



GURU NANAK COLLEGE

Postgraduate Multi Faculty Premier College
KILLIANWALI, DISTT. SRI MUKTSAR SAHIB (Pb.) - 151211
NAAC Accredited Grade "B"

Recognized by U.G.C. Under Section 2 (f) & 12 (B) & Permanently Affiliated to Panjab University Chandigarh

5.1.5

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1. Formation of Internal Complaints Committee-cum- Women Cell

The college provides the transparent mechanism and timely redressal of students' grievances to create healthy environment in the campus. If any student has any kind of problem, he/she can approach the concerned committee first and if he/she is not satisfied with the advice/solution given by the committee, then approach to the Principal of the college for their grievances. To solve the problem timely, the college has a women cell which was constituted in the year 2005 under the chairmanship of principal consisting of two Advocates, office superintendent and two senior female members from teaching staff out of which one is convener of the cell. The college as per the advice of the central and state government and letter received from Panjab University Chandigarh on dated 21/5/2018 letter no.1031/DCDC to constitute Internal Complaints committee under sexual harassment of women at work place (Prevention, Prohibited and Redressal) Act 2013, so women cell was renamed as Internal complaints committee which has been working following all the guidelines of Panjab University, Chandigarh/State government/Centre government under Act 2013. At present it consists of the following members :

Sh. Neeraj Jindal (Honorable Secretary, Managing committee)

Sh. Subash Gupta (Advocate)

Dr. Surinder Singh Thakur (Chairperson)

Mrs. Surinder Kapila (Convener)

Dr. Seema Jindal

The Internal complaints committee has organized extension lectures to make the students aware about the different legal rules and regulations. The college also mentions in its prospectus the 'Moral Code of Conduct' along with declarations mentioning the guidelines of discipline and anti-ragging. It is done by displaying slogans in the College campus and by having undertakings from the students at the time of admission by abiding all the rules and regulations formed by the institution regarding discipline and anti-ragging. The mechanism for submission of students' grievances are through online as well as off line mode. For the online mode students of our College can make use of e-mail gncollegekillianwali@yahoo.co.in and the e-mail id is very much mentioned on the front page of College prospectus every year.

The college also has the committees like Academic Committee, discipline committee, Advisory committee, AF Committee, Time Table committee etc. which also provide the remedies to the students as and when required. The college committed to provide the timely redressal of the grievance through appropriate committees and the redressal of grievances is done by following the proper procedure as early as possible.

Principal
Guru Nanak College
Killianwali (Sri Muktsar Sahib)

