



Kisan Shikshan Prasarak Mandal's

SHIVAJI MAHAVIDYALAYA, UDGIR

Dist: Latur 413517 (Maharashtra State)

NAAC Reaccredited "B" Grade (2.78 CGPA), Covered under UGC 2(f) & 12B Statu

Affiliated to : Swami Ramanand Teerth Marathwada University, Nanded
Sr. College Code No. 309 Jr. College Index No. 62.10.002

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Anti-Sexual Harassment Cell

As per the Supreme Court Judgment and guidelines issued in the year 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at workplaces, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging in colleges and universities. Keeping the above guidelines in mind the institution has constituted a Committee against Sexual Harassment.

Vision

To provide a congenial environment of gender equality and against sexual harassment for the well-being of the staff and students.

Mission

- To promote awareness among students about gender justice and harmonious coexistence through campaigns and other awareness programs.
- To constitute a panel/committee for redressal of grievances relating to sexual harassment.

Objectives

- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To work out details for the implementation of these policies.
- To prepare a detailed plan of action, both short and long-term
- To organize a gender sensitization awareness program.
- To deal with cases of discrimination and sexual harassment in a time-bound manner, aiming at ensuring support services to the victimized.

The cell considers sexual harassment to include unwelcome sexually determined behaviour whether directly or by implication such as

- A demand or request for sexual favours.
- Sexually coloured remarks.
- Showing of pornography.
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

The following issues also come under the purview of the committee

- Eve-teasing
- Unsavoury remarks.
- Jokes causing or likely to cause discomfort or embarrassment.
- Gender-based insults or sexist remarks.
- Unwelcome sexual overtone in any manner such as over the telephone (obnoxious telephone calls) and the like.
- Touching or brushing against any part of the body and the like.
- Displaying of pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy.



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