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ESTD : 2007

ASANNAGAR MADAN MOHAN TARKALANKAR COLLEGE

56 Majhdia Road, P.O. - Asannagar, Nadia, Pin - 741161

NAAC ACCREDITED 2nd Cycle Grade – B

(Affiliated to the university of Kalyani & Approved by the UGC under section 2(f) & 12B)

Advisory on Women Cell

The existing Women's Cell of Asannagar Madan Mohan Tarkalankar College, to be renamed as Women's Development Cell (WDC) is required to operate as a proactive Cell focused on campus sensitization and gender equity. With reference to Section 3.2 (15) of the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment) Regulations, 2015, the WDC is meant to be separate from the Internal Complaints Committee (ICC) in structural terms. While the ICC handles formal grievances, the WDC is required to drive gender audits, conduct preventive policy execution, and infrastructure-linked safety monitoring. The official compliance and operational advisory for the WDC of the college is mentioned below.

I. Institutional Mechanism

- 1. Structural Separation and Overlapping:** A line of demarcation has to be drawn between the domain of WDC and the ICC in terms of actual functioning. The WDC must focus strictly on awareness-generating, safety monitoring, and capacity building to avoid conflicts of interest. Nevertheless, as there is already a Cell Against Sexual Harassment in the college and often a need is being felt to situate the potential fact of sexual harassment in the wider context of gender discrimination and gender-based crime while combating the conservative patriarchal discourses, the WDC may collaborate with the Cell Against Sexual Harassment in organising campaigns and awareness-building events on the prevention of sexual harassment in the college campus.
- 2. Mandated Composition:** The cell is and to be always headed by a senior female faculty member as the Convener/Coordinator. It is required to include representatives from teaching faculty, non-teaching staff, and elected/nominated student gender champions.
- 3. Funding:** For ensuring operational continuity, Secure and utilize dedicated the institutional funding and the governmental funding, if duly available and specifically earmarked for ongoing gender-sensitization programs, has to be secured and utilized.

II. Infrastructure & Safety Auditing
In alignment with the UGC Saksham Guidelines and the UGC Basic Facilities and Amenities for Women Guidelines, the WDC must run periodic checks on college administration to guarantee:

- 1. Sanitation Hygiene:** A separate, well-maintained women's restroom, equipped with a 24/7 water supply, covered sanitary disposal bins, and functional sanitary pad vending machines has to be in an operational mode.
- 2. Campus Lighting:** High-intensity lights to be used across playground, corridors, library zones, parking spaces, and college gate.
- 3. Surveillance and Transit:** Verified CCTV coverage has to be ensured at all public intersection points without invading personal privacy zones. Deployment of female security personnel at key entry/exit checkpoints is desirable.
- 4. Accessibility (Divyangjan):** All facilities, restroom, footpaths, and WDC access rooms must be made completely accessible to specially-abled staff and students.

III. Preventive Action & Awareness Modules

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1. **Compulsory Orientation:** Gender-sensitization workshops are to be conducted for all incoming students, newly recruited teaching faculty, and contractual/non-teaching workers at the start of each academic session.
2. **Dissemination of Relevant Information:** In the published prospectus of the institution and the digital copy of the prospectus available on the website, there should be enough space for highlighting the gender-safety mechanisms and the facilities for the overall development of the girl students. To disseminate relevant information, the WDC may prepare posters, prepare e-handbook and start using a dedicated bulletin board on campus.
3. **Public Emergency Contacts:** The emergency numbers are to be displayed across the campus and on the college website. This must feature:
 - o Local police and nearby hospital contacts.
 - o National **Women's Helpline (181)** and **Emergency Response Support System (112)**.
 - o The dedicated UGC Anti-Sexual Harassment Toll-Free Line (1800-111-656) and the phone number of the Principal/TIC and that of the Convener of the WDC.
4. **Awareness Generation and Skill Redressal:** Among the highly advisable activities are the organization of seminars and special talks on POSH Act and related topics, the organization of self-defence training programmes specifically for female students, the organization of mandatory students-staff sensitization workshop and conducting sanitation safety audit at regular intervals.

IV. Mandatory Compliance & Portals

1. **The SAKSHAM Web Portal:** It is desirable that the college should log and submit its annual data regarding gender infrastructure audits and general campus statistics using the official [UGC SAKSHAM Portal].
2. **The Gender Audit Return:** Even though the ICC handles formal cases, the WDC should collaborate with college management to ensure that the cumulative, anonymous numerical data of processed complaints is accurately uploaded on time.
3. **Mental Health Survey Systems:** The WDC should coordinate with college authority to make a counselling service on mental health scenario accessible to students on the college grounds.

[Signature]
14/07/26

Teacher-in-Charge

Asannagar Madan Mohan Tarkalankar College
Asannagar, Nadia, W.B., Pin-741161