

# MIRZA GHALIB COLLEGE, GAYA

**A DEFICIT GRANT MINORITY COLLEGE**

**Affiliated to Magadh University, Bodh Gaya**



**NAAC 2<sup>ND</sup> CYCLE**

**SSR**

*5.1.4 For redressal of student's grievances  
including sexual harassment and ragging  
cases.*



## **MGC – GRIEVANCE REDRESSAL CELL**

Mirza Ghalib College is committed to provide a safe, fair and harmonious learning and working environment. Grievance Redressal Cell was established at this College to look into students, teachers and non-teaching staff's grievances and respond as effectively and immediately as possible. The Cell strives to keep the campus environment peaceful, hassle-free and unprejudiced. Educational institutions have an important role in developing students' talents and instilling in them a feeling of responsibility, dedication, and discipline. To ensure this, students' problems are addressed and a suitable learning environment are provided. Grievance Redressal Cell takes up all the necessary steps and measures. The MGC Grievance Redressal Cell has been formed with the following members under the Chairmanship of Professor In-Charge.

1. Dr. Shujaat Ali Khan	Prof. In-Charge	Chairperson
2. Dr. Nusrat Jabeen Siddiqui	Hindi	Convener
3. Dr. Madhu Bala	Pol. Science	Member
4. Dr. Shuchi Sinha	Psychology	Member
5. Dr. Abu Huzaifa	Urdu	Member
6. Dr. Akram Waris	Urdu	Member
7. Dr. Abdul Azim Akhtar .	History	Member
8. Dr. Zeaur Rahman Jafri	Hindi	Member
9. Dr. Jugnu Jahan	History	Member

### **OBJECTIVES :-**

1. To resolve the grievances and complains of students and other stakeholders in general and female in particular within a reasonable time frame.
2. To provide a fair, impartial, and consistent system for resolving a number of challenges that stakeholders faces.
3. To ensure that complaints are processed quickly, objectively, and sensitively, while maintaining complete confidentiality.
4. To ensure that each complainant's and respondent's perspectives are respected, and that no party to a complaint is discriminated against or victimized.
5. To advise stakeholders to respect each other's rights and dignity, and not to act vindictively towards any of them for any cause.

*Aftab Ahmad Khan*  
Co-ordinator 16/05/2022

*Shujaat Ali Khan*  
16/05/2023  
Chairperson

**MIRZA GHALIB COLLEGE, GAYA**

**NAAC ACCREDITED GRADE- "B"**



**International Women's Day**

**Workshop On Women Sexual  
Harrasment**

**Organised by  
Department of Psychology**

**Under the aegis of IQAC**

**March 08, 2023 (Saturday)  
Venue Seminar Hall**



# **MIRZA GHALIB COLLEGE, GAYA**

**NAAC ACCREDITED GRADE- "B"**



## **Nukkad Natak on Domestic Violence Against Women**

**Organised by  
Sports and Cultural Committee**

**Under the aegis of IQAC**

**April 08, 2023 (Saturday)  
Venue Seminar Hall**







MIRZA GHAIB COLLEGE, GAYA  
Hukmah Batah on Domestic  
Violence Against Women  
Organised by  
Sports and Cultural Committee  
Under the aegis of IQAC  
April 08, 2023 (Saturday)  
Venue Seminar Hall







MIRZA GHALIB COLLEGE, GAYA  
www.mirza-ghalib-college.org  
International Women's Day  
Gender & Women's Sexual  
Harassment  
Organized by  
Department of Psychology  
Under the aegis of IQAC  
March 08, 2023 (Chaitanya)  
Ramkrishna Hall





MIRZA GHALIB COLLEGE, GAYA  
NAAC ACCREDITED GRADE - 'B'

Wajah-e-Natak on Domestic  
Violence Against Women

Organised by  
Sports and Cultural Committee

Under the aegis of IQAC

April 08, 2023 (Saturday)  
Venue Seminar Hall



MIRZA KHALID COLLEGE - GAYA  
INTERNATIONAL BOARD & Co.  
Account of Internal Quality  
Assessment  
Department of Biotechnology  
Under the aegis of IQAC  
March 2022 (Annual)  
100th Anniversary









