



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)
Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)




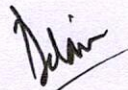
Approved by AICTE	Accredited by NAAC	Affiliated to SPPU
"Samarth Vidya Sankul", Vishnupuri, Telegaon Dabhade, Taluka Maval, District Pune - 410507		
Tel. No. 02114 - 231666	E-mail : nmiettalegaon@gmail.com	Web : www.nmiet.edu.in
AICTE ID - 1-8618657	AISHE ID - C-41640	DTE ID - 6310
		UNIVERSITY ID - CEGP013890

Date: 25/07/2022

Women Grievance Redressal Committee (WGRC)
Committee Members for A.Y 2022-23

Sr No.	Women Grievance Redressal Committee	Name of the Member	Designation
A	a	Principal - Chairperson Dr. Vilas Deotare Mobile No. 7588191750	Chairman
B	a	Women Faculty Member (Senior Level & Not below Associate Prof.) Dr. Gayatri Ambadkar Mobile No. 8308849785	Preceding Officer
C	a	Two Faculty Members (Committee to the cause of women or had experience in Social work) Ms. Rohini Hanchate Mobile No. 8149078884	Member
	b	Prof. Harsha Sarode Mobile No. 7758980333	Member
D	a	Two Non-Teaching Employee (Committee to the cause of women or had experience in Social work) Mrs. Priti Joshi Mobile No. 9970267179	Member
	b	Mr. Prashant Sutar Mobile No. 9975777L43	Member
E	a	Three Students (At list one girl student) of Pre-Final / Final Year. Ms. Nikita Deshmukh (E&TC) Mobile No. 70586L9746	Member
	b	Mr. Abhishek Pohare (Comp) Mobile No. 935952091	Member
	c	Mr Tejas Parbhane (Mech) Mobile No. 7264851202	Member
F	a	Non-Government Organization or Associations Committed to cause of women. Adv. Vidya Bhandwalkar Mobile No. 9890024739	Member


Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankul" Vishnupuri
Telegaon Dabhade, 410507


Dr. Vilas Deotare

Principal
Principal
Nutan Maharashtra Instt. of Engg. & Technology
Telegaon Dabhade - 410507



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
NUTAN MAHARASHTRA INSTITUTE OF ENGINEERING AND
TECHNOLOGY (NMIET)
Under Administrative Support - Pimpri Chinchwad Education
Trust (PCET)



Approved by AICTE

Accredited by NAAC

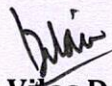
Affiliated to SPPU

Date: 15/07/2022

Notice

All Committee members of woman's grievance cell are here by informed that there is meeting scheduled in conference hall at 10.00 am on 25/07/2022


It is requested that all committee members should be present for the same.


Dr. Vilas Deotare

WGRC Chairman Principal, NMIET

Principal
Nutan Maharashtra Instt. of Engg. & Technology
Talegaon Dabhade - 410507




Principal
Nutan Maharashtra Institute
of Engineering & Technology
"Samarth Vidya Sankul" Vishnupuri
Talegaon Dabhade, 410507



Date:25/07/2022

Minutes of Meeting WGRC

Meeting regarding Woman's Grievance Redressal Committee is called by Chairperson, Faculty coordinator. Chairperson opened the meeting and welcomed all attendees & thanked everyone for their presence and emphasized the importance of the Women's Grievance Cell in addressing and resolving issues related to women's rights and gender equality.

Agenda & New Committee members for WGRC is as Follows

1. Welcome and Introduction: The Chairperson opened the meeting and welcomed all attendees. She thanked everyone for their presence and emphasized the importance of the Women's Grievance Cell in addressing and resolving issues related to women's rights and gender equality.
2. Formation of Committee: Chairperson introduced Committee members of woman Grievance Cell, all attendees were given an opportunity to give their views about committee WGRC committee also responsible for review and suggest any corrections or additions.
3. Purpose of the Women's Grievance Cell: The Committee members discussed the need for establishing a Women's Grievance Cell within the organization. It was emphasized that the purpose of this cell would be to provide a safe and confidential platform for female employees to report and address any workplace grievances or issues they might face.
4. Structure and Composition of the Women's Grievance Cell: The meeting participants unanimously agreed that the Women's Grievance Cell should consist of a diverse group of individuals, including both male and female employees. The proposed composition would include representatives from Human Resources, Legal Department, and members chosen by the female employees themselves. It was decided that the cell should have a designated Head, who would oversee its functioning.
5. Accountability and Confidentiality: The participants discussed the importance of accountability and confidentiality within the Women's Grievance Cell. It was agreed

that all members of the cell should sign a confidentiality agreement to ensure that any information shared remains strictly confidential. Additionally, proper measures would be put in place to protect the identity and privacy of those reporting grievances.

6. Reporting and Redressal Process: The meeting attendees deliberated on the reporting and Redressal process for the Women's Grievance Cell. It was decided that a formal complaint form would be created, which would be easily accessible and readable. The process would include submitting the complaint form to the Head of the Women's Grievance Cell, who would then initiate an investigation and take appropriate actions to address the grievance.
7. Awareness and Training: The participants recognized the importance of creating awareness about the Women's Grievance Cell and its services. It was proposed that regular awareness sessions and training programs be conducted within the organization to educate employees about the purpose, process, and significance of the cell.
8. Timeline for Implementation: The meeting participants agreed that the Women's Grievance Cell should be implemented within one month of the meeting, considering the urgency of the matter. A timeline was established to ensure that all necessary preparations, including the formulation of policies and procedures, are completed within the designated timeframe.

The meeting concluded with the agreement that a detailed proposal outlining all the points discussed during the meeting would be prepared and circulated among the attendees for review. A follow-up meeting was scheduled to finalize the proposal and determine the next steps for the formation and launch of the Women's Grievance Cell.

