



Policy on Prevention of **Sexual Harassment**



R.C.Patel Arts, Commerce and Science
College, Shirpur

Policy on Prevention of Sexual Harassment

1.0 Preamble:

R.C.Patel Arts, Commerce and Science College, Shirpur is committed to zero tolerance policy on sexual harassment of women at workplace. The Institution shall maintain a community in which students and employees can work together in an environment free of violence, harassment, exploitation, intimidation and stress. This includes all forms of gender violence, sexual harassment and discrimination on the basis of sex/gender or amongst the same sex members.

2.0 Objectives:

Policy on Prevention of Sexual Harassment is prepared keeping the following objectives in view:

- To comply with the directives of the Honourable Supreme Court of India.
- To establish an effective mechanism for the Prevention and Redressal of Sexual Harassment cases and other acts of gender-based violence at the College.
- To create and foster an environment at the College that is completely free of sexual harassment in its various forms and to generate public opinion against all forms of gender-based violence.
- Acts amounting to Sexual Harassment.

This policy on "Sexual Harassment" shall include:

- (a) Unwelcome sexual advances committed through requests for sexual favours, and/or verbal or physical conduct of a sexual nature made, either explicitly or implicitly, in return for a term or condition of teaching/guidance, employment, participation or evaluation of a person's engagement in any college activity;
- (b) Unwelcome sexual advances committed through verbal, non-verbal, or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or through e-mail or any other communication medium, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature, have the purpose or effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive environment;
- (c) Forcible physical touch or molestation; Eve teasing, innuendos and taunts, physical confinement against one's will and any other act to impinge upon one's privacy;

- (d) Any act or conduct of a person in authority and belonging to one sex which denies or would deny equal opportunity in pursuit of education or career development, or otherwise making the environment at the college hostile or intimidating to a person belonging to the other/same sex.

3.0 The Scope of the Policy:

- This Policy shall be applicable to all allegations of Sexual Harassment made by a student, against a student, employee or third party, irrespective of whether Sexual Harassment is alleged to have taken place within or outside the college premises.
- The Institute constituted Committee for Prevention of Sexual Harassment shall take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the offender, if necessary.
- The disciplinary action shall be commensurate with the nature of the violation and could be in the form of warning, suspension or even expulsion from the college.

4.0 The Committee and Operational modalities:

The Constitution of the College Committee for Prevention of Sexual Harassment (Annexure-I), its responsibilities and procedures shall be in accordance with -

- (i) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (ii) The University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Educational Institutions) Regulations, 2015.
- (iii) Maharashtra Public Universities Act, 2016, Section 56 (Mechanism for Prevention of Sexual Harassment of Teachers, Employees, Students of University and affiliated colleges and Redressal of Grievances).

Principal,
R.C.Patel Arts, Commerce and Science College,
Shirpur