जना कुमारी  
महिला थाना, गया

स्थान : एम.एम. हॉल

श्री. शबी ए. शम्सी  
सचिव, शासी निकाय



Shabi Arteen Shamsi  
Secretary (G.B.)  
Mirza Ghalib College, Gaya

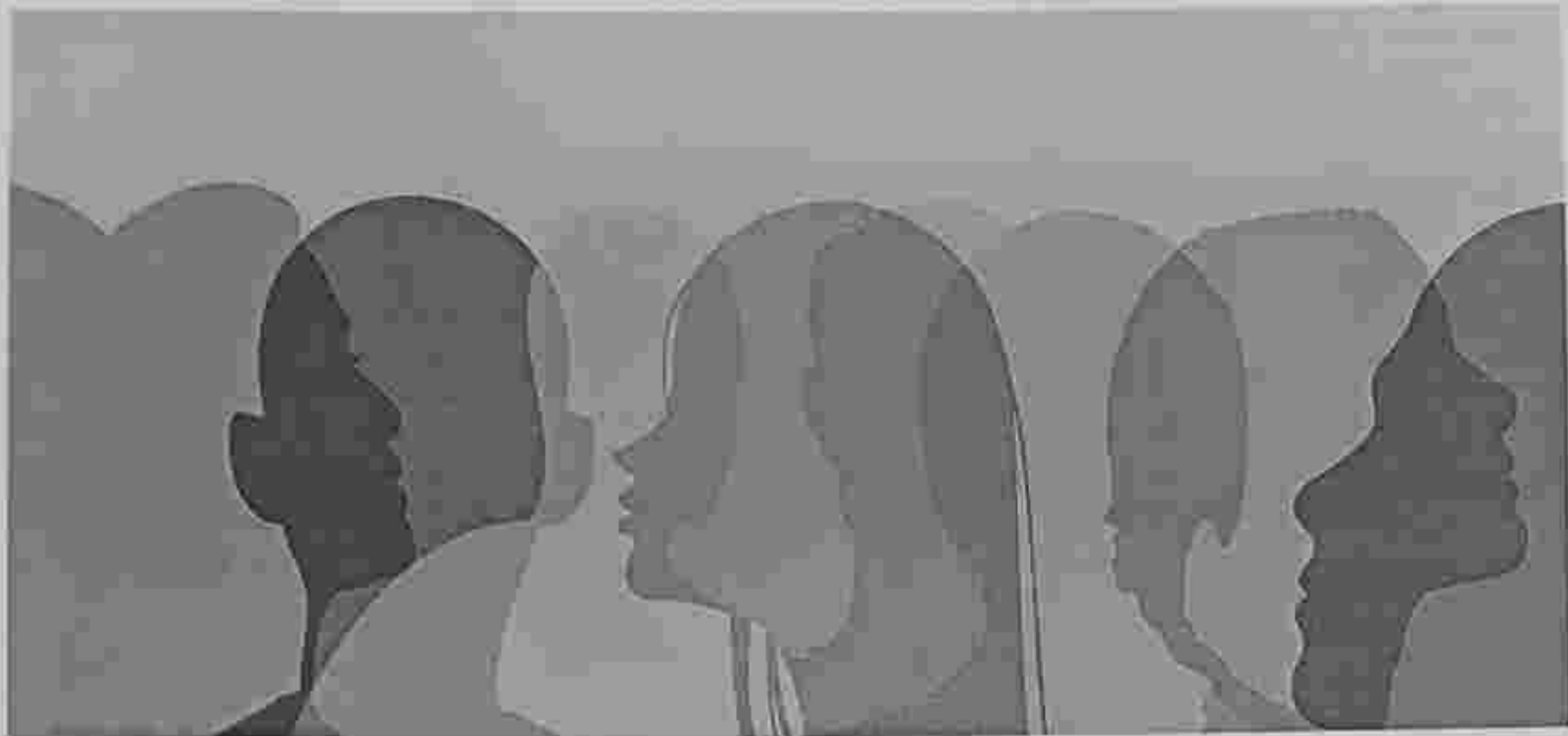
Smt. Harpreet Kaur, IPS  
Sr. Superintendent of Police,  
Gaya

Dr. Nilam Mahajan

# MIRZA GHALIB COLLEGE, GAYA

(Affiliated to Magadh University, Bodhgaya)

NAAC ACCREDITED GRADE "B"



## Annual Action Plan

On

Gender Sensitisation

2022 – 2023

Prepared by  
Grievance Redressal Committee MGC

*Ali Hussain*

Prof. Incharge  
Mirza Ghalib College  
GAYA



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*Ali Hussain*

Prof. Incharge  
Mirza Ghalib College  
GAYA



## Preface

From the desk of our esteemed institution, it is with great pleasure that we introduce the annual action plan on gender sensitization. As an institution committed to excellence, inclusivity, and social progress, we recognize the critical importance of promoting gender equality and fostering a culture of respect and understanding.

