



**ORDER**

In supersession to all the earlier orders to the extent applicable, the Vice-Chancellor is pleased to reconstitute the Standing Committee for Prevention of Sexual Harassment of Women at work place. The committee shall comprise the following members to look into the cases of complaints of sexual harassment of the female employees and students of Goa University.

1. Dr. Edith Melo Furtado, - Chairperson  
Reader, Dept. of French,  
Goa University.
2. Ms Rajal Shinkre, - Member  
Principal, Goa College of Home Science,  
Panaji, Goa.
3. Smt Shakuntala Kamat Dias, - Member  
Asstt. Registrar, Exams Section-III,  
Goa University
4. Dr. Rahul Tripathi, - Member  
Lecturer, S.S., Dept. Of Political Science,  
Goa University.
5. Dr. K. R. Priolkar, - Member  
Lecturer, S.S., Dept of Physics,  
Goa University
6. Ms Sandhya Ram, - Member  
Lecturer, V.M. S. Salgaonkar College of Law,  
Miramar, Goa
7. Adv. Albertina Almeida - Member  
Women's Activist,  
Taleigao, Goa
8. Smt. Daya Mitragotri - Member  
Sr. Library Assistant  
Goa University
9. Shri M. Chakraborty, - Member  
Head, Computer Centre,  
Goa University.
10. Ms. Shaila Desouza - Member Secretary  
Research Officer  
Centre for Women's Studies,  
Goa University.

The term of this Committee shall be three years.

The Committee if required may take assistance of

- i) The Medical Officer, Goa University
- ii) The Legal Advisor, Goa University.
- iii) A nominee of Director, IPHB whenever required by the nature of case for medical assistance, legal action & counseling.
- iv) Section IV shall provide required administrative services to the Committee.

#### Functions of Standing Committee.

The Committee may perform the following functions:

##### a) Prevention

- i) Notification of the University policy
- ii) Creation of awareness and sensitization through seminars/workshops/discussions, etc.
- iii) Group and individual counseling
- iv) Recommending amendments to students & employees code of conduct, discipline rules etc. for effective implementation of the policy.
- v) Recommending, improvements in Physical facilities, Security arrangements and other related areas for preventing instances of sexual harassment.

##### b) Crisis Management and Mediation

- i) Dealing with emergencies
- ii) Providing provisional relief – medical psychological and legal

##### c) Redressal

- i) Conducting fact finding inquiries
- ii) Recommending suitable action through criminal proceeding and/or disciplinary action as dictated by the facts of the case.

#### Reporting

The Committee will give a report on functioning and the number of cases dealt with the steps taken and the type of action recommended in each case, to the Vice-Chancellor at the end of every term of the academic year.

Sd/-  
(Dr. M. M. Sangodkar)  
REGISTRAR

To  
All the members of the Committee

Copy to:  
All the Departmental/Sectional Heads