



Loknete Dr. Balasaheb Vikhe Patil (Padma Bhushan Awardee)

Pravara Rural Education Society's

ARTS, COMMERCE AND SCIENCE COLLEGE, SATRAL

Tal. Rahuri, Dist. Ahmednagar (MS) Pin - 413711

POLICY ON PREVENTION OF SEXUAL HARASSMENT

Prepared by

Internal Quality Assurance Cell

POLICY ON PREVENTION OF SEXUAL HARASSMENT

1. Introduction

The college is committed to providing a safe, respectful, and inclusive environment for all its students, faculty, staff, and visitors. This policy outlines the College's stand on the prevention, prohibition and redressal of sexual harassment.

2. Scope

This policy applies to all individuals associated with the College, including students, faculty, administrative staff, support staff and visitors. It covers incidents occurring within the College premises, during college-related activities or in situations related to the College.

3. Definition of Sexual Harassment

Sexual harassment includes any unwelcome sexual behavior, such as:

- Physical contact and advances
- A demand or request for sexual favors
- Sexually colored remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

4. Preventive Measures

- **Awareness and sensitization:**

Sensitization for the prevention of sexual harassment involves educating all members of the college community about recognizing, addressing and preventing sexual harassment, while promoting a safe and respectful environment through regular training and awareness programs.

- **Code of Conduct:**

Strict adherence to a code of conduct that outlines acceptable behavior and the repercussions of violating these norms.

5. Redressal Mechanism

- **Internal Complaints Committee (ICC):** The College will constitute an ICC in accordance with the guidelines provided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

- **Composition:** The ICC will consist of a presiding officer (woman faculty member), two faculty members, two non-teaching staff members, and one external member familiar with issues relating to sexual harassment.

6. Complaint Procedure

- **Filing a Complaint:**

Any aggrieved individual can file a complaint with the ICC in writing within three months of the incident.

- **Confidentiality:**

The identity of the complainant, respondent, witnesses, and details of the complaint will be kept confidential.

- **Inquiry:**

The ICC will conduct a fair and unbiased inquiry, providing an opportunity for both parties to be heard.

- **Timeline:**

The inquiry will be completed within 90 days from the receipt of the complaint.

7. Disciplinary Action

- **Findings:**

Based on the findings of the inquiry, the ICC will recommend appropriate actions.

- **Penalties:**

Actions may include warnings, written apologies, reprimands, suspension, termination, or other suitable measures as per the severity of the offense.

- **Appeal:**

Either party can appeal against the recommendations of the ICC to the College's management within 30 days.

8. False Complaints

- **Deterrence:**

Filing of false complaints will be taken seriously and may attract appropriate disciplinary action against the complainant.

9. Support and Assistance

- **Counseling:**

The College will provide counseling services to support the victims of sexual harassment.

- **Legal Aid:**

Assistance in accessing legal aid for pursuing complaints in the external judicial system.

10. Monitoring and Review

- **Annual Report:**

The ICC will submit an annual report to the College management detailing the complaints received, action taken, and measures implemented.

- **Review:**

The policy will be reviewed periodically to ensure its effectiveness and relevance.

Contact Information

For more information or to file a complaint - refer the following link for contacts:

<https://acscollegesatral.in/statutory-cells-committees/>

Acknowledgment

This policy document is in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and the guidelines provided by the University Grants Commission (UGC).

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Place: Satral



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