

Shri Shivaji Education Society, Amravati's

Matoshree Vimalabai Deshmukh Mahavidyalaya, Amravati

Internal Quality Assurance Cell (IQAC)

Anti – Sexual Harassment Policy



Shri Shivaji Education Society, Amravati's
Matoshree Vimalabai Deshmukh Mahavidyalaya

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NAAC Accredited By Grade 'B' with CGPA 2.31 (2nd Cycle)

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Anti-Sexual Harassment Policy

Shri Shivaji Education Society Amravati's Matoshree Vimalabai Deshmukh Mahavidyalaya, affiliated to the Sant Gadge Baba Amravati University Amravati, is committed to provide a safe environment for all its women employees and students, free from discrimination on any ground and sexual harassment. The college will implement a zero tolerance policy for any form of sexual harassment in the college campus. All complaints will be taken seriously and investigation will be done with respect and confidential manner.

Definition of Sexual Harassment: -

In the pursuance of the judgement of honorable supreme court of India date 30/11/ 2012 appeal no. 8513/2013, letter no. SGBAU /7-D/428/13, dt. 20/02/2013 and UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015. Matoshree Vimalabai Deshmukh Mahavidyalaya has ICC (Internal Complaint Committee). ICC follows the rules, regulations, procedure and any other instruments by which its function will be updated and will be revised time to time. This ICC will take an appropriate decision regarding making complaints, conducting inquiry, interim Redressal, punishment and action against complaints.

Under the direction of the Regulation 2015, sexual harassment is an unwelcome conduct of a sexual nature which makes a person feels offended, humiliated and intimidated. It involves one and more incident and actions of sexual harassment which may be physical, verbal and nonverbal as-

- Unwelcome physical contact, physical violence
- to Solicit sexual favours
- Comments on appearance, age, private life
- Sexual comments jokes stories etc
- Unwanted social invitation
- Sending or displaying sexually explicit message, materials, gestures
- Whistling
- Leering

Actions to be taken by ICC on the receipt of the harassment incidents.

Supportive Measures: -

- Publicly notify the position against sexual harassments
- Organisation of workshop seminars guest lectures for employees and students for ensuring the safety of women and gender sensitization.
- Constitution of ICC displaying prominently at vintage place or notice board to make aware about the mechanism for Redressal of complaints pertaining to sexual harassment with contact details.
- Prepare and monitor the annual status report of ICC.

Complaint Mechanism: -

- While carrying out the invention ICC will,
- Interview the victim and other relevant party
 - Decide whether harassment incident took place or not
 - Report detailing the invention
 - Decide the appropriate remedy
 - Keeping the record of action taken.

Complaint Procedure: -

- Anyone who is subject to sexual harassment should inform to ICC which will
- Immediately record the date time and facts
 - Ascertain the views of victim
 - Ensure the victim understood the procedure
 - Discussion on the next step.
 - Respect the victim.

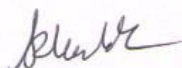
Disciplinary Measures: -

Anyone who has been found to have harassed under the terms of this policy, will liable to any of the one directed in the "Regulation 2015" depending on the facts of incident of sexual assault.



Co-ordinator
DR. S. D. THAKARE
IQAC M.V.D.M.
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Matoshree Vimalabai Deshmukh Mahavidyalaya
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Convenor

Internal Compliant Committee



Principal

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