The meeting was adjourned by the Chairperson, thanking the attendees for their active participation. Faculty coordinator concluded meeting by reminding everyone of their collective responsibility to address the grievances and ensure a safe and inclusive environment for women.

GSA
Woman Faculty Member

Principal
Nutan Maharashtra Institute
of Engineering & Technology
"Samarth" Viharapur
Talgaon Dabhade - 410507



Dhar
Principal, Chairman
NMIET

Principal
Nutan Maharashtra Instt. of Engg. & Technology
Talgaon Dabhade - 410507



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**
Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

Date: 25/07/2022

Woman's Grievance Redressal Committee (WGRC)
Attendance Committee Members

Sr.No	Committee Members/Meeting Attendees Name	Sign
1.	Dr. Vilas Deotare, Chairman	
2.	Dr. Gayatri Ambadkar	GSA
3.	Ms. Rohini Hanchate	RH
4.	Prof. Harsha Sarode	HS
5.	Mrs. Priti Joshi	P.
6.	Mr. Prashant Sutar	Prashant
7.	Ms. Nikita Deshmukh (E&TC)	ND
8.	Mr. Abhishek Pohare (Comp)	Abhishek
9.	Mr Tejas Parbhane (Mech)	Tejas
10.		
11.		
12.		

GSA
Woman Faculty Member

N
Principal
Nutan Maharashtra Institute
of Engineering & Technology
"Samarth Vidya Samiti" Vishaupuri
Talgaon Dabhade, 410507



Vilas
Dr. Vilas Deotare
Principal, WGRC Chairman
NMIET

Principal
Nutan Maharashtra Instl. of Engg. & Technology
Talgaon Dabhade - 410507

	Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)		
	NUTAN MAHARASHTRA INSTITUTE OF ENGINEERING AND TECHNOLOGY (NMIET)		
	Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)		
Approved by AICTE	Accredited by NAAC	Affiliated to SPPU	
"Samarth Vidya Sankul", Vishnupuri, Talegaon Dabhade, Taluka Maval, District Pune - 410507			
Tel. No. 02114 - 231666	E-mail : nmiettalegaon@gmail.com		Web : www.nmiet.edu.in
AICTE ID - 1-8618657	AISHE ID-C-41640	DTE ID - 6310	UNIVERSITY ID - CEGP013890

NMIET/Admin/2022-23

Date-25/07/2022

Office Order

Dr. Gayatri Ambadkar, Associate Professor, is being appointed in Women Grievance Redressal Committee (WGRC) as Senior Woman Faculty Member for Academic Year 2022-23 on above mentioned date to till further order.

On behalf of the management, it gives us immense pleasure to appoint you as a member of the Women's Grievance Cell Committee at NMIET Talegaon. We believe that your passion, expertise, and dedication will greatly contribute to the committee's objectives of creating a safe and inclusive environment for all female employees.

As part of your responsibilities, you will actively participate in meetings, assess grievances, advocate for justice, and ensure that all complaints are handled in a confidential and unbiased manner. Additionally, your role will involve promoting awareness of gender-related issues and conducting regular workshops or seminars to educate employees about their rights and avenues for Redressal.

You may seek help from office staff and all departmental staff related to Women's Grievance Cell Committee and Administration, for proper Coordination.

All activities to be reported to the undersigned & to Chairman, from time to time.

Kind Regards.

Dr. Vilas Deotare
 Chairman Women's Grievance Cell Committee
 NMIET, Principal

Principal
 Nutan Maharashtra Instt. of Engg. & Technology
 Talegaon Dabhade - 410507



Nutan Maharashtra Inst. of Engg. & Technology
 "Samarth Vidya Sankul", Vishnupuri, Talegaon Dabhade, Taluka Maval, District Pune - 410507

	Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)		
	NUTAN MAHARASHTRA INSTITUTE OF ENGINEERING AND TECHNOLOGY (NMIET)		
	Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)		
Approved by AICTE	Accredited by NAAC	Affiliated to SPPU	
"Samarth Vidya Sankul", Vishnupuri, Talegaon Dabhade, Taluka Maval, District Pune - 410507			
Tel. No. 02114 - 231666	E-mail :nmiettalegaon@gmail.com		Web : www.nmiet.edu.in
AICTE ID - 1-8618657	AISHE ID-C-41640	DTE ID - 6310	UNIVERSITY ID - CEGP013890

NMIET/Admin/2022-23

Date-25/07/2022

Office Order

Ms. Rohini Hanchate, Asst. Professor, is being appointed in Women Grievance Redressal Committee (WGRC) as Woman Faculty Member for WGRC committee for Academic Year 2021-22 on above mentioned date to till further order.

On behalf of the management, it gives us immense pleasure to appoint you as a member of the Women's Grievance Cell Committee at NMIET Talegaon. We believe that your passion, expertise, and dedication will greatly contribute to the committee's objectives of creating a safe and inclusive environment for all female employees.

As part of your responsibilities, you will actively participate in meetings, assess grievances, advocate for justice, and ensure that all complaints are handled in a confidential and unbiased manner. Additionally, your role will involve promoting awareness of gender-related issues and conducting regular workshops or seminars to educate employees about their rights and avenues for Redressal.

You may seek help from office staff and all departmental staff related to Women's Grievance Cell Committee and Administration, for proper Coordination.



All activities to be reported to the undersigned & to Chairman, from time to time.

Kind Regards.

