

Gondia Education Society's

M. B. Patel College of Arts Commerce & Science, Sadak Arjuni

POLICY DOCUMENT ON STUDENT GRIEVANCES & SEXUAL HARASSMENT

1. Implementation of guidelines of statutory/regulatory bodies .(Sexual Harassment)

Gondia Education Society's M. B. Patel College of Arts Commerce & Science, Sadak Arjuni is committed to generating and maintaining a healthy community in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and pressure. This includes all forms of gender related violence, sexual harassment, and discrimination on the basis of sex/gender.

M. B. Patel College, Sadak Arjuni is committed to the right to freedom of expression and association, it also strongly supports gender equality and opposes any form of gender discrimination and violence. The Supreme Court of India, in 1997, in the Vishakha Judgment, for the first time, acknowledged sexual harassment at the workplace as a human rights violation. The Supreme Court relied on the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

In its judgment, the Supreme Court outlined the Guidelines making it mandatory for employers to provide for sympathetic and non-punitive mechanisms to enforce the right to gender equality of working women. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been made effective on December 9, 2013 by way of publication in the Gazette of India. The Sexual Harassment Act has been enacted with the objective of providing women protection against sexual harassment at the workplace and for the prevention and redressal of complaints of sexual harassment. Sexual harassment is considered as a violation of the fundamental right of a woman to equality as guaranteed under Articles 14 and 15 of the Constitution of India and her right to life and to live with dignity as per Article 21 of the Constitution. The right to practice or to carry out any occupation, trade or business in a safe environment free from harassment is guaranteed under Article 19(1)(g) of the Constitution. The definition of sexual harassment in the Sexual Harassment Act is in line with the Supreme Court's definition in the Vishakha Judgment and includes any unwelcome sexually determined behaviour such as physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, or any other unwelcome physical verbal or non-verbal conduct of sexual nature. The Sexual Harassment Act stipulates that a woman shall not be subjected to sexual harassment at any workplace.

As per the statute the following may amount to sexual harassment.

1. Presence or occurrence of circumstances of implied or explicit promise of preferential treatment in employment.

2. Threat of detrimental treatment in employment.
3. Threat about present or future employment.
4. Interference with work or creating an intimidating or offensive or hostile work environment, or
5. Humiliating treatment likely to affect the lady employee's health or safety.

In view of the guidelines of the Vishakha Judgement 1997 against sexual harassment and as mandated by the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Gazette of India), M. B. Patel College, Sadak Arjuni has constituted a Committee Against Sexual Harassment (Internal Complaints Committee) effective from 20th of April 2023. The Committee comprises faculty, administration, service staff and students' representatives. Besides internal representation, the Committee has invited external NGO representative. The internal Complaints Committee (ICC) has been constituted in the college for the prevention of sexual harassment of women at the workplace (Prevention, Prohibition, and redressal) and Maharashtra State Commission for Women ,(January,2017) UGC norms and RTMNU Circular ,dated 20th February,2018 .The ICC meets on a need basis to address any complaints from students, teaching and non- teaching members and takes action. The college has a zero tolerance policy towards any such transgression. The institute is committed to providing a safe and conducive or and academic environment to students and employees and is extremely alert to matters pertaining to any kind of harassment and gender sensitivity.

Role of the Committee

The role of the committee is as under.

1. To prevent discrimination and sexual harassment against women, by promoting an harmonious and safe environment for girl students and employees of the college.
2. To deal with cases of discrimination and sexual harassment against women, in a time bound manner (90 days), aiming at ensuring support services to those victimized and initiate action against perpetrators.
3. To recommend appropriate action (punitive) against the guilty party to the Principal.

Procedure for Approaching Committee

- The Committee deals with issues relating to sexual harassment at the college. 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.

- Complain can be hand written or typed on paper. Complaint may be addressed to the Convener of the Committee or to the Principal .
- Nature of complaints should be clearly stated.
- Students can contact any internal member of ICC and handover the complaint.
- Students can e-mail the complaint on the given e-mail ID mbpatelsadakarjuni@gmail.com

Working of ICC

- Confidentiality will be maintained while dealing with the complaints.
- Only matters related to sexual harassment and or discrimination of staff and students will be under the jurisdiction of ICC .
- Committee will take all necessary action and to assist the support to victim in terms of support and preventive measures.
- Committee shall comply with the procedure prescribed in the UGC Regulations and the sexual harassment act for further action.

The institution has a transparent mechanism for timely redressal of sexual harassment

Aim of ICC – Aim of the ICC is Prevention, Prohibition and Redressal of Sexual Harassment .

Objectives

1. To create awareness about Prevention, Prohibition and Redressal of Sexual harassment
2. Harassment by organizing awareness programmes.
3. Redressal of cases of sexual harassment if any.
4. To provide counselling for wellbeing and holistic development of girl students .
5. Sensitization on gender related issues.
6. To take action as per rules and regulations of UGC.

Organisation of wide awareness and undertakings on policies with zero tolerance.

An awareness is created among the all stakeholders regarding the policy of Sexual harassment and no any incidence will be tolerated by the authorities in the college. Workshop/Skits/Webinars/guest lecture etc. are organized to create awareness. A poster is displayed at the entrance of the college including ICC Committee composition and mobile numbers.