



OFFICE OF THE PRINCIPAL

Ref No: LSL/NOT/2024-25/04

Date: 4th July 2024

NOTIFICATION

Sub: Re-Constitution of Women's Grievance Redressal Cell (WGRC)

Academic Year 2024-25

In pursuance of the commitment of Lloyd School of Law, Greater Noida to provide a safe, inclusive, and gender-sensitive environment for all students, faculty members, and staff, and to ensure the prompt redressal of grievances concerning women, the Women's Grievance Redressal Cell (WGRC) is hereby reconstituted with immediate effect for the Academic Year 2024-25.

The Cell shall work towards promoting gender equality, addressing grievances affecting women in a fair and confidential manner, creating awareness about women's rights, and recommending appropriate preventive and corrective measures whenever required.

Functions and Responsibilities

The Women's Grievance Redressal Cell shall:

- Provide a **confidential and accessible mechanism** for women students and employees to raise grievances and concerns.
- Promote awareness regarding **gender equality, dignity, safety and rights of women**.
- Receive and appropriately address grievances falling within the scope of the Cell.
- Organise **awareness and sensitization programmes** concerning gender discrimination, harassment, safety and women's rights.
- Maintain confidentiality and ensure that complainants and witnesses are treated with dignity and without victimisation.
- Recommend appropriate preventive and remedial measures to the competent authority wherever necessary.





- Coordinate, wherever required, with the **Women's Grievance Redressal Cell (WGRC)** or other competent institutional committees when a matter falls within their respective jurisdiction.
- Maintain appropriate records of its activities and submit reports to the competent authority as required.
- Undertake such other measures as may be necessary for promoting a **safe, equitable and respectful institutional environment** for women.

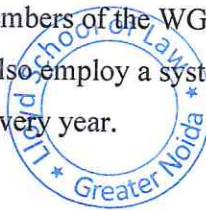
The Cell shall function in accordance with applicable statutory provisions and institutional regulations. Matters specifically falling within the jurisdiction of the Internal Complaints Committee under the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** shall be dealt with by the ICC in accordance with the applicable procedure.

All concerned are requested to extend their cooperation to the Cell in the discharge of its responsibilities.

S. No.	Name	Designation	Women (W) / Men (M)	Composition(s)
1	Ms. Natasha Priya	Assistant Professor	W	Chairperson
2	Mr. Vishal Bharadwaj	Assistant Professor	M	Faculty Member/ Member Secretary
3	Dr. Navya Gupta	Assistant Professor	W	Faculty Member
4	Ms. Smriti Shree	Student	W	UG member
5	Ms. Sadhna Chahar	Student	W	PG member

Terms of reference

1. At least one-half of the total members of the committee shall be women.
2. The term of office of the members of the WGRC shall be a period of three years.
3. Lloyd School of Law may also employ a system whereby one third of the members of the WGRC may change every year.





Functions of Women's Grievance Redressal Cell (WGRC)

1. To provide assistance if any employee or student chooses to file a complaint with the police;
2. To provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complaint's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
3. To protect the safety of the complaint by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
4. To ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment; and
5. To ensure prohibition of retaliation or adverse action against a covered individual because the employee or student is engaged in protected activity.

Dr. Vikram Singh

Principal, Lloyd School of Law

To,

- **Members of the Women's Grievance Redressal Cell (WGRC)**

Copy to,

- **The President**
- **All faculty members**
- **HR, Head**
- **IQAC**