Dr. Vilas Deotare
 Chairman Women's Grievance Cell Committee
 NMIET, Principal

Principal
 Nutan Maharashtra Instt. of Engg. & Technology
 Talegaon Dabhade - 410507

Nutan Maharashtra Inst. of Engg. & Technology
 "Samarth Vidya Sankul" Vishnupuri
 Talegaon Dabhade, 410507

	Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)		
	NUTAN MAHARASHTRA INSTITUTE OF ENGINEERING AND TECHNOLOGY (NMIET)		
	Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)		
Approved by AICTE	Accredited by NAAC	Affiliated to SPPU	
"Samarth Vidya Sankul", Vishnupuri, Talegaon Dabhade, Taluka Maval, District Pune - 410507			
Tel. No. 02114 - 231666	E-mail : nmiettalegaon@gmail.com		Web : www.nmiet.edu.in
AICTE ID - 1-8618657	AISHE ID-C-41640	DTE ID - 6310	UNIVERSITY ID - CEGP013890

NMIET/Admin/2022-23

Date-25/07/2022

Office Order

Prof. Harsha Sarode , Asst. Professor E & TC Dept, is being appointed in Women Grievance Redressal Committee (WGRC) as Woman Faculty Member for WGRC committee for Academic Year 2022-23 on above mentioned date to till further order.

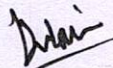
On behalf of the management, it gives us immense pleasure to appoint you as a member of the Women's Grievance Cell Committee at NMIET Talegaon. We believe that your passion, expertise, and dedication will greatly contribute to the committee's objectives of creating a safe and inclusive environment for all female employees.

As part of your responsibilities, you will actively participate in meetings, assess grievances, advocate for justice, and ensure that all complaints are handled in a confidential and unbiased manner. Additionally, your role will involve promoting awareness of gender-related issues and conducting regular workshops or seminars to educate employees about their rights and avenues for Redressal.

You may seek help from office staff and all departmental staff related to Women's Grievance Cell Committee and Administration, for proper Coordination.

All activities to be reported to the undersigned & to Chairman, from time to time.

Kind Regards.


Dr. Vilas Deotare
 Chairman Women's Grievance Cell Committee
 NMIET, Principal


 Nutan Maharashtra Institute of Engineering & Technology
 "Samarth Vidya Sankul"
 Talegaon Dabhade, 410507

Principal
 Nutan Maharashtra Inst. of Engg. & Technology
 Talegaon Dabhade - 410507

	Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)		 ESTD : 1906
	NUTAN MAHARASHTRA INSTITUTE OF ENGINEERING AND TECHNOLOGY (NMIET)		
	Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)		
Approved by AICTE	Accredited by NAAC	Affiliated to SPPU	
"Samarth Vidya Sankul", Vishnupuri, Talegaon Dabhade, Taluka Maval, District Pune - 410507			
Tel. No. 02114 - 231666	E-mail : nmietalegaon@gmail.com		Web : www.nmiet.edu.in
AICTE ID - 1-8618657	AISHE ID-C-41640	DTE ID - 6310	UNIVERSITY ID - CEGP013890

NMIET/Admin/2021-22

Date-17/08/2022

Office Order

Mrs. Priti Joshi & Mr. Prashant Sutar, Non-Teaching Employees, is being appointed in Women Grievance Redressal Committee (WGRC) as Faculty Member from Non-Teaching for WGRC committee for Academic Year 2021-22 on above mentioned date to till further order.

On behalf of the management, it gives us immense pleasure to appoint you as a member of the Women's Grievance Cell Committee at NMIET Talegaon. We believe that your passion, expertise, and dedication will greatly contribute to the committee's objectives of creating a safe and inclusive environment for all female employees.

As part of your responsibilities, you will actively participate in meetings, assess grievances, advocate for justice, and ensure that all complaints are handled in a confidential and unbiased manner. Additionally, your role will involve promoting awareness of gender-related issues and conducting regular workshops or seminars to educate employees about their rights and avenues for Redressal.

You may seek help from office staff and all departmental staff related to Women's Grievance Cell Committee and Administration, for proper Coordination.

All activities to be reported to the undersigned & to Chairman, from time to time.

Kind Regards,

u

Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankul" Varnop
Talegaon Dabhade, 410507



Vilas Deotare
Dr. Vilas Deotare
Chairman Women's Grievance Cell
Committee
NMIET, Principal
Principal
Nutan Maharashtra Instt. of Engg. & Technology
Talegaon Dabhade - 410507



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**

Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

"Samarth Vidya Sankul", Vishnupuri, Telegaon Dabhade, Taluka Maval, District Pune - 410507

Tel. No. 02114 - 231666

E-mail : nmietalegaon@gmail.com

Web : www.nmiet.edu.in

AICTE ID - 1-8618657

AISHE ID - C-41640

DTE ID - 6310

UNIVERSITY ID - CEGP013890

Date: 23/07/2021

Women Grievance Redressal Committee (WGRC)

Committee Members for AY 2021-22

SrNo.	Women Grievance Redressal Committee	Name of the Member	Designation
A	Principal - Chairperson	Dr. Lalitkumar Wadhwa Mobile No. 9975273889	Chairman
B	Women Faculty Member (Senior Level & Not below Associate Prof.)	Ms. Gayatri Ambadkar Mob. No. 8308849785	Member
		Ms. Neeta Karhadkar Mob.No.9970514480	
	Two Faculty Members (Committee to the cause of Women or had experience in social work)	Ms. Harsha Sarode Mob.No. 7758980333	Member
		Ms. Priti Joshi Mobile No.9970267179	
	Two Non-Teaching Employee (Committee to the cause of Women or had experience in social work)	Mr. Prashant Sutar Mob.No. 9975777143	Member
		Ms. Nikita Deshmukh Mob.No. 705819746	
	Three Students (At list one Girl student) of Pre-Final / Final Year	Mr. Abhishek Pohare Mob.No. 935952091	Member
		Ms. Nidhi Hegade Mob. No. 842168464	
		Adv. Vidya Bhandwalkar Mob.No. 9890024739	
C	Non-Government Organization or Association Committed to Cause of Women		Member

Dr. Lalitkumar Wadhwa

Principal



Principal

Nutan Maharashtra Institute
of Engg. & Technology

"Samarth Vidya Sankul" Vishnupuri
Telegaon Dabhade, 410507



**Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
NUTAN MAHARASHTRA INSTITUTE OF ENGINEERING AND
TECHNOLOGY (NMIET)
Under Administrative Support - Pimpri Chinchwad Education
Trust (PCET)**



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

Date: 02/08/2021

Notice

All Committee members of woman's grievance cell are here by informed that there is meeting scheduled in conference hall at 10.00 am on 11/08/2021

It is requested that all committee members should be present for the same.