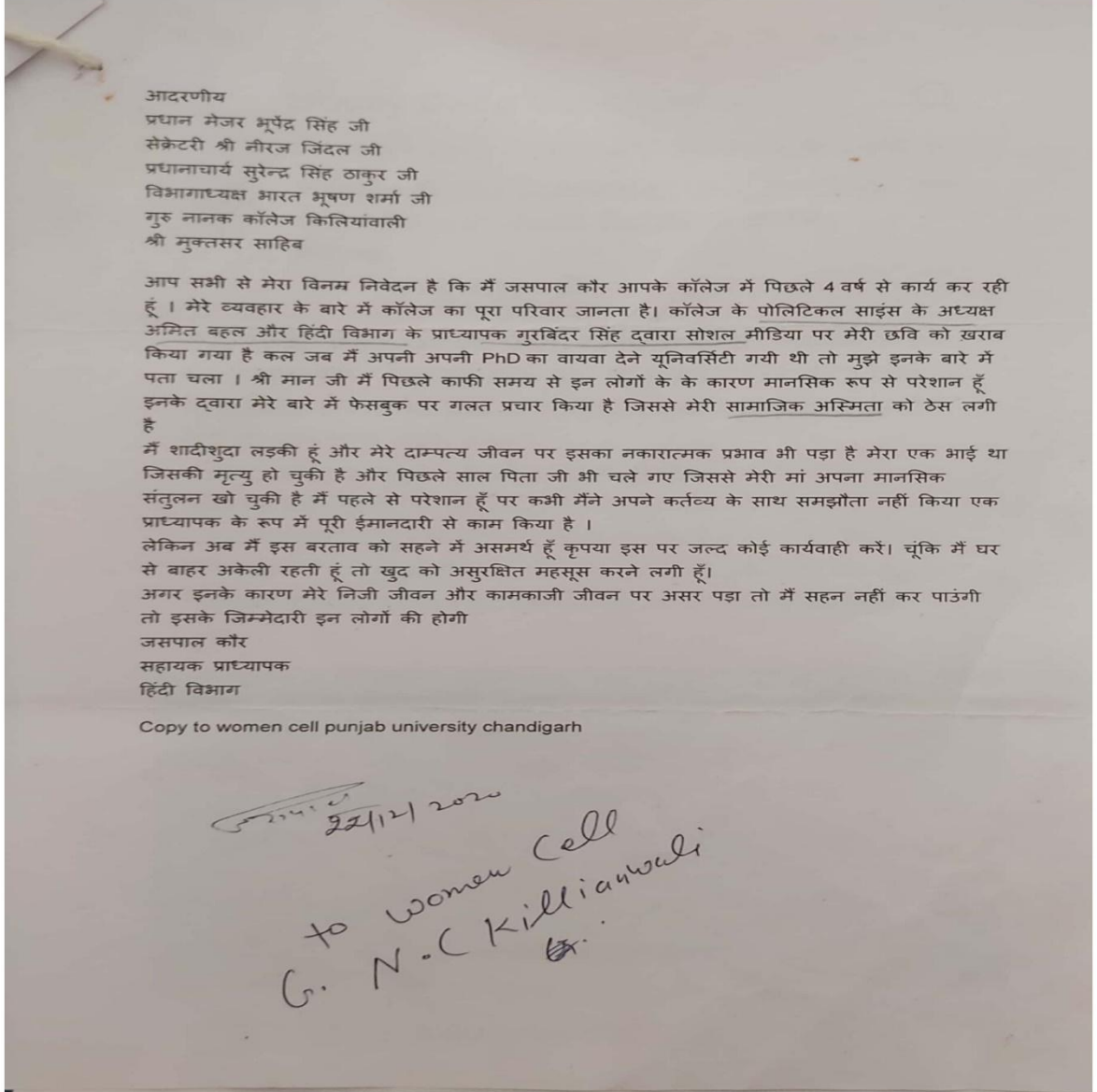


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2. Minutes of the meeting of Internal Complaints Committee-cum- Women Cell





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22.12.2020

A meeting of Internal Complaints Committee will be held in connection with the complaint given by Madam Jaspal Kaur Deptt. of Hindi at 1.00pm. in the office of Principal.

Agenda

- Regarding the written complaint by Mrs. Jaspal Kaur Assistant Professor in Hindi.
- Any other ^{matters} with the permission of Principal.

8-1-2021

Proceedings

On 8th January, 2021 a meeting of Internal Complaint Committee was held at 1.25 pm in the conference hall in connection with the complaint filed by Mrs. Jaspal Kaur (Dept. of Hindi) against S. Grewinder Singh Sandhu of the same department. Following members have attended this meeting:

1. Sh. Nceraj Tindal
2. Sh. Subash Gupta (Advocate)
3. Mrs. Pustpa Tindal (Honble member of Managing Committee)
4. Dr. Surinder Singh Thakur (Chairperson)
5. Mrs. Surinder Kapila (Coordinator)
6. Dr. Seema Bani

It was decided in this meeting that both the parties should be called for their viewpoints. First of all Mrs. Jaspal Kaur was called to explain her complaint in which she admitted that whatever has been written in complaint is true to the fact and she demanded that her name should be deleted from social media and also asserted that she would tender apology if found guilty.

Then S. Grewinder Singh Sandhu was called and the committee explained about the complaint against him. He proved his stand by telling that he has some proofs against her and he would produce the same before the committee. Then he was directed by the committee to delete all the messages damaging the image of staff members and strictly warned not to post such messages in future.



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8-1-2021.