This action plan represents our steadfast dedication to advancing gender sensitization efforts within our institution and beyond. It is a testament to our collective commitment to creating a workplace and learning environment where every individual feels valued, respected, and empowered, regardless of gender.

Through targeted initiatives, educational programs, and community engagement efforts, this action plan aims to raise awareness, challenge stereotypes, and promote gender equity in all aspects of our institution's activities. It serves as a roadmap for driving meaningful change and building a more inclusive and equitable society.

We extend our sincere appreciation to all those who have contributed to the development of this action plan, and we reaffirm our commitment to advancing gender equality as a core value of our institution. Together, let us continue to strive for a future where everyone has the opportunity to thrive, irrespective of gender identity or expression.

Prof. (Dr.) Md. Sarfraz Khan  
Professor In-charge  
Mirza Ghalib College, Gaya

Prof. Incharge  
Mirza Ghalib College  
GAYA



## About Grievance Redressal Cell

Welcome to the Grievance Redressal Committee, an integral part of our institution's commitment to ensuring fairness, transparency, and accountability in all aspects of our operations.

The Grievance Redressal Committee serves as a dedicated platform for addressing concerns, complaints, and grievances raised by members of our community. We understand that grievances can arise from various sources and may encompass a wide range of issues, including academic, administrative, interpersonal, and behavioural matters.

### **Objectives of the committee:**

The Objective of the Grievance Cell is to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the college. A Grievance Cell should be constituted for the redressal of the problem reported by the students of the college with the following objectives :

- Encouraging the Students to express their grievances / problems freely and frankly, without any fear of being victimized.
- To ensure that the views of each complainant and respondent are respected and that any party to a grievance is neither discriminated against nor victimized.
- Upholding the dignity of the College by ensuring strife free atmosphere in the College Through promoting cordial student- student relationship and student- teacher relationship.
- To ensure that any grievance are resolved promptly, objectively and with sensitivity and in complete confidentiality as best as possible.
- Advising all staffs to be affectionate to the Students and not behave in a vindictive manner towards any of them for any reason.
- Advising Students of the College to respect the right and dignity of one another and show utmost restraint and patience whenever any occasion of rift arises.
- To make officials of the College responsive, accountable and courteous in dealing with the students.
- To develop a culture of understanding, addressing and providing quick redress to any grievances and take steps to prevent recurrence of such incidents.
- To ensure that there is a consistent response to grievances.

*Ali Hussain*  
Prof. Incharge  
Mirza Ghalib College  
GAYA



### Why Gender Sensitisation

Gender sensitization holds paramount importance for academic institutions and their students, transcending mere academic discourse to shape the very fabric of societal values and norms. At its core, gender sensitization serves as the cornerstone of fostering an environment where equality reigns supreme, transcending traditional barriers and stereotypes.

By instilling a deep understanding of gender equality and respect for diversity, academic institutions create safe havens where students feel empowered to express themselves authentically. These initiatives not only cultivate a culture of inclusivity but also serve as a bulwark against the insidious specter of gender-based discrimination and harassment.

Moreover, gender sensitization is a catalyst for empowering women, dismantling entrenched societal norms, and amplifying their voices in academia and beyond. It emboldens women to pursue their academic and professional aspirations without fear of prejudice or bias, thus heralding a new era of gender parity and empowerment.

Beyond the confines of academic excellence, gender sensitization initiatives propel broader societal change by nurturing values of empathy, respect, and social justice in students. By equipping the leaders of tomorrow with the tools to challenge systemic inequalities and advocate for gender equity, academic institutions become beacons of progressive change in society.

In essence, gender sensitization is not merely a theoretical concept but a transformative force that shapes the very essence of academic discourse, fostering environments where diversity thrives, and equality reigns supreme.

*Ali Hussain*  
Prof. Incharge  
Mirza Ghalib College  
GAYA



### **International Women's Day**

This program will be organised by the Department of Sociology in consultation with Grievance Redressal Cell under the guidance of IQAC. All teachers of the said department will share the responsibility.

### **Nukkad Natak on Domestic Violence**

This program will be conducted by the Department of English, Department of Hindi and Department of Urdu in consultation with Sports and Cultural Committee. The NSS unit of the College can be approached for any help if required.

### **A Talk on Health and Hygiene**

This program will be organised by the Department of Home Science. A reputed gynaecologist should be invited for the talk.

### **Workshop on sexual harassment at workplaces**

The department of Psychology will organise the above program. The department should try to approach women legal practitioners for a presentation.

*Ali Hussain*  
Prof. Incharge  
Mirza Ghalib College  
GAYA