Jalil
Principal, NMIET

Principal

Nutan Maharashtra Inst. of Engg. & Technology
Talgaon Daohade - 410507



24
Nutan Maharashtra Institute
of Engg. & Technology
Samarth Vidya Sanstha, Pimpri
Talgaon Daohade, 410507



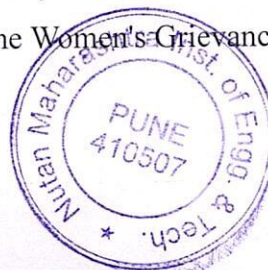
Date:08/11/2021

Minutes of Meeting WGRC

The Chairperson opened the meeting and welcomed all attendees. Faculty coordinator thanked everyone for their presence and emphasized the importance of the Women's Grievance Cell in addressing and resolving issues.

Agenda of Formation of New committee members is as follows

1. Formation of Committee: Chairperson introduced Committee members of woman Grievance Cell, all attendees were given an opportunity to give their views about committee WGRC committee also responsible for review and suggest any corrections or additions.
2. Updates on Ongoing Grievances: The members shared updates on the grievances received by the cell since the last meeting. If any grievance is received that is discussed individually, and actions taken (if any) need to be reviewed. The progress made in resolving the grievances was assessed, and further steps need to be decided upon for different categories of cases.
3. Discussion on New Grievances: If New grievances received by the Women's Grievance Cell since the last meeting were discussed. Each case need to be presented, and the attendees provided their suggestions and opinions on how to handle these grievances effectively. The Chairperson ensured that each case was given due consideration, and suitable actions were decided upon.
4. Action Plan: Based on the discussions held regarding any new grievances, an action plan was formulated. Responsibilities assigned to the members, and a timeline was set for the completion of various tasks. The Chairperson reminded everyone of the importance of timely and efficient actions to ensure the resolution of grievances.
5. Any Other Business: During this section, any additional matters or concerns related to women's rights or issues were discussed. This provided a platform for members to share their views or highlight any relevant events, initiatives, or upcoming campaigns that could be undertaken by the Women's Grievance Cell.




6. Next Meeting: The next meeting date, time, and venue for the next WGRC meeting will be intimated to members , ensuring that all members were available and could attend.
7. The meeting was adjourned by the Chairperson, thanking the attendees for their active participation. She concluded by reminding everyone of their collective responsibility to address the grievances and ensure a safe and inclusive environment for women.


Woman Faculty Member


Principal, Chairman
NMIET

Principal
Nutan Maharashtra Instt. of Engg. & Technology
Talgaon Dabhade - 410507




Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidy - Sarvath" Vishnupuri
Talgaon Dabhade, 410507





Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**
Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

Date:08/11/2021

Woman's Grievance Redressal Committee (WGRC)
Attendance Committee Members

Sr.No	Committee Members/Meeting Attendees Name	Sign
1.	Dr. Lalitkumar Wadhwa	<i>Lalit</i>
2.	Dr. Gayatri Ambadkar	<i>GSA</i>
3.	Ms. Neeta Karhadkar	<i>Neeta</i>
4.	Prof. Harsha Sarode	<i>Harsha</i>
5.	Mrs. Priti Joshi	<i>P.</i>
6.	Mr. Prashant Sutar	<i>Prashant</i>
7.	Mr. Abhishek Pohare (Comp)	<i>Abhishek</i>
8.	Ms. Nikita Deshmukh (E & TC)	<i>N</i>
9.	Miss.Nidhi Hegade (IT)	<i>Nidhi</i>
10.		

GSA
Woman Faculty Member

Lalit
Principal, Chairman
NMIET

Principal
Nutan Maharashtra Inst. of Engg. & Technology
Talegaon Dabhade - 410507



21
Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidy - Samam" Vishnupuri
Talegaon Dabhade, 410507



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**



Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)

Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

"Samarth Vidya Sankul", Vishnupuri, Telegaon Dabhade, Taluka Maval, District Pune - 410507

Tel. No. 02114 - 231666

E-mail : nmiettalegaon@gmail.com

Web : www.nmiet.edu.in

AICTE ID - 1-8618657

AISHE ID - C-41640

DTE ID - 6310

UNIVERSITY ID - CEGP013890

Date: 02/09/2020

**Women Grievance Redressal Committee (WGRC)
Committee Members for AY 2020-21**

SrNo.	Women Grievance Redressal Committee	Name of the Member	Designation
A	Principal - Chairperson	Dr. Lalitkumar Wadhwa Mobile No. 9975273889	Chairman
B	Women Faculty Member (Senior Level & Not below Associate Prof.)	Ms. Gayatri Ambadkar Mob. No. 8308849785	Member
	Two Faculty Members (Committee to the cause of Women or had experience in social work)	Ms. Neeta Karhadkar Mob.No.9970514480	Member
		Ms. Harsha Sarode Mob.No. 7758980333	
	Two Non-Teaching Employee (Committee to the cause of Women or had experience in social work)	Ms.Priti Joshi Mobile No.9970267179	Member
		Mr. Prashant Sutar Mob.No. 9975777143	
	Three Students (At list one Girl student) of Pre-Final / Final Year	Ms. Pratiksha Dhame Mob.No. 7057683347	Member
Mr. Abhishek Pohare Mob.No. 935952091			
Ms. Nidhi Hegade Mob. No. 842168464			
C	Non-Government Organization or Association Committed to Cause of Women	Adv. Vidya Bhandwalkar Mob.No. 9890024739	Member



