


**M. S. P. Mandal's
Shivchhatrapati College, Aurangabad
Internal Quality Assurance Cell**



ANTI-SEXUAL HARASSMENT POLICY





Principal
Shivchhatrapati College,
Aurangabad

ANTI-SEXUAL HARASSMENT POLICY

Introduction:

- ❖ Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and / or intimidated.
- ❖ The institute is dedicated to preserve an environment that encourages and fosters appropriate conduct among all persons and respect for individual values. The institution makes it a point that none of its stakeholders undergoes any sort of harassment. Thus, it enforces Anti-Harassment Policy and Complaint Procedures at all levels in order to create an environment free from discrimination, harassment, retaliation and/or sexual assault.
- ❖ The institute prohibits discrimination, harassment (including sexual/gender harassment), sexual assault and retaliation against employees, students and other third- parties conducting business with the college.
- ❖ The institute has a committee constituted in response to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress) Act, 2013.
- ❖ Legal aid classes are regularly provided to the students about the sexual and gender-based violence.
- ❖ To ensure gender equality female students are adequately represented in the various faculties of the college.
- ❖ In handling claims made under this policy, the institute may incorporate behavioral standards that are established by related policies.
- ❖ Any girl student/employee who believes that they have been subjected to harassment (including sexual/gender harassment) prohibited by this policy, or any employee or student who has witnessed such harassment, retaliation, or sexual assault, should immediately report the circumstances to the principal who is the head of the Internal Complaint Committee or to the immediate superior authorities as fast as possible.




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Policy statement:

“Shivchhatrapati College, Aurangabad is committed to provide a safe environment for all its stakeholders free from discrimination on any ground and from harassment at work including sexual harassment. The institution will work for a zero tolerance policy for any form of sexual harassment in the workplace and treat all incidents seriously and promptly investigate all allegations of sexual harassment.

Aims and objectives:

- ❖ To create and maintain a healthy environment at the work place.
- ❖ To prevent the cases of sexual harassment at work place.
- ❖ To take disciplinary action in case if any.

Mechanism:

Any person found to have sexually harassed, the person will face disciplinary action, up to and including dismissal from employment. All complaints of sexual harassment will be taken seriously with a prompt action. The complaint can be resolved with a formal mechanism of complaint till to get a satisfactory outcome for the victim.

As per the guidelines of UGC for the prevention, prohibition and redressal of sexual harassment of women employers and students in higher educational institutions Regulations 2015, the existing Sexual Harassment Redressal Committee (RC) is renamed as Internal Complaints Committee (ICC) or simply internal committee so as under to deal with the complaints relating to sexual harassment at work place. Shivchhatrapati College, Aurangabad has an INTERNAL (COMPAINTS) COMMITTEE (IC) which looks after such grievances.

Objectives of the IC:

- To implement the policy of anti-sexual harassment in college campus.
- To maintain a safe and healthy atmosphere for women and girls at work place.
- To provide justice to the victims if any.




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Composition of the Internal (Complaint) Committee:

The IC at Shivchhatrapati College is constituted as shown below:


Sr. No.	Name	Designation
1.	Dr. R. P. Pawar	Principal (Chairperson)
2.	Dr. S. S. Jadhav	Presiding Officer
3.	Adv. Mrs. R. R. Mane	Member
4.	Mrs. Manisha Rautmare	Member
5.	Dr. Savita Londhe	Member
6.	Mr. Akash Raut	Student Representative
7.	Ms. Neha Dandge	Student Representative

Principal of the college is the Chairperson of the committee. The functioning of the committee is coordinated by the Presiding Officer. There is an advocate as the invited member, two more staff members along with student representation.

Functions of IC:

- Strict adherence to the anti-sexual harassment policy.
- To conduct regular meetings of the cell
- To organize programs on anti-sexual harassment and safety at workplace
- To overview the complaints of sexual harassment if any.
- To conduct enquiry of all reported cases and / or complaints if any and provide justice to the victims.
- To submit the preliminary enquiry report to the Principal along with recommendation of possible punishment.




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Implementation of the policy:

- Shivchhatrapati College, Aurangabad (SCCA) is very strict to implement the anti-sexual harassment policy.
- In case of serious cases, including physical violence, SCCA take necessary action including immediate dismissal of the harasser.
- Awareness regarding the laws and punishment is displayed in the college campus.
- Conducting of regular awareness programs.
- Regular meetings of the IC are held from time to time
- Conducting of preliminary discussion and taking necessary action.

Shadhar
Presiding Officer
Presiding Officer
Internal Committee
Shivchhatrapati College, Aurangabad

Rajmane
IQAC Co-ordinator
Shivchhatrapati College,
N-3, CIDCO, Aurangabad-431003 (M.S.)



[Signature]
Principal
Principal
Shivchhatrapati College,
Aurangabad