



OMKAR SHIKSHAN PRASARAK MANDAL'S

ARTS, COMMERCE AND SCIENCE COLLEGE, GADHINGLAJ, DIST.
KOLHAPUR (MH)

**Internal Complaints Committee
(Sexual Harassment Prohibition Committee)**

POLICY DOCUMENTS

on

Internal Complaints/Sexual Harassment Prohibition

According to Indian constitution article 15 discrimination on grounds of religion, race, caste, sex or place of birth is prohibited. Any employee, student, person privileged to work or to study at Arts, Commerce and science College, Gadhinglaj, who violates this policy will be subject to disciplinary action.

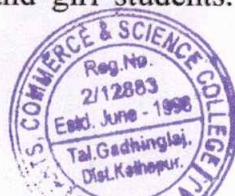
This policy is applicable to every member of the institution staff, faculty, students, alumni at all levels are responsible for maintaining a safe and healthy environment for study and work. Arts Commerce and Science College, Gadhinglaj supports the principle that harassment represents a failure in professional and ethical behavior that will not be condoned.

Work with dignity in safe environment, protection from sexual harassment, equal treatment at workplace is not only the women's right but also a human right. Therefore, this policy and procedure is intended to facilitate an atmosphere in which staff, faculty and students have the right to raise the issue of any kind of harassment as well as grievances related to infrastructure and academic facilities without fear of recrimination and to ensure that the violations are fully redressed.

The institution is committed to providing staff, faculty and students the opportunity to pursue excellence in their academic and professional field; this can only be possible when each member of the institution is assured an atmosphere of safe and mutual respect.

Internal Complaints Committee (SHPC)

The institution has formed an internal complaints committee to control unlawful activities against women faculty and girl students. And to keep healthy and friendly



atmosphere in the college campus the committee is formed as per "the sexual harassment of women at workplace" (prevention prohibition and redressal) Act 2013.

Objectives

- To keep a healthy and friendly atmosphere in the college.
- To check illegal activities against girl students and women faculty.
- To solve the problems related to sexual harassment.

The constitution of the committee (ICC)

Sr.no.	Name With Contact Details	Designation
1.	Ms. Swayamprabha S Sarmagdum	Head
2.	Dr. Sanjeevani S. Patil	Member
3.	Mr. Dharamvir S Kshirsagar	Member
4.	Mrs. Megha S Baleshgol	Member
5	Mrs. Ashwini J. Patil	Member
6.	Mrs. Sadhana S Chavan (Advocate)	Legal Advisor
7.	Miss. Sarita P Misal	Students Representative

Policy Terms

Unwelcoming acts such as physical contact and advanced demand or request for sexual favors sexuality-coloured remarks, any other unwelcoming physical verbal or non-verbal conduct of sexual nature when:

- submission to such conduct is made either implicitly or explicitly as a term or condition of an individual's employment or status in a course, program or activity;
- submission or rejection of such conduct by an individual is used as a basis for the condition of an individual's employment or status in a course, program or activity.
- such conduct has the purpose or effect of unreasonably interfering with the individual's work or educational performance;
- of creating an objectively intimidating, hostile or offensive working or learning environment;
- of unreasonably interfering with or limiting one's ability to participate in or benefit from an educational program or activity:



- both men and women as well as persons of the same gender may be either the initiators or victims of sexual harassment;

Mechanism

The names of the committee members with contact details and women help line numbers are displayed at an easily visible place on the porch. The suggestion box is kept in front of the office for collecting complaints regarding sexual harassment. The committee unlocks the Suggestion Box and discusses complaints (if received) and its redressal is done.

The committee organizes awareness lectures, workshops for the staff, students and faculty. The institute inculcates moral and ethical values among the staff, faculty and students. Therefore, there is not a single case of sexual harassment till date.

S. S. Sarmadum
Head

Internal Complaints Committee



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I/C. PRINCIPAL
Arts, Commerce & Science College
Gadhinglaj, Dist. Kolhapur.