Lalit
Dr. Lalitkumar Wadhwa

Principal

Lalit
Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankul" Vishnupuri
Telegaon Dabhade, 410507



Date:16/09/2020

Minutes of Meeting WGRC

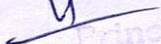
The meeting was called on date 16-09-2020 at conference hall at 11.30am by chairman Principal, Chairman of Woman Grievance Redressal Committee who welcomed all committee members There is complaint received by group of girl students about inappropriate comments for dressing sense complaint received by girl students from group of students due to this she is facing going through mental disturbance causing her imbalance in confidence

A meeting is called immediate to resolve the issue all committee members called to meeting and complaint is discussed. Chairperson discussed about grievance & what course of action WGRC committee need to be take is discussed in meeting Detailed discussion & investigation is done about complaint, investigation is done against grievance, allowing all attendees to provide inputs and suggestions. After thorough deliberation, the various proposed actions are pointed out & defined were agreed upon to address the grievances. With all observation it is found that students are found guilty & warned them to not to repeat such activities.


The meeting concluded with a conclusion the student gave explanation & apology to girl student in front of committee about the mistake done. As an action by WGRC committee, students are instructed not to repeat or pass any comments on dressing sense.

As an action committee decided to discuss with higher authorities to change dress code of Wednesday to regular college uniform. The meeting was adjourned at 12.00am by Dr.Lalitkumar Wadhwa Principal , Chairperson, NMIET


Woman Faculty Member


Principal
Nutan Maharashtra Institute
of Engg & Technology
"Samarth Vidya Sanstha" Vishnupuri
Talgaon Subhade, 411057




Principal, Chairman
NMIET



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**
Under Administrative Support - Pimpri Chinchawad Education Trust
(PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

Date 16/09/2020

Summary Report

ISSUES/ DIFFICULTIES: (Complainant feeling and concerns) during our counseling session, the complainant expressed feeling of humiliation, hurt and frustration due the derogatory comments about her attire. She highlighted the importance of individual choices and the need for a respectful and inclusive campus environment. The complainant emphasized that hinders a positive learning experience.

Recommended Actions: Based on the complainant's report and the information gathered during our investigation session, committee recommends the following actions to address the situation effectively.

1. Conduct a thorough investigation into the incident to determine the accuracy of the complainant's account and identify any witness.
2. Provide necessary support and resources to the complainant, such as access to counseling services and guidance on how to cope with the emotional after the incident.
3. Engage in educational initiatives focused on promoting respect, diversity, and cultural sensitivity within the campus community.
4. Enforce appropriate disciplinary actions in accordance with the college's policies and guidelines if the investigation confirms the misconduct.
5. Chairman Initiate Meeting call with Woman's grievance cell committee members investigation is done about complaint, investigation is done against grievance, allowing all attendees to provide inputs and suggestions. After thorough deliberation, the various proposed actions are pointed out & defined were agreed upon to address the grievances. With all observation it is found that students are found guilty & warned them to not to repeat such activities.

M
Principal
Nutan Maharashtra Institute
of Engineering and Technology
"Samarth" Pimpri Chinchawad
Pune - 411007





Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**
Under Administrative Support - Pimpri Chinchawad Education Trust
(PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

The meeting concluded with a conclusion the student gave explanation & apology to girl student in front of committee about the mistake done. As an action by WGRC committee, students are instructed not to repeat or pass any comments on dressing sense.

Action: committee decided to discuss with higher authorities to change dress code of Wednesday to regular college uniform.

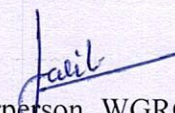
Chairman concluded meeting by Thanking WGRC committee for attention to this matter and for taking steps to ensure the well-being of our college community.

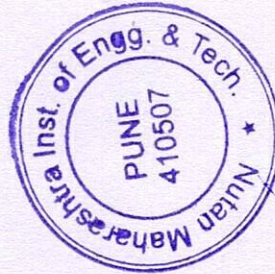
Report by,

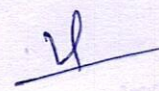
Dr Gayatri Ambadkar

Woman Faculty Member

Mob.No 8308849785


Chairperson, WGRC




Principal
Nutan Maharashtra Institute
of Engg. & Technology
Pimpri Chinchawad Education Trust



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**

Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

"Samarth Vidya Sankul", Vishnupuri, Telegaon Dabhade, Taluka Maval, District Pune - 410507

