



M.S.P. Mandal's

Balbhim Arts, Science and Commerce College, Beed.431122

POLICY & GUIDELINES FOR
PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORK PLACE

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment committee has been established by Balbhim Arts Science and Commerce College Beed, to provide a healthy and congenial atmosphere to the staff and students of the College.

Objective:


- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To work out details for the implementation of the policy to prepare a detailed plan of actions, both short and long term.
- To organize gender sensitization awareness programmes.
- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To advise complainants of the informal and formal means of resolution as specified by the cell.

Procedure:

The Cell deals with issues relating to sexual harassment at the Balbhim Arts, Science and Commerce College, Beed. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the chairman of the Committee. If the complaint is made to the Principal or any of the Committee members, they may forward it to the chairman of the Committee against Sexual Harassment. It should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome sexually determined behavior whether directly or by implication as

- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks:
- Showing pornography
- Others unwelcome physical verbal or non-verbal conduct of a sexual nature (Vishakha Judgment by Supreme Court)




Principal
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The following is also sexual harassment and is covered by the committee

- Eve-teasing, Unsavory remarks, Jokes causing or likely to cause awkwardness or embarrassment, Innuendos and taunts; Gender based insults or sexist remarks.
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and, touching or brushing against any part of the body and Displaying pornographic or other offensive or derogatory pictures, cartoons, Pamphlets or sayings, Forcible physical touch or molestation and Physical confinement against one's will and any other act likely to violate one's privacy.

What to do:

If you feel you are being sexually harassed

Know your rights:

- Sexual harassment is illegal, both the law of the land and UoH prohibit sexual harassment.
- Speak up, try telling the person to stop. State clearly and firmly that you want a particular behavior to cease. Get information and support.
- If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the college authorities without further loss of time.
- Keep records that might be useful for pursuing the case.

What not to do:

- Do not blame yourself, Sexual harassment is not something one brings on oneself is not a consequence of certain ways of dressing or acting is a violation of an individual's right to work and live with dignity
- Do not ignore it. Ignoring sexual harassment does not make it go away. Then harasser may misinterpret a lack of response as approval of the behavior
- Do not delay. Delay in action increases the probability that unwanted behavior will continue or escalate
- Do not hesitate to ask for help. Speaking may be preventing others from being harmed.




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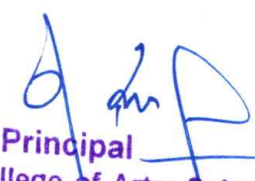
Responsibilities:

- Promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment and other acts of gender based violence.
- Organize awareness programmes and campaigns for the benefit of all members of the college on sexual harassment and gender based discrimination
- Fulfill the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment or gender based discrimination
- Receive and redress complaints received from any member of the college (including students, research scholars, staff, hostel residents and outsiders on college premises) alleging sexual harassment by another member(s) of the college
- Take so-moto cognizance of any act of sexual harassment or gender-based discrimination on the college campus and/or facilities and to take further action in this regard
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance
- Engage the services of a professional or other expert in the course of performing its functions
- Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential.

PREVENTION OF SEXUAL HARASSMENT COMMITTEE (2021-22)

Sr.No.	Name of Staff	Designation
1.	Principal V.G.Sanap	Member
2.	Dr.S.S.Undare	Member
3.	Dr. G.A.Mohite	Member
4.	Dr. Mrs.L.N.Rathod	Member
5.	Dr. Mrs.S.B.Khamkar	Member
6.	Dr. Mrs.S.G.Basole	Member
7.	Dr. Mrs.K.R.Desai	Member
8.	Mrs.Sandhya Bargaje	Member
9.	Mrs.U.K.Gade	Member
10.	Mrs.A.V.Waware	Member
11.	Mrs.S.S.Jadhav	Member
12.	Mrs.R.R.Gholap	Member
13.	Mr.P.P.Dawakr	Member
14.	Dr.Mrs.V.B.Kute	Chairperson



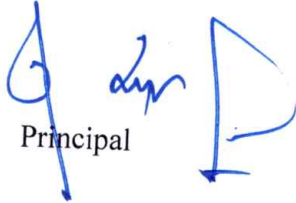

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Working of the Committee

- The PRINCIPAL shall appoint a chairperson and a secretary from amongst the members
- The Chairperson will be a woman. In the absence of the chairperson, Principal shall suggest acting chairperson of the particular meeting.
- The name of the members of the committee, along with their contact places and telephone numbers, e-mail id are displayed at all times at conspicuous place of the main notice board of each of the college premises and department notice boards.
- The committee will meet twice in a year.
- The chairperson has the power to call a special meeting on written request of not less than 1/3rd members with the consent of the Principal.
- The quorum for any meeting shall be at least three members.

Coordinator
(Women Cell)




Principal