

**ARTS, COMMERCE & SCIENCE COLLEGE,
HINGOLI-431513**

**Women Empowerment and Sexual Harassment Prevention
Committee – Policy Document**

Introduction:

Sexual harassment is a common form of violence that can cause enduring psychological harm. Both women and men are targets of such behavior, but evidence has shown that sexual harassment is primarily aimed at women.

Role of an educational institute is to keep level of abnormality under control. Intentional or unintentional misconducts do occur resulting in grievances. Timely, effective, efficient and unbiased redressal of the raised grievances is very much necessary. The system must be sensitive enough and proactive to identify unreported grievances. So, there is every need of a formal grievance redressal mechanism. This is a significant knowledge gap, as experiencing sexual harassment can derail a woman's or female students' educational attainment. The goal of this guidance note is to identify specific evidence-based recommendations that tertiary education institutions can use to prevent, report and respond to sexual assault and sexual harassment.

This is not intended to replace policies and/or institutional approaches to dealing with unacceptable behaviors, but rather to provide further advice on how to address these issues based on good practices from around the world. To the extent possible, institutions should refer to existing legislation, policies, codes of conduct and mechanisms already in place to prevent, report and respond to sexual assault and sexual harassment.

About Law

In writ petition (CRL) nos 666-670 of 1992 to prevent sexual harassment of women at work place. Hon. the guidelines in the decision given by supreme court were presented by the central government. In the said decision, there was a provision that these guidelines will remain binding on the government as law until such time as there is no law on these subjects. These guidelines were popularly known as the guidelines in the visakha judgement.

Accordingly, every government /semi government officers/corporations/institution etc. A women's grievance redressal or women empowerment and sexual harassment prevention committee was constituted at the place and the complaint of sexual harassment

were being investigated through the said committee. However now in order to prevent sexual harassment at workplace the central government (prevention prohibition and redressal Act-2013 and rules dated 9.12.2013). Women grivance redressal committee were proposed to be reformed government.

As per provision of the protection of women from sexual harassment (prevention, prohibition and redressal) Act -2013 and the rules dated 9.12.2013, every female having 10 or more officers /employees in its establishment shall have an internal grievance committee as follows should be constituted.

Name: Women Empowerment and sexual harassment committee

Abbreviated Name: women empowerment committee

Composition: To achieve better redressal of grievances, a committee is constituted.

1. Chairman: Principal of the College
2. Coordinator: Senior Teacher
3. Members:
4. Invitee Members: As per need

Objectives:

- Emphasis on organization of different kinds of programmes regarding personality development of women or female students.
- Mentoring for employment opportunities for women to stand on their own feet.
- To enable people to accept the right things without following the customs, traditions and superstitions of the society. Creating a scientific approach.
- To make girl students physically and mentally competent.
- To empower against sexual harassment in public places, workplace.
- To create awareness about the Prevention of Sexual Violence Act.

Functions:

- To consent the female students as well as redress grievances raised.
- Although there are national and international efforts to eliminate sexual harassment, there is no single definition of what constitutes prohibited behavior. The University of

Michigan defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when either.

- Define sexual assault and sexual harassment in alignment with the relevant jurisdictional legislation;
- Include a list of prohibited actions, examples, and possible scenarios to give staff and students a complete picture;
- Explain consent as defined by the relevant jurisdictional legislation.
- Outline the scope of the policy, for example, whether it applies to groups affiliated to the institution;
- Articulate that female student or women who experience sexual assault can report their experience to the committee
- Present the institution's formal reporting process and misconduct procedures;
- Explain steps of how to seek help and/or report if sexual harassment or assault has occurred;
- Communicate that an institution's formal investigations process is not a substitute for a criminal process;
- Include information on potential sanctions that might be imposed on a student should the institution determine that misconduct has occurred;
- State that staff and students have a responsibility to prevent harassment and will be supported if they witness harassment and decide to intervene;
- Affiliated with the institution, such as student groups. A Guidance Note for Preventing, Reporting and Responding to Sexual Assault and Sexual Harassment in Tertiary Therefore, our institute has set up a women empowerment and sexual harassment prevention committee.

Mode of functioning:

1. Meetings at least 2-3 in an academic year.
2. Required Quorum of the meeting is at least 50% of the total members.
3. Disservice to be considered:

Grievances in written and with name, class, roll number and signature of the student only will be considered for redressal. Female Students should convey their grievances

- to the principal or
- to the committee or

4. Methodology of the committee will

- i. in the beginning, study the unfairness if any
- ii. call the female student who has raised the grievance and listen to her carefully in unbiased state.
- iii. call the person(s) with whom the female student has the grievance and listen to him carefully and in unbiased manner.
- iv. In rare cases of grievances, the committee will think of going for other legal off-Campus options.
- v. If necessary, parents both the parties (grievance raiser and suspect of the grievance) shall be called.
- vi. The grievances communicated to the principal or to the committee will be redressed within a week from the date of communication.
- vii. If a grievance is raised against any of the members of this committee, he /she shall not be member of the committee till the grievance is redressed.

5. Final Authority: In a state of ambiguity, decision of the chairman is final.

6. Miscellaneous:

- Every year in the starting phase of the academic year, the committee shall implement a campaign to make students aware of existence and functioning of the women empowerment and sexual harassment prevention committee.

Committee for Academic year 20021-22:

1. Chairman: I/C Principal Dr. Vilas B. Aghav
2. Coordinator: Shankpale J.R.(Co-ordinator)
3. Members:

- Vidya N. Khandare-Govande
- Shaila Wagh
- Sarita Kabra
- Jyoti Maske
- Vandana Tawde
- Sapana Pupulwad
- Seema Wadatkar
- Versha Sawtkar
- Invitee members:(As per need)


Co-ordinator

आदर्श एज्युकेशन सोसायटीचे
अध्यक्ष, वाणिज्य व विज्ञान महाविद्यालय
हिंगोली - ४३९५९३


Principal

I/C PRINCIPAL
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