Tel. No. 02114 - 231666

E-mail : nmietalegaon@gmail.com

Web : www.nmiet.edu.in

AICTE ID - 1-8618657

AISHE ID - C-41640

DTE ID - 6310

UNIVERSITY ID - CEGP013890

Date: 30/08/2019

**Women Grievance Redressal Committee (WGRC)
Committee Members for AY 2019-20**

SrNo.	Women Grievance Redressal Committee	Name of the Member	Designation
A	Principal - Chairperson	Dr. Lalitkumar Wadhwa Mobile No. 9975273889	Chairman
B	Women Faculty Member (Senior Level & Not below Associate Prof.)	Ms. Gayatri Ambadkar Mob. No. 8308849785	Member
		Ms. Neeta Karhadkar Mob.No.9970514480	
	Two Faculty Members (Committee to the cause of Women or had experience in social work)	Ms. Amruta Surana Mob.No. 9637826545	Member
		Ms.Priti Joshi Mobile No.9970267179	
	Two Non-Teaching Employee (Committee to the cause of Women or had experience in social work)	Mr. Prashant Sutar Mob.No. 9975777143	Member
		Ms. Pratiksha Dhame Mob.No. 7057683347	
Three Students (At list one Girl student) of Pre-Final / Final Year	Mr. Jayjeet V. Patil Mob.No. 7066727006	Member	
	Ms. Sonali Kala Mob. No. 9730087840		
	Adv. Vidya Bhandwalkar Mob.No. 9890024739		
C	Non-Government Organization or Association Committed to Cause of Women	Adv. Vidya Bhandwalkar Mob.No. 9890024739	Member

Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankul" Vishnupuri
Telegaon Dabhade, 410507



Dr. Lalitkumar Wadhwa

Principal



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**

Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

"Samarth Vidya Sankul", Vishnupuri, Telegaon Dabhade, Taluka Maval, District Pune - 410507

Tel. No. 02114 - 231666

E-mail : nmiettalegaon@gmail.com

Web : www.nmiet.edu.in

AICTE ID - 1-8618657

AISHE ID - C-41640

DTE ID - 6310

UNIVERSITY ID - CEGP013890

Date: 24/7/2019


Minute of the Women Grievance Cell -2019-20

A meeting was held at the beginning of academic year 2019-20

The Women Grievance Cell (WGC) held a meeting on 1/7/2019 to discuss ongoing issues, address concerns, and strategize for the betterment of the organization's policies and support for women employees. The meeting was chaired by Dr. Lalitkumar Wadhwa, and all members of the WGC were present.

1. The WGC members discussed the need for policy updates and improvements to ensure a safe and inclusive work environment. Suggestions were made to revise the organization's anti-harassment policy, update maternity and paternity leave guidelines, and introduce more flexible work arrangements for working parents.
2. The importance of raising awareness about women's rights and workplace equality was emphasized. The WGC agreed to organize workshops and training sessions for employees to educate them about their rights and responsibilities, as well as to promote a culture of respect and understanding.
3. The WGC remains committed to ensuring a safe, inclusive, and equitable work environment for all women.

Dr. Lalitkumar Wadhwa
Principal


Principal
Nutan Maharashtra Institute
of Engg. & Technology
Samarth Vidya Sankul" Vishnupuri
Telegaon Dabhade, 410507





Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**

Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

"Samarth Vidya Sankul", Vishnupuri, Telegaon Dabhade, Taluka Maval, District Pune - 410507

Tel. No. 02114 - 231666

E-mail : nmietalegaon@gmail.com

Web : www.nmiet.edu.in

AICTE ID - 1-8618657

AISHE ID - C-41640

DTE ID - 6310

UNIVERSITY ID - CEGP013890

Date: 18/07/2018

**Women Grievance Redressal Committee (WGRC)
Committee Members for AY 2018-19**

SrNo.	Women Grievance Redressal Committee	Name of the Member	Designation
A	Principal - Chairperson	Dr. Lalitkumar Wadhwa Mobile No. 9975273889	Chairman
B	Women Faculty Member (Senior Level & Not below Associate Prof.)	Ms. Gayatri Ambadkar Mob. No. 8308849785	Member
	Two Faculty Members (Committee to the cause of Women or had experience in social work)	Ms. Neeta Karhadkar Mob.No.9970514480	Member
		Ms. Amruta Surana Mob.No. 9637826545	
	Two Non-Teaching Employee (Committee to the cause of Women or had experience in social work)	Ms.Priti Joshi Mobile No.9970267179	Member
		Mr. Prashant Sutar Mob.No. 9975777143	
Three Students (At list one Girl student) of Pre-Final / Final Year	Ms. Sanchita Rahane Mob.No. 7798898716	Member	
	Mr. Pavan Patil Mob.No. 8888902022		
	Ms. Shalakra Bacche Mob. No. 9604722782		
C	Non-Government Organization or Association Committed to Cause of Women	Adv. Vidya Bhandwalkar Mob.No. 9890024739	Member

Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankul" Vishnupuri
Telegaon Dabhade, 410507



Dr. Lalitkumar Wadhwa

Principal



Nutan Maharashtra Vidya Prasarak Mandal's (NMVPM's)
**NUTAN MAHARASHTRA INSTITUTE OF
ENGINEERING AND TECHNOLOGY (NMIET)**

Under Administrative Support - Pimpri Chinchwad Education Trust (PCET)



Approved by AICTE

Accredited by NAAC

Affiliated to SPPU

"Samarth Vidya Sankul", Vishnupuri, Telegaon Dabhade, Taluka Maval, District Pune - 410507

Tel. No. 02114 - 231666

E-mail : nmiettalegaon@gmail.com

Web : www.nmiet.edu.in

AICTE ID - 1-8618657

AISHE ID - C-41640

DTE ID - 6310

UNIVERSITY ID - CEGP013890

Date: 5/12/2018

Minute of the Women Grievance Cell -2018-19

A meeting was held at the beginning of academic year 2018-19

The Women Grievance Cell (WGC) held a meeting on 4/12/2018 to discuss ongoing issues, address concerns, and strategize for the betterment of the organization's policies and support for women employees. The meeting was chaired by Dr. Lalitkumar Wadhwa, and all members of the WGC were present.

