University Policy against Sexual Harassment as per the guidelines laid down by the Hon'ble Supreme Court of India, in its ruling on the Writ Petition (Criminal) Vishakha vs. State of Rajasthan on 13 August 1997, on the prevention and deterrence of sexual harassment at the workplace. The Hon'ble Supreme Court in a subsequent judgment titled Apparel Export Promotion Council vs A. K. Chopra, on 20th January, 1999 has reiterated that incidents of sexual harassment violate fundamental rights to gender equality and right to life and liberty. It may be pointed out that although these Rules and Procedures follow the spirit of the above mentioned judgments, they cover a wider spectrum of sexual harassment in consonance with the requirements of an institution of higher education.

Definition of Sexual Harassment:

Sexual harassment in this context, (as is described in the Supreme Court Judgment, and the Doon University Policy), includes any unwelcome sexually determined behavior, whether directly or by implication, and includes physical contact and advances, a demand or request for sexual favors, sexually colored remarks, showing pornography, and other unwelcome physical, verbal or non-verbal conduct of a sexual nature. It shall include, but will not be confined to, the following:

1. When unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature, explicitly or implicitly, are made a term of condition of instruction, employment, participation, or evaluation of a person's engagement in any academic or campus activity.
2. When unwelcome sexual advances and verbal, non-verbal, or physical conduct such as loaded comments, slander, remarks or jokes, letters, phone calls or e-mail, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a



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derogatory nature have the purpose or effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive campus environment.

According to the Code of Conduct at the work place prepared by the Doon University policy, sexual harassment includes such unwelcome sexually determined behavior by any person either individually or in association with other persons or by any person in authority, whether directly or by implications, such as the following:

- Eve Teasing.
- Unsavory remarks.
- Jokes causing or likely to cause embarrassment or awkwardness.
- Innuendos and taunts.
- Gender bias insults or sexist remarks.
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like.
- Touching or brushing against any part of the body and the like.
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets, sayings.
- Forcible physical touch or molestation.
- Physical confinement against one's will and any other act likely to violate one's privacy.

Other Definitions:

'Academic staff' includes any person on the staff of Doon University who is appointed to a teaching and/or research post, whether full-time, temporary, ad-hoc, part-time, visiting, honorary or on special duty or deputation, and shall include employees employed on a casual or project basis.

'Campus' includes all places of work and residence in the Doon University campus. It includes all places of instruction, research and administration, as well as hostel, guesthouse, public places and places of residence allotted and administered by Doon University.

'Non-teaching staff' includes any person in the staff of Doon University who is not appointed to a teaching and/or research post, whether full-time, temporary, ad-hoc, part-time, daily wager, honorary or on special duty or deputation, and shall include employees employed on a casual or project basis, as also persons employed through a contractor.

'Outsider' includes any person who is not a student, resident, or member of the academic or non-teaching staff of Doon University.

'Resident' includes any person who is a temporary or permanent resident of any of the accommodations or premises managed and/or allotted by Doon University, irrespective of whether he/she is the person to whom the accommodation is officially allotted.

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'Service provider' includes any person who runs or manages commercial enterprises, or provides services, on the campus. It includes, but is not limited to, persons working in canteen, guest house, hostels, creche on the campus, as well as persons working in premises allotted on the campus, such as the Bank, Doon University extension counter, Doon University Telephone Exchange, and any other such similar services.

'Student' includes any person who is enrolled for any course, whether full time or part time, with Doon University, Dehradun and includes an undergraduate or postgraduate student, a Research Scholar, a visitor, and a repeater. It also includes a student of another University or college who has been placed or has opted for placement with Doon University or short-term courses at Doon University.

'Supreme Court Judgment' shall refer to the guidelines on the prevention and deterrence of sexual harassment in the workplace laid down by the Supreme Court of India on 13 August 1997 in its ruling on the Writ Petition (Criminal) Vishaka vs. State of Rajasthan and the judgment titled Apparel Export promotion Council vs. A. K. Chopra, on 20th January 1999.

'Doon University authorities' shall refer to the Vice-Chancellor, Doon University, and/or any person who is entrusted with any powers and functions to act on behalf of Doon University as per the Bye-laws framed under Rule 30 of the "Rules for the Administration and Management" (Doon University).

Complaint Redressal

Procedure for the Complaint

A complaint of sexual harassment may be lodged with any member of Committee for Redressal of Gender Issues in writing by the complainant.

Under special circumstances, an individual, who may be a friend/ colleague/ teacher/parent of the complainant, may make a written complaint on behalf of the complainant.

