



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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Dr. Panjabrao alias Bhausaheb Deshmukh
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:


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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.


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