



डॉ.शारद कुलकर्णी
प्राचार्य

दूरभाष:(02451)222004, 223080, (फि):222427
E-Mail : principalnutan@rediffmail.com

WOMEN'S RE-DRESSAL CELL

Introduction:

In agreement with the Ultimate Court Decision and strategies delivered in 1997 to deliver for the operative administration of the simple mortal right of gender equality and agreement beside sensual persecution and misuse, more mostly touching erotic irritation at efforts eats the University Grants Commission (UGC) has delivered circulars since 1998 and maintaining the portrayal of the Sexual Harassment of Women at Workplace (Avoidance, Exclusion and Redressal Act – EroticPestering Act in April 2013) to all the universities, counselling them to found a stable cell /group and to casing strategies to struggle erotic annoyance, strength beside women and teasing at the universities and colleges.

It has extraguided the universities to be positive by evolving a favourable heaven on the campus, where the women are valued and they are frozen with pride. As per the strategies of UGC and the Superlative Court, a Committee against Sexual Harassment/ (ICC) Internal Complaints Committee (SH) at GRI has been recognized to deliver a strong and affable heaven to the work and students of the University.

The ICC (SH) is committed to:

- Detecting the rule on SensualIrritation
- Alerting the estatepublic on gender problems
- Talkingprotests from sufferers the purposes of ICC (SH)
- Prevent decision and sensual pestering beside women, by endorsing femininity friendship between students and employees
- Progress the plans and averages for a strategy against sensualpestering. Work out eventsfor battling sexual harassment and operation of the rule
- Createreferences to Honourable Vice Chancellor for changes/amplifications in the Procedures for students in the Brochure and the Bye-Laws, to create them femininity just.
- Unqualified down processes for the exclusion, determination, clearance and hearing of acts of perception and sexual harassment against women, students and the employees

- Arrangement with cases of judgment and sexual harassment against women in a time certain manner directing at confirming support facilities to the target.
- Praise appropriate disciplinary action against the embarrassed
- Organize a comprehensive plan of exploit, both dumpy and lengthy period.



Committee Members:

Name			Designation	
Dr.Sharad S. kulkarni			President	
Dr.Nirmala S. Padmavat			IQAC coordinator	
Prof. A.C. Patki			Coordinator WRC	
Dr. K.S. Niralwad			Teacher Representative	
Miss. U. R. Kadam			Office Superintendent	
Mrs. D. R. Shere			Non-teaching Representative	

The Laws on Sexual Harassment the Supreme Court, which regards sexual harassment as a violation of human rights and as a form of systematic discrimination against women, has issued guidelines to prevent, as well as punish, perpetrators of sexual harassment. It is legally mandatory for employers and administrators to deploy measures for combating and redressing incidents of sexual harassment in their organizations.

The committee is set to deal with instances of sexual harassment within its precincts has decided that aggrieved women can send their complaints to it by post or email.

Sexual Harassment-Definition

According to the Supreme Court, sexual harassment is defined as "unwelcome sexually determined behaviour" such as:

- Physical contact, and making advances
- A demand or request for sexual favours
- Sexually oriented remarks
- Showing pornography
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

In short, the definition of sexual harassment is broad enough to include all kinds of offensive, hostile, threatening, humiliating and exploitative language, gestures and conduct



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

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

1. Objective of the Women's Grievance Redressal Cell

1.1 The Cell will deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college.

1.2 The Cell shall process all the individual complaints and take immediate suitable action.

1.3 The Cell will provide assistance to the Faculty/Colleges for taking preventive steps in the matter of gender discrimination and sexual harassment.

1.4 The Principal will be the Chairman of the Cell and may appoint members of the cell.

1.5 The Cell may form / review the guidelines / policy for Redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.

2. Grievance Procedure

2.1 Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting the complaint in the Principal's office.

2.2 The complaint will be afforded full confidentiality at this stage.

2.3 After receiving the complaint, the chairman shall convene the meeting of the cell.

2.4 The chairman will appoint investigation committee, Coordinator will convene the meetings.

2.5 The investigation committee shall then decide the course of action to proceed.

2.6 The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by complainer /her representative.



2.7 In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee, heard and if satisfied that a warning is just and proper, he will be warned about his behaviour and non-occurrence of it. In case the complainer requests that the complaint should be proceeded with beyond mere a warning, the same may be proceeded with in the manner prescribed hereafter.

3. Procedure for investigation

3.1 If the complainer wishes to proceed beyond a mere a warning to the accused, the accused shall be given in writing by the enquiry committee an opportunity to explain within one week why he should not be, for good and sufficient reasons, be punished for the act of sexual harassment on his part.

3.2 If the written description of the indicted is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offence deserves a minor penalty or a major penalty.

3.3 In the event that the investigation committee deciding that the accused be forced a minor penalty, the said penalty will be recommended by the investigation committee to the chairman of the cell for decision.

3.4 If the investigation committee comes to a conclusion that the accused in case if his guilt proved, should be imposed a major penalty, it shall make a recommendation of action. If the accused is an employee, he may be placed under suspension under the provisions of act.

3.5 If a person is charged with physical molestation or rape on college / society's premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of Indian penal code.

4. Punishment for sexual harassment

4.1 Any member of the

Organization community (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misbehaviour as prescribed under government/ university rules.



4.2 A student guilty of sexual harassment shall be liable for any of the following penalties:

- a) Warning or reprimand.
- b) Suspension from university/ college for a period of one month.
- c) Debarment from appearing for the examination for a period up to three years.
- d) Rustication from the university as the case may be.
- e) Any other punishment as defined by the government/ university act.

Dr. Padmevat

Dr. Padmevat N.S.
IQAC co-ordinator

IQAC Co-Ordinator
Nutan Mahavidyalaya, Sahi (MS)

Smt. Patki

Smt. Patki A.C.
Co-ordinator of WRC.