A written complaint to the Committee for Redressal of Gender Issues may be addressed to the Convenor of the Committee for Redressal of Gender Issues. If a written complaint is made to the Vice-Chancellor, Dean or any of the Committee members, the complaint shall be forwarded to the Convenor of the Committee for Redressal of Gender Issues.

Immediate Action

The member of the Committee for Redressal of Gender Issues, to whom the complaint has been made, should immediately provide initial support and consultation to the victim.

On receipt of the written complaint, the Committee for Redressal of Gender Issues shall initially try to resolve the dispute through informal discussions. However, if the dispute cannot be resolved through such means, an enquiry Committee shall be set up by the Committee for Redressal of Gender Issues Convenor preferably within the next ten

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working days. The Enquiry Committee thus set up will consist of at least three persons from the Committee for Redressal of Gender Issues, co-opting other members from Doon University, or outside Doon University, if necessary. At least 50% members of this Committee shall be women. The Enquiry Committee will be headed by a woman and will have one outside member (preferably a member of NGO).

During the pending enquiry, the complainant shall be protected against the accused. For example, if the complainant is a student and the accused a teacher, the accused will not act as an examiner to this student. If the complainant is a student and the accused his/her supervisor, the student's placement may be changed or his/her supervisor may be changed. If the complainant and the accused are both employees, either may be temporarily transferred. If the accused is an outsider, he/she may not be allowed to enter the Institute, during this period.

The victim may be referred to a lawyer, doctor and/or a counsellor, if necessary.

Procedure for the Enquiry

The Enquiry Committee shall investigate into the issue, by laying down its own procedure, to find out if the accused is prima facie guilty and the nature and extent of the guilt. It shall interview the complainant, the accused and others related to the case, and investigate relevant documents or evidence that may be referred to. Determining what constitutes sexual harassment will depend upon the specific facts and circumstances of each case. The Enquiry Committee may consult a lawyer, doctor and/or a counsellor, as the need may be.

The Enquiry Committee shall submit its report to the Committee for Redressal of Gender Issues Convenor within four weeks of its appointment. In case the enquiry has to be extended beyond this period, the Enquiry Committee may give reasons for the delay in writing to the Convenor of the Committee.

Procedure for Redressal

If there is a prima facie case against the accused, the Committee for Redressal of Gender Issues may recommend immediate suspension till the person is proved innocent or the issue is settled. Efforts must be made to resolve the dispute through counselling and mediation.

In case the accused is found guilty, the Committee for Redressal of Gender Issues may recommend appropriate punitive action (see below) to be undertaken by the Vice-Chancellor. The victim of sexual harassment should have the option to seek transfer of the perpetrator or her own transfer.

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दून विश्वविद्यालय

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देहरादून-248001 (उत्तराखण्ड) भारत

Mothrowala Road Kedarpur, P.O. Defence Colony,
Dehradun-248001 (Uttarakhand) INDIA.

The Committee for Redressal of Gender Issues may submit its report to the Vice-Chancellor within eight weeks after the date of receipt of the complaint. In case the enquiry has to be extended beyond this period, the Convener of the Committee for Redressal of Gender Issues shall give the reasons for the delay in writing to the complainant.

The Vice-Chancellor may discuss his/her plan of punitive action against the guilty party with the Committee for Redressal of Gender Issues and then implement it within fifteen working days.

A copy of the Vice-Chancellor's order (or an action taken report) of the punitive action to the perpetrator may be given to the complainant/victim.

The complainant shall have the right to appeal to the Chairperson of the Governing Board if she/he is not satisfied by the action taken by the Vice-Chancellor.

Nothing in these guidelines shall preclude anybody from simultaneously lodging a complaint with the police in respect of any act amounting to an offence under the law.

Punitive Action

An employee guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:

- Suitable censure/warning.
- Withholding of increments.
- Reduction to lower service, grade or post.
- Compulsory retirement.
- Removal from service, or
- Dismissal from service.

A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:

- Suitable censure/warning.
- Withholding/withdrawing scholarship/fellowship and other benefits.
- Suspension/expulsion from the hostel.
- Rustication from the Institute for a period up to a certain period or
- Expulsion from the Institute.

Constitution

General Requirements

While constituting the Committee for Redressal of Gender Issues, the following requirements need to be met:

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Representative members from all the constituencies of the Institute should be in the Cell.

Convener should be a woman.

A socially aware non-Doon University person (possibly an NGO member) has to be on the committee.

At least 50% of the members should comprise of females.

Members should have personal integrity and gender sensitivity.

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