1. The WGC members discussed the need for policy updates and improvements to ensure a safe and inclusive work environment. Suggestions were made to revise the organization's anti-harassment policy, update maternity and paternity leave guidelines, and introduce more flexible work arrangements for working parents.
2. The importance of raising awareness about women's rights and workplace equality was emphasized. The WGC agreed to organize workshops and training sessions for employees to educate them about their rights and responsibilities, as well as to promote a culture of respect and understanding.
3. The WGC remains committed to ensuring a safe, inclusive, and equitable work environment for all women.


Dr. Lalitkumar Wadhwa
Principal


Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankul" Vishnupuri
Telegaon Dabhada, 410507





भारत का राजपत्र

The Gazette of India

असाधारण
EXTRAORDINARY
भाग III—खण्ड 4
PART III—Section 4
प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 171]

नई दिल्ली, सोमवार, मई 2, 2016/वैशाख 12, 1938

No. 171]

NEW DELHI, MONDAY, MAY 2, 2016/ VAISAKHA 12, 1938

मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

- लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।
 - ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
 - सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।
- परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-
 - "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला-चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
 - "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);
 - "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केंद्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केंद्र, कैन्टीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो-जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

2136 GI/2016

Principal
Nutan Maharashtra Institute
of Engg & Technology
"Samarth Vidya Sanstha" Vishaupuri
Telangana Distt. No. 428507

(1)

संस्थान पर, अध्ययनों, अध्ययन भ्रमण, सैर-सपाटे के लिए, लघु-अवधि वाली नियुक्तियों के लिए, शिविरों के लिए उपयोग किए जा रहे स्थानों, सांस्कृतिक समारोहों, खेलकूद आयोजनों एवं ऐसी ही अन्य गतिविधियों जिनमें कोई व्यक्ति एक कर्मचारी अथवा उच्चतर शैक्षिक संस्थान के एक छात्र के रूप में भाग ले रहा है—यह समस्त उस परिसर में सम्मिलित हैं;

(डी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित हैं;

(ई) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत हैं तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;

(एफ) "कर्मचारी" का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लग छात्र, स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में है अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;

(जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केन्द्रीय नागरिक सेवाओं (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;

(एच) "उच्चतर शैक्षिक संस्थान" (एचई.आई.) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;

(आई) "आन्तरिक शिकायत समिति" (आई.सी.सी.) (इन्टरनल कम्प्लेंट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.एस.एच.) ऐसे निकाय को आन्तरिक शिकायत समिति (आई.सी.सी.) के रूप में पुनर्गठित किया जाना चाहिए;

बशर्त, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्त कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;

(जे) "सुरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न मामलों में सहयोग करना अथवा किसी बाहरी एजेन्सी द्वारा की जा रही जाँच पड़ताल में अथवा किसी मुकदमें में बतौर गवाह मौजूद रहना;

(के) "लैंगिक उत्पीड़न" का अर्थ है—

(1) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अत्यन्त मजबूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और धमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा धमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अवांछित काम या व्यवहारों में कोई भी एक या उससे अधिक या ये समस्त व्यवहार शामिल हैं (चाहे सीधे तौर से या छिपे तौर से) नामतः—

(अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण

(ब) लैंगिक अनुग्रह या अनुरोध करना

(ग) लैंगिकतायुक्त टिप्पणी करना

(ङ) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना

(ई) अश्लील साहित्य दिखाना

(ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा वह ऐसे किसी बर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं—

(अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में हैं;

(ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी;

(स) संबद्ध व्यक्ति के वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर;

(द) एक दहशत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके;

(ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है।

(एल) "छात्र" शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल हः

बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगा:

बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा;

(एम) "किसी तीसरे व्यक्ति द्वारा उत्पीड़न" उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है—बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है;

(एन) "उत्पीड़न" का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधे तौर से लैंगिक दुर्भावना की नीयत छिपी होती है;

(ओ) "कार्यस्थल" का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:

(अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित है;

(ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आवासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;

(स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।

3. उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)


(अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;

(ब) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार—प्रसार को सुनिश्चित करना;

