



Guru Vishwambharkrupa Bahuuddeshiya Shikshan Prasarak Mandal Lakkadjawalga's

SHIVNERI MAHAVIDYALAYA,
SHIRUR ANANTPAL, DIST. LATUR- 413544

POLICY DOCUMENT OF
WOMEN SEXUAL HARASSMENT (ICC)
(ZERO TOLERANCE POLICY)

**ASSIST AND EDUCATE GIRLS STUDENTS TO HANDLE MENSTRUATION
PHYSICALLY AND PSYCHOLOGICALLY**

INTERNAL QUALITY ASSURANCE CELL



Introduction

Sexual harassment of women in the workplace is a pervasive and serious issue that has garnered increased attention and recognition in recent years. It refers to any unwelcome behavior of a sexual nature that creates an intimidating, hostile, or offensive work environment for women. This form of harassment can take various forms, including verbal, non-verbal, and physical conduct, and can occur between individuals of different hierarchical levels or among peers.

The introduction of sexual harassment policies and legal frameworks has aimed to address and prevent such behavior in the workplace. These policies typically define sexual harassment, outline prohibited conduct, and establish procedures for reporting complaints and seeking redressal. Additionally, they often emphasize the importance of creating a workplace culture that promotes respect, equality, and dignity for all employees.

Despite increased awareness and efforts to combat sexual harassment, it remains a significant challenge in many workplaces worldwide. Factors such as power imbalances, gender stereotypes, and organizational cultures that tolerate or condone harassment can contribute to its prevalence. Moreover, fear of retaliation, social stigma, and lack of confidence in the effectiveness of reporting mechanisms may deter victims from coming forward with their experiences.

Addressing sexual harassment of women at the workplace requires a multi-faceted approach that involves proactive prevention strategies, robust policies and enforcement mechanisms, and a supportive organizational culture. Employers have a legal and ethical responsibility to provide a safe and harassment-free work environment for all employees, and fostering an inclusive and respectful workplace culture is essential in achieving this goal.

Zero-tolerance policy

Shivneri Mahavidyalaya is dedicated to fostering a campus environment where every individual feels safe, respected, and valued. To achieve this goal, the institution conducts extensive awareness programs across the campus aimed at educating students, faculty, and staff about its policies regarding student grievances, with a particular emphasis on a zero-tolerance approach towards any form of harassment.

These awareness programs encompass various formats such as workshops, seminars, training sessions, posters, and informational campaigns. Key components of these initiatives include

Workshops and Seminars: Shivneri Mahavidyalaya organizes workshops and seminars focusing on topics such as understanding different forms of harassment, recognizing signs of harassment, reporting procedures, and the consequences of engaging in harassment behavior. These events feature



exper, speaker, panel discussions, and interactive activities to engage participants and enhance understanding.

Training Sessions: The institution provides regular training sessions for faculty and staff members to ensure they are equipped with the knowledge and skills necessary to address and prevent harassment effectively. These sessions cover topics such as handling complaints, supporting victims, maintaining confidentiality, and promoting a culture of respect and inclusivity.

Posters and Informational Campaigns: Visual aids such as posters, banners, and informational materials are displayed throughout the campus to raise awareness about the institution's policies on harassment and the importance of speaking up against such behavior. These materials convey messages of solidarity, support, and empowerment to encourage individuals to take action if they witness or experience harassment.

Interactive Discussions and Debates: Shivneri Mahavidyalaya encourages open dialogue and discussion on issues related to harassment through interactive sessions and debates. These platforms provide opportunities for students, faculty, and staff to express their opinions, share experiences, and brainstorm solutions to address harassment effectively.

UGC regulations of Prevention, Prohibition and Redressal sexual harassment of women in the workplace

The University Grants Commission (UGC) issued regulations in 2009 aimed at curbing the menace of sexual harassment of women in the workplace specifically within higher educational institutions. These regulations, titled "UGC Regulations on Curbing the Menace of Sexual Harassment of Women in the Higher Educational Institutions, 2009," set forth guidelines and procedures for preventing and addressing incidents of sexual harassment.

Sexual Harassment of Women at Workplace (Prevention of Sexual Harassment) act, 2013

The Prevention of Sexual Harassment of Women at Workplace Act, enacted in 2013, is a significant legislative measure aimed at combating sexual harassment in workplaces across India. The Act provides a comprehensive framework for the prevention, prohibition, and redressal of sexual harassment incidents. It defines sexual harassment broadly, encompassing various forms of unwelcome behavior of a sexual nature, and mandates the constitution of Internal Complaints Committees (ICCs) in workplaces with ten or more employees. These ICCs are responsible for receiving and investigating complaints, ensuring confidentiality, and providing recommendations for action to the employer.



Employers are obligated under the Act to provide a safe working environment free from sexual harassment and to undertake preventive measures such as awareness programs and displaying notices about the Act. The Act also outlines a complaint mechanism that allows victims to file complaints without fear of retaliation. Upon receiving a complaint, the ICC conducts an inquiry and submits recommendations to the employer, who is required to act upon them within a specified timeframe.

