


The Sexual Harassment of Women at Work Place


(Prevention, Prohibition and Redressal) Act 2013.

For prevention of sexual harassment and to ensure safe working environment for Women Employees and Girl Students, college has fulfilled following things:

- 1) Clearly displayed emergency contact numbers and details of ICC (Internal Complaints Committee) members of the college to be contacted in emergency at various places in the campus.
- 2) Well lit work areas, staircases and parking lots till the last woman employee/girl student leaves the site
- 3) Separate and secure toilets for women/girl students close to their department.
- 4) To maintain proper health and hygiene among girl students, sanitary napkin vending machine is installed
- 5) Meetings of ladies staff are conducted on regular basis to discuss related issues.
- 6) Counseling to the girl students is done if required.
- 7) Time to time women empowerment programs are conducted such as gender sensitization, awareness Program on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- 8) Yearly International Women's Day is being celebrated for motivation
- 9) To increase confidence, Self Defence training with knowledge of Legal awareness was arranged for girls
- 10) Adolescent Girls Diet and Health Awareness programs are also organized
- 11) Strict surveillance of CCTV camera and security persons around the campus
- 12) Details of all the visitors such as name, organization, address, purpose of visit, person visited, time in and time out to be recorded in a register.


Principal
P.E.S. College of Engineering
Aurangabad.




A. A. Tupe
Chair Person, ICC
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GUIDELINES ON THE WORKING OF WOMEN'S CELL FOR DEALING WITH SEXUAL HARRASSMENT

As per the provisions of The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013.

1. BACKGROUND

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy. Following the 1997 Supreme Court judgment in the case of Vishaka and others versus the State of Rajasthan, the Women's cell was constituted in November 1997, in accordance with the mandate that it shall be the duty of the Employer to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required, and to be proactive by developing a conducive atmosphere on the campus, where women can work safely with dignity.

2. OBJECTIVES

Following are the objectives of Internal Complaints Committee:

1. Prevent gender discrimination and sexual harassment, by promoting gender equality amongst all employees.
2. Make recommendations to the principal for changes/elaborations in the Rules, Standing orders and Bye-Laws etc, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of sexual harassment by employees.
3. Deal with cases of sexual harassment, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
4. Recommend appropriate punitive action against the guilty party to the principal.

Definition

Sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

1. Direct physical contact and advances; or
2. A demand or request for sexual favours; or
3. Sexually coloured remarks; or
4. Showing pornographic material; or
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

4. FUNCTIONS

1. Promotion of Gender amity
2. Programmes concerning women's welfare
3. Documentation and Dissemination
4. Deal with Cases of Gender Discrimination/Sexual Harassment



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