A meeting of Women Cell was held in Conference Hall in connection with the complaint submitted by Madam Jaspal Kaur from Hindi deptt. against S. Gurminder Singh Sandhu from deptt. of Hindi. All the members of the Internal Complaints Committee were informed telephonically to attend this meeting at 1.00 p.m. in Conference Hall.

1. P N
2. S. Gupta
3. H. S.
4. Seema
5. Seema Rani
- 6.



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सेवा में
प्रधान जी मेजर भूपिंदर सिंह जी
गुरु नानक कॉलेज, किलियांवाली
श्री मुक्तसर साहिब

महोदय

आप से मेरा विनम्र निवेदन है कि मैंने कई दिन पहले आपको और प्रबंधक समिति के सेक्रेटरी श्री नीरज जिंदल जी और कॉलेज के प्रिंसिपल साहिब (मेल के द्वारा) को एक शिकायत पत्र दिया था। जिसमें मैंने गुरबिंदर सिंह (सहायक प्राध्यापक, हिंदी विभाग) द्वारा सोशल मीडिया पर मेरी छवि को खराब करने तथा सामाजिक प्रतिष्ठा को धूमिल करने के प्रति आपको आगाह किया था। उसके बाद कॉलेज की प्रबंधक कमेटी द्वारा इसके लिए एक कमेटी का गठन किया था। कमेटी ने मुझे आश्वासन दिया था कि इस दुष्प्रचार को फेसबुक से तुरंत हटा दिया जाएगा। लेकिन इस पर कोई व्यवहारिक रूप से कार्यवाही नहीं हुई बल्कि फिर से गुरबिंदर सिंह द्वारा खुद को मानसिक रोगी बताकर फेसबुक पर लाइव होकर मेरे साथ साथ कॉलेज के प्रिंसिपल साहब डॉ सुरेंद्र सिंह ठाकुर जी, हिंदी विभाग के अध्यक्ष डॉ भारत भूषण जी और जगदेव सिंह (प्राध्यापक पंजाबी विभाग) हमारे खिलाफ गलत शब्दावली का प्रयोग किया है और मुझे इसके बारे में पता चला तो मुझे बेहद शर्मनाक लगा। इस आदमी की मेरे साथ पिछले 1 साल से कभी कोई बातचीत नहीं हुई। इस बात से मेरी सामाजिक एवं पेशेवर प्रतिष्ठा को गहरा आघात लगा है। मैंने कॉलेज के खिलाफ जाकर कभी कोई कार्य नहीं किया इसलिए मेरा आपसे निवेदन है कि आप मेरी समस्या को समझने का प्रयास करें क्योंकि गुरबिंदर सिंह अपने साथियों के साथ मिलकर मेरा कैरियर तबाह करने पर तुला हुआ है। ऐसी स्थिति में मुझे कॉलेज छोड़ना पड़ सकता है और यदि ऐसा होता है तो इसका जिम्मेदारी कौन लेगा। क्योंकि वीमेन सेल ने मेरी शिकायत पर कोई कार्यवाही नहीं की है। मुझे बहुत दुःख के साथ यह सब कहना पड़ रहा है कि मैं खुद को असुरक्षित महसूस कर रही हूँ। अपनी सुरक्षा हेतु आपसे हाथ जोड़कर निवेदन कर रही हूँ। मुझे बड़े खेद से यह भी कहना पड़ रहा है अगर आप कोई उचित कार्यवाही नहीं करते तो मजबूर होकर मुझे अपने पद से त्यागपत्र देना पड़ेगा क्योंकि गुरबिंदर सिंह ने पब्लिक के सामने मेरे ऊपर घटिया किस्म आरोप लगाए हैं। मुझे बदनाम किया है और मेरे साथ बाकी 3 लोगों को (जिनके नाम पहले लिख चुकी हूँ) इसके द्वारा लगाए आरोप बिल्कुल निराधार है। क्योंकि यह अपनी गलतियों को छिपाने के लिए हमें मोहरा बना रहा है और इसके पीछे किसी शरारती तत्व का हाथ है जो हमारी और कॉलेज की छवि को खराब करना चाहते हैं। इससे मेरे सामाजिक और पेशेवर प्रतिष्ठा को क्षति हुई है और मेरा गुरबिंदर सिंह से किसी प्रकार का कोई लेनदेन नहीं है जिसके बारे में आपको सब पता है और कल को गुरबिंदर सिंह मुझे किसी प्रकार जानी या माली नुकसान पहुंचा सकता है। मेरा गुरबिंदर सिंह और कॉलेज के आपसी मामलों और समस्याओं से कोई सम्बन्ध नहीं अगर इसके साथ कोई अनहोनी होती है तो कोई लेन देन नहीं होगा। क्योंकि मैं एक लड़की हूँ और अकेली घर से बाहर रहकर नौकरी कर रही हूँ आपको पिछले शिकायत पत्र में मैंने सब लिखा है। अगर मेरे साथ कोई अनहोनी होती है तो इसका जिम्मेदार सिर्फ गुरबिंदर सिंह होगा।