Non-compliance with the Act can lead to penalties, including fines and cancellation of business licenses. The Act emphasizes the importance of preventive measures, such as sensitization programs, to create awareness about sexual harassment and foster a culture of respect and equality in the workplace. Overall, the Act plays a crucial role in promoting gender equality and ensuring the safety and dignity of women in the workplace.

Sexual Harassment Complaints Registration

National Commission for Women

The complaints of Sexual Harassment are being registered through the following means:

<http://ncwapps.nic.in/onlinecomplaintsv2/>

Contact us

complaintcell-ncw@nic.in

+91-11-26944880

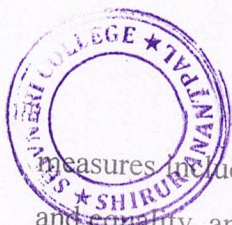
+91-11-26944883

Social Media platforms, news, reporters, influencers, social workers among others

1. The Internal Complaints Committee will enquire into all types of cases relating to Sexual Harassment of Women/ Student at work place submitted by women employees/ student of the Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur.
2. The Internal Complaints' Committee will dispose the complaints for redressal of the grievance made by a women employee/ student of the Shivneri Mahavidyalaya, in a time bound manner.
3. If the matter involves students, three students, who shall be enrolled at the undergraduate, master's and research scholar level respectively, be elected through transparent democratic procedure.
4. The term of office of the ICC shall be three years from the date of its constitution.
5. Women employee / students may submit their complaints regarding Sexual Harassment at Workplace to the ICC directly

Objectives

Prevention: The primary objective of the Act is to prevent incidents of sexual harassment in the workplace by establishing a legal framework that mandates preventive measures. These



Measures include creating awareness about sexual harassment, promoting a culture of respect and equality, and implementing policies and procedures to deter such behavior.

Prohibition: Another key objective of the Act is to prohibit sexual harassment in all forms within the workplace. It defines sexual harassment comprehensively and makes it illegal for any individual, whether an employer, employee, or third-party, to engage in behavior that constitutes sexual harassment.

Redressal: The Act aims to provide an effective mechanism for redressing complaints of sexual harassment. It mandates the constitution of Internal Complaints Committees (ICCs) in workplaces to receive and investigate complaints impartially and provide recommendations for appropriate action to the employer.

Empowerment: By providing a legal framework for addressing sexual harassment, the Act seeks to empower women in the workplace. It encourages victims to come forward and report incidents of harassment without fear of retaliation, ensuring that their rights and dignity are protected.

Promotion of Gender Equality: One of the underlying objectives of the Act is to promote gender equality in the workplace. By addressing sexual harassment, which disproportionately affects women, the Act contributes to creating a more inclusive and equitable work environment where all individuals are treated with dignity and respect.

Activities

Workshops and Seminars: Shivneri Mahavidyalaya organizes workshops and seminars focusing on topics such as understanding different forms of harassment, recognizing signs of harassment, reporting procedures, and the consequences of engaging in harassment behavior.

Informational Campaigns: Visual aids such as posters, banners, and informational materials are displayed throughout the campus to raise awareness about the institution's policies on harassment and the importance of speaking up against such behavior. These materials convey messages of solidarity, support, and empowerment to encourage individuals to take action if they witness or experience harassment.

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Punishment Provisions

As an educational institution, Shivneri Mahavidyalaya Shirur Anantpal would be subject to the provisions of the Prevention of Sexual Harassment of Women at Workplace Act, 2013. The Act lays down punishment provisions for organizations, including educational institutions, that fail to comply with its regulations regarding the prevention and redressal of sexual harassment incidents. These punishment provisions may include:

Monetary Penalty: The Act allows for the imposition of monetary fines on the institution in cases where sexual harassment is proven, and the institution is found to have failed in its duty to prevent or address such incidents adequately.

Administrative Actions: The Act empowers the District Officer or other competent authorities to take administrative actions against the institution. This could include issuing warnings, suspending or revoking licenses, or other necessary administrative measures to ensure compliance with the Act.

Compensation: In addition to any penalties imposed on the institution, the Act also provides for the payment of compensation to the victim(s) of sexual harassment. This compensation aims to provide redress for the harm suffered by the victim(s) and may include monetary damages for loss of income, mental anguish, and other related expenses.

Legal Action: Institutions found to be in violation of the Act may also face legal action, including civil suits filed by victims seeking damages for harm suffered as a result of sexual harassment and its aftermath.

It's important for educational institutions like Shivneri Mahavidyalaya Shirur Anantpal to ensure strict adherence to the provisions of the Act, including the establishment of Internal Complaints Committees (ICCs), conducting regular awareness programs, and promptly addressing any complaints of sexual harassment. Failure to do so not only exposes the institution to legal liabilities and penalties but also undermines the safety and well-being of its students, faculty, and staff.



Statutory and Regulatory Bodies

Shivneri Mahavidyalaya, Shirur Anantpal, is overseen by a committee consisting of the following members:

Sr. No.	Name	Designation
1	Dr. A. B. Dhalgade	Chairman
2	Dr. J. U. Shinde	Co-Ordinator
3	Mrs. V. B. Kharobe	Member
4	Mrs. S. T. Jadhav	Member
5	Dr. N. B. Suryawanshi	Member
6	Dr. H. D. Wagalgave	Member


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