



**Shivneri Mahavidyalaya, Shirur Anantpal, Dist. Latur,  
413544.**

**Policy Documents of Women's Sexual Harassment Committee  
Women's Sexual Harassment Committee**

Sr. No.	Name of Member	Designation
1	Dr. Dhalgade A. B.	Chairman
2	Dr. Shinde J.U.	Coordinator
3	Dr. Wagalgave H. D.	Member
4	Dr. Ingle A. R.	Member
5	Dr. Suryawanshi N. B.	Member
6	Mrs. Kharobe V. B.	Member
7	Mrs. Jadhav S. T.	Member

**PRINCIPAL**  
Shivneri Mahavidyalaya  
(Arts, Commerce & Science)  
Shirur Anantpal, Dist. Latur (M.S.)



**Introduction:-** The Women's Sexual Harassment Committee at Shivneri Mahavidyalaya, Shirur Anantpal, Dist. Latur, is committed to fostering a safe and inclusive environment for all individuals associated with the institution. The committee's policy revolves around creating a workplace and educational atmosphere free from any form of sexual harassment, where every member feels respected, secure, and empowered. The key components of the policy include:

**Prevention and Awareness:** The committee is dedicated to conducting regular awareness programs, workshops, and training sessions to educate the members of the institution about the various forms of sexual harassment, its impact, and preventive measures.

**Complaint Mechanism:** The committee ensures the establishment of a confidential and efficient complaint mechanism where individuals can report incidents of sexual harassment without fear of reprisal. The procedure includes a fair and impartial inquiry process.

**Support Systems:** A critical aspect of the policy involves providing support to victims of sexual harassment. The committee ensures the availability of counseling services and assistance throughout the resolution process.

**Strict Confidentiality:** The committee is committed to maintaining the confidentiality of the complainant and all parties involved. The identity of those reporting incidents will be protected to the fullest extent possible.

**Zero Tolerance:** Shivneri Mahavidyalaya adopts a zero-tolerance approach towards any form of sexual harassment. Perpetrators will face appropriate disciplinary action, ranging from counseling to legal consequences, depending on the severity of the offense.

**Regular Monitoring and Review:** The committee continuously monitors the effectiveness of the policy, making necessary adjustments as required. Regular reviews ensure that the policy remains relevant and aligned with the evolving needs of the institution.

**Education and Sensitization:** Beyond prevention, the committee emphasizes the importance of education and sensitization programs to create a culture that respects diversity, promotes gender equality, and condemns any form of harassment.

This policy demonstrates Shivneri Mahavidyalaya's firm commitment to upholding the rights and dignity of all individuals associated with the institution. By establishing proactive measures, providing support, and maintaining a stringent stance against sexual harassment, the Women's Sexual Harassment Committee strives to create a conducive and respectful environment for everyone.

  
PRINCIPAL

Shivneri Mahavidyalaya