05/10/2021
जसपाल कौर

सहायक प्राध्यापक हिंदी विभाग
गुरुनानक कॉलेज, किलियांवाली

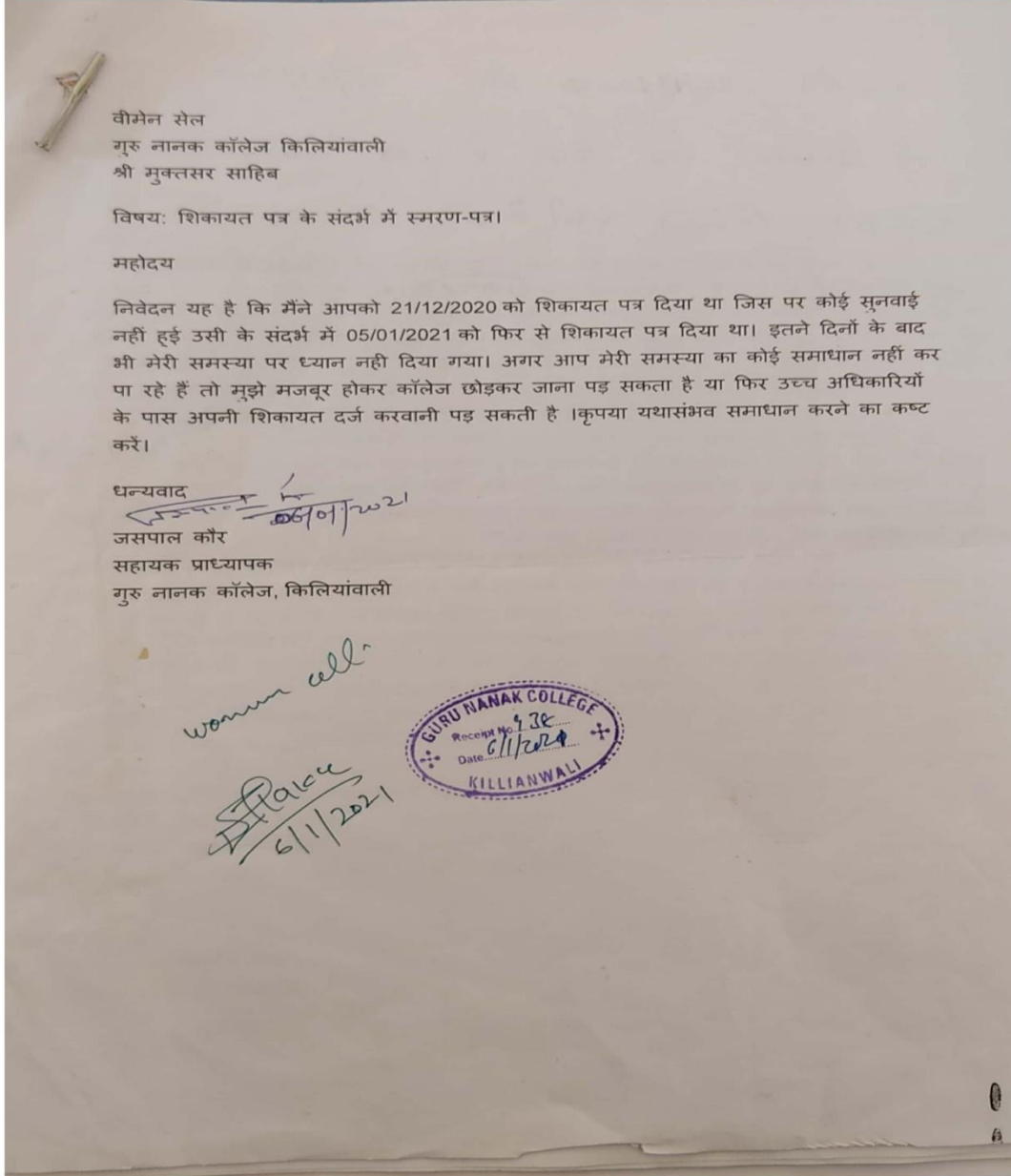
Copy to
Women Cell
Guru Nanak College, Killianwali



