



Shri Shivaji Education Society, Amravati  
**Matoshree Vimalabai Deshmukh Mahavidyalaya**

Shivaji Nagar, AMRAVATI - 444 603 (M.S.)  
Re-Accredited with 'B' Grade By NAAC

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M.A., D.Phil., LL.D., Bar-Act-Law

Outward No. MVDM/.....

Date : .....

## **Sexual harassment policy**

### **Prevention of Sexual Harassment of Women at Workplace:**


#### **PREAMBLE:**

A policy by Matoshree Vimalabai Deshmukh Mahavidyalaya, Amravati committed to create an environment in which students, teachers and non-teaching staff can work together in an environment free of violence, Sexual harassment and exploitation. This includes all forms of gender violence, Sexual harassment on the basis of Sex /Gender.

#### **SCOPE:**

Policy for maintaining gender violence, sexual harassment and discrimination on the basis of sex and gender.

#### **OBJECTIVES OF THE POLICY:**

  
**DR. S. D. THAKARE**  
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Amravati





Principal

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- 1) To fulfill the directive of the Supreme Court and respective UGC guidelines enjoying all employers to develop and implement a policy against Sexual Harassment at work place.
- 2) To create a secure physical and social environment that will prevent acts of Sexual Harassment.
- 3) To promote a social and Psychological environment this will raise awareness about Sexual Harassment in different forms.
- 4) To generate public opinions against Sexual harassment and all forms of gender based violence.
- 5) To deal with cases of Sexual Harassment in a time bound manner.
- 6) To evolve a permanent mechanism for the prevention and redressal of Sexual Harassment cases and other acts of gender based violence.

### **DEFINITION OF SEXUAL HARASSEMENT:**

The following constitutes Sexual Harassment.

- Unwelcomed sexual advances: Physical, verbal or non- verbal conduct of sexual abuse.
- Demand or request for sexual favors.
- Making sexually colored remarks.
- Physical contact
- Showing Pornography

### **JURISDICTION:**

The rules and regulations outlined in this policy shall be applicable to all complaints of Sexual Harassment made by a member - whether the harassment is supposed to have taken place within or outside the campus.

### **DEFINITION:**

- 1) Members include Students, Professors, non- teaching staff of the college.



- 2) Student means a person pursuing a degree program, research programs.
- 3) Professor / Teachers - Any person from the staff who is appointed in teaching whether full-time, temporary, part time or visiting faculty.
- 4) Non-teaching staff includes any person who is not included in the category of teachers but working in the college campus.

## **COMPOSITION OF THE ANTI- SEXUAL HARASSMENT COMMITTEE:**

- 1) Chairperson of the committee will be principal of the college.
- 2) The committee Coordinator shall be headed by a senior women faculty of the college.
- 2) The committee shall have 2 senior woman faculty and one senior male faculty member.
- 3) The committee shall have one male member from non-teaching one female member from non-teaching.

## **PROCEDURE TO BE FOLLOWED BY THE COMMITTEE:**

- 1) The committee shall meet as and when any complaint is received.
- 2) The committee shall meet at least once every academic year.

  
D.C.S. DETHAKARE  
Coordinator, I.O.A.C.  
Amravati  
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