- (स) जैसा कि आयोग की "सक्षम" (परिसरों में महिलाओं की सुरक्षा एवं लैंगिक संवेदीकरण कार्यक्रम) रिपोर्ट में दर्शाया गया है, प्रशिक्षण कार्यक्रम अथवा कार्यशाला, अधिकारियों, कार्यपालकों, संकाय सदस्यों एवं छात्रों के लिए उन्हें सभी को सुगुह्री बनाना तथा इस अधिनियम एवं इन विनियमों में स्थापित अधिकारों, पात्रताओं एवं दायित्वों की जानकारी उन्हें सुनिश्चित कराना तथा उनके प्रति उन्हें जागरूक बनाना;
- (द) इस बात को पहचानते हुए कि प्राथमिक रूप से महिला कर्मचारी तथा छात्राओं एवं कुछ छात्र तथा तीसरे लिंग वाले छात्र कई प्रकार के लैंगिक उत्पीड़न, अपमान एवं शोषण के अन्तर्गत संवेदनशील हैं, तदनुसार सभी लिंगों के कर्मचारियों एवं छात्रों के प्रति सुनियोजित समस्त लिंग आधारित हिंसा के विरुद्ध निर्णयात्मक रूप से सक्रिय बनना ;
- (ई) लैंगिक उत्पीड़न के प्रति शून्य स्तर सहन संबंधी नीति की सार्वजनिक प्रतिबद्धता रखना;
- (एफ) सभी स्तरों पर अपने परिसर को, भेदभाव, उत्पीड़न, प्रतिशोध अथवा लैंगिक आक्रमणों से मुक्त बनाने की प्रतिबद्धता की पुनः पुष्टि करना;
- (जी) इस विषय में जागरूकता पैदा करना कि लैंगिक उत्पीड़न में क्या शामिल है— तथा इसके साथ ही हिंसापूर्ण वातावरण उत्पीड़न एवं प्रतिकर उत्पीड़न इन विषयों में जागरूकता पैदा करना;
- (एच) अपनी विवरणिका में सम्मिलित करना और महत्वपूर्ण स्थलों पर, विशिष्ट स्थानों पर या नोटिस बोर्ड पर लैंगिक उत्पीड़न के दण्ड एवं परिणामों को दर्शाया जाना तथा संस्थान के सभी समुदायों के वर्गों को इस तन्त्र की सूचना के प्रति जागरूक करना जो तन्त्र लैंगिक उत्पीड़न संबंधी शिकायतों के समाधान के लिए बनाया गया है तथा इसके बारे में आन्तरिक शिकायत समिति के सदस्यों का विवरण, उनसे संपर्क साधना, शिकायत के बारे में विधि आदि के बारे में बताना यदि कोई मौजूदा निकाय पहले से ही उसी लक्ष्य के साथ सक्रिय है (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सिटाइजेशन कमिटी अगॉस्ट सैक्जुअल ह्यूसमेंट—जी.एस.सी. ए.एस.एच. निकाय को आन्तरिक शिकायत समिति) (इण्टरनल कम्प्लेन्टस कमिटी—आई.सी.सी) के समान ही पुनर्गठित करना ;
- बशर्ते, बाद में दर्शाये गए मामले में उच्चतर शैक्षिक संस्थान सुनिश्चित करेंगे कि इस प्रकार के निकाय का गठन आई.सी.सी. के लिए आवश्यक सिद्धान्तों के आधार पर इन विनियमों के अन्तर्गत किया गया है। ऐसा कोई भी निकाय इन विनियमों के प्रावधानों के द्वारा बाध्य होगा;
- (आई) कर्मचारियों एवं छात्रों को उपलब्ध आश्रय के बारे में बताना, यदि वे लैंगिक उत्पीड़न के शिकार हुए हैं,
- (जे) आन्तरिक शिकायत समिति के सदस्यों द्वारा शिकायतों के निपटान, समाधान अथवा समझौते आदि की प्रक्रिया का संचालन संवेदनशील रूप से करने के लिए, नियमित अभिमुखी अथवा प्रशिक्षण कार्यक्रम संचालित करना,
- (के) कर्मचारियों एवं छात्रों के सभी प्रकार के उत्पीड़न के निराकरण हेतु सक्रिय रूप से गतिशील बनाना चाहे वह उत्पीड़न किसी प्रबल अधिकारी अथवा उच्चतर शैक्षिक संस्थान में स्थित पदानुक्रम संबंधों के आधार पर है। अथवा किसी घनिष्ठ भागीदार की हिंसा संबंधी हो अथवा समकक्षों से अथवा उस उच्चतर शैक्षिक संस्थान की भौगोलिक सीमाओं से बाहर किन्हीं तत्वों के कारण हो,
- (एल) उसके कर्मचारियों एवं छात्रों के प्रति किए गए लैंगिक उत्पीड़न के लिए दोषी जो लोग हैं उन्हें दण्डित करना तथा विधि द्वारा मान्य कानून के अनुसार समस्त कार्यवाही करना तथा परिसर में लैंगिक उत्पीड़न के निराकरण एवं अवरोध हेतु तन्त्रों एवं समाधान प्रणाली को यथास्थिति बनाना;
- (एम) यदि उस दुराचार का षडयंत्रकारी वहाँ का कर्मचारी है तो सेवा नियमों के अन्तर्गत लैंगिक उत्पीड़न को एक दुराचार के रूप में मानना;
- (एन) यदि अपराधकर्ता कोई छात्र है तो लैंगिक उत्पीड़न को अनुशासनात्मक नियमों (जो बहिष्कार एवं बहिष्करण तक हो सकता है) के उल्लंघन के रूप में देखना;
- (ओ) इन विनियमों के प्रकाशन की तिथि से लेकर 60 दिनों की अवधि में इन विनियमों के प्रावधानों का अनुपालन सुनिश्चित किया जाना, जिनमें आन्तरिक शिकायत समिति की नियुक्ति शामिल है;
- (पी) आन्तरिक शिकायत समिति द्वारा की गई रिपोर्टों का समयबद्ध रूप से प्रस्तुतीकरण,
- (क्यू) एक वार्षिक रिपोर्ट जिसे दायर मामलों का, उनके निपटान का विवरण हो, वह तैयार करना तथा इसे आयोग को प्रस्तुत करना;

3.2 समर्थन करने वाली गतिविधियाँ—

- (1) जिन नियमों, विनियमों अथवा अन्य इसी प्रकार के माध्यम जिनके द्वारा आन्तरिक शिकायत केन्द्र (आई.सी.सी.) प्रकाशित करेगा, उन्हें अद्यतन किया जाएगा तथा उन्हें समय-समय पर संशोधित किया


Principal
Nutan Mahavidyalaya Institute
of Engineering & Technology
Samarth Vihar, Gurgaon, Haryana
Telegon Dabhi, 122007

जाएगा—क्योंकि न्यायालय के निर्णय एवं अन्य कानून तथा नियमों द्वारा उस कानूनी ढाँचे में लगातार संशोधन होता रहेगा जिनके अनुसार अधिनियम लागू किया जाना है;

- (2) उच्चतर शैक्षिक संस्थानों का कार्यकारी प्राधिकारी द्वारा अधिदेशात्मक रूप से पूरा समर्थन किया जाना चाहिए तथा यह देखा जाना चाहिए कि आई.सी.सी. की सिफारिशों का क्रियान्वयन समयबद्ध रूप से किया जा रहा है कि नहीं। आई.सी.सी. के प