



# ANNAMACHARYA INSTITUTE OF TECHNOLOGY & SCIENCES(AUTONOMOUS)

Approved by AICTE, New Delhi & Permanent Affiliation to JNTUA, Anantapuramu.  
Venkatapuram (V), Karakambadi Road, Renigunta (M), Tirupati – 517 520

## Women Protection Cell

The college is having its women cell functioning in formal sense since 2014-15. The cell has been established in order to protect the women staff and students associated with the college from any sorts of injustice or sexual harassment of any nature directly and indirectly.

### Purpose

The Women Protection Cell (WPC) functions with the following purposes;

- to make them aware of their rights,
- to help them in knowing the importance of good health, nutrition and facilities available for them,
- to help them in developing decision making abilities and be self-dependent,
- to help them in raising their voice against all kinds of discrimination,
- to help them in changing their mind setup,
- to assist them in overall development of their personality, and
- to help community women in knowing about reproductive health care and child care.

### Composition

The Women Protection Cell of the college is generally constituted by selecting at least four women staff. The Principal of the college as the chairperson of the cell and one women staff member is convener of the cell. The cell is reconstituted every year if situation arises so. The process of reconstitution will be taken care of by the principal in consultation with the staff members.

### Composition:

S. No.	Name of the faculty	Designation & Department	Position
1	Prof. C. Nadhamuni Reddy	Principal	Chairperson
2	Dr. I. Suneetha	Professor, Dept of ECE	Convener
3	Ms. K. Harshasri	Assistant Professor, Dept of CE	Member
4	Dr. B. Aruna Kumari	Associate professor, Dept of H&S	Member
5	Ms. T. Nishkala	Assistant Professor, Dept of ME	Member
6	Ms. G. Bhavana	Assistant Professor, Dept of CSE	Member
7	Dr. T. Sita Kumari	Professor of Law SPMVV, Tirupati	Member
8	Smt. K.G.V. Saritha	Superintendent of Police, Women Protection Cell CID AP Police Headquarters	Member
9	Dr. V. Sahithi	Psychiatrist, Sreshta Mind Clinic Tirupati	Member

## **Functions**

The Women Protection Cell functions for the protection of the rights and any sorts of violence against them. As such, during the orientation programme the students are given information regarding the function of women cell. The women teacher-trainees as well as the staff members are advised to put their problems in writing in the suggestion/complaint boxes fixed in different places of the institution or to discuss directly with the members of the women cell. In case any such problem is reported the members of the cell try to solve the problem through their personal interaction with the complainants and if the matter seems to be out of control, it is to be reported to the principal of the institution. In case of any such problem the staffs as well as the students are expected to report the matter directly to the person in charge of the cell or to put their problems in writing in the Suggestion/ complaints box fixed in different places of the institution.

## **Powers**

The Women Protection Cell is empowered to punish the guilty persons in due consultation with the principal of the institution. The nature of the punishment is as follows:

- Information to the parents.
- Verbal warning.
- Written warning.
- Financial punishment
- Information to police for legal inquiry and action (if situation arises so)
- Expelling from college as per rule of university.

## **Complaints Registration System**

### **Instructions:**

The complaints whether received orally, written or suo moto under Section 10 of the NCW Act can be taken up for discussion in the meeting. The complaints received relate to domestic violence, harassment, dowry, torture, desertion, bigamy, rape, and refusal to register FIR, cruelty by husband, deprivation, gender discrimination and sexual harassment at work place.

The complaints are deal with as below:

1. Investigations by the police will be monitored.
2. The matters will be brought to the notice of various state authorities to facilitate action.
3. Family disputes will be resolved or compromised through counselling.
4. As per the 1997 Supreme Court Judgment on Sexual Harassment at Workplace, every employer is required to provide for effective complaints procedures and remedies including award of compensation to women victims. In sexual harassment complaints, the concerned organization will be urged to expedite cases and to monitor.

5. For serious crimes, the Commission constitutes an Inquiry Committee which makes spot enquiries, examines witnesses, collects evidence and submits the report with recommendations.

**Cases falling under following categories are ordinarily not entertained by the Cell.**

1. Complaints illegible or vague, anonymous or pseudonymous; or
2. The Complaint relates to civil dispute between the parties such as contractual rights obligations and the like;
3. The Complaint relates to service matters not involving any deprivation of women's rights;
4. The Complaint relates to labour/industrial disputes not involving any deprivation of women's rights;
5. Matter is sub judice before a Court/Tribunal;
6. The Committee/cell shall not inquire into any matter which is pending before a State Commission or any other Commission duly constituted under any law for the time being in force.
7. Matter already decided by the Committee/Cell

**Law Related to Women**

**Women-Specific Legislations**

1. The Immoral Traffic (Prevention) Act, 1956
2. The Dowry Prohibition Act, 1961 (28 of 1961) (Amended in 1986)
3. The Indecent Representation of Women (Prohibition) Act, 1986
4. The Commission of Sati (Prevention) Act, 1987 (3 of 1988)
5. Protection of Women from Domestic Violence Act, 2005

**Women-Related Legislations**

1. The Indian Penal Code, 1860
2. The Indian Christian Marriage Act, 1872 (15 of 1872)
3. The Married Women's Property Act, 1874 (3 of 1874)
4. The Guardians and Wards Act, 1890
5. The Workmen's Compensation Act, 1923
6. The Child Marriage Restraint Act, 1929 (19 of 1929)
7. The Payments of Wages Act, 1936
8. The Payments of Wages (Procedure) Act, 1937
9. The Employees' State Insurance Act, 1948
10. The Plantation Labour Act, 1951 (amended by Acts Nos. 42 of 1953, 34 of 1960, 53 of 1961, 58 of 1981 and 61 of 1986)
11. Mental Health Act, 1987

12. The Protection of Human Rights Act, 1993 [As amended by the Protection of Human Rights(Amendment) Act, 2006–No. 43 of 2006].
13. The Pre-Natal Diagnostic Techniques (Regulation and Prevention of misuse) Act 1994