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आदरणीय 21/02/2020 और 05/01/2021 को
जी शिवायत पत्र दिया है कि समस्या और
शिवायत बिलकुल रही है और यह भोज तक है
आप को इस है उम्मा प्रमाण है,
समय
07/01/2020



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10.2.2021.

A meeting of Internal Complaints Committee will be held in Conference Hall at 1:15 p.m. today. The following members are informed about the meeting.

Agenda

- To read out the minutes of previous meeting.
- Regarding the complaint made by Mrs. Jyoti Kaur against S. Gurinder Singh Sandhu.
- Any other with the consent of chair.

The following members have attended this meeting.

1. Sh. Neeraj Tindal
2. Sh. Subash Gupta
3. Dr. Surinder Singh Thakur *Chair*
4. Mrs. Surinder Kaur *Kaur*
5. Dr. Seema Rani *Seema Rani*



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10.2.2021.

Proceedings

In this meeting it was found that as the chance was given to S. Gurninder Singh (Hindi Deptt.) to produce the proofs against the complaint of Mrs. Jaspal Kaur of department of Hindi, but he did not submit any proof against her till day. It was also found that as per the directions of Committee, the posts related to the complaint made by Mrs. Jaspal Kaur had been deleted from social media. As such the complaint has been resolved. Both the parties are advised to maintain decorum of college and also maintain harmony among the staff members so that a cordial atmosphere prevails in college.

1. Sh. Neeraj Jindal
 2. Sh. Subhash Gupta
 3. Dr. Sunder Singh Thakur
 4. Mrs. Sunder Kapil
 5. Dr. Seema Rani
- Seema Rani*
Kapil
Seema Rani



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3. Discipline Committee

The Discipline Committee is to create awareness against and to prevent any ill incidents taking place in the campus. It is the duty of the Discipline Committee to ensure compliance with the provisions of UGC/NAAC regulations on curbing the menace and indiscipline behaviour in the campus with a view to pursue the prevalence of a healthy environment by regulating discipline among the students in the campus and to develop machinery to regulate the behaviour of students, it is considered necessary to constitute Students Disciplinary Committee. So, on 09-07-2016 Discipline committee of our college was constituted under the directions of NAAC/U.G.C/P.U. Chandigarh and under the guidance of Principal. The Co-Ordinator of this committee is the Head of department of Physical Education. As our college is Co-educational, keeping in view of these two female members of teaching staff was made members of this Committee.

The Committee plays a vital role in the discipline maintenance in the campus. The Committee takes cognizance of the Complaints received against the students. If the misdemeanour is minor, mild or moderate warranting admonition such cases are dealt with at the individual level by the Concerned HOD. Otherwise it shall be referred to Disciplinary Committee which resolves the Complaints accordingly with the help of Principal. It is also the duty and responsibility of Discipline Committee to have a round of whole campus and meeting with misbehaving students and clarifying the negative effects of bad behaviour on their life and promoting good behaviour among students and rewarding those with good conduct. This Committee maintains discipline in college and in each and every event celebrating in College Campus. So, the Committee keeps a check and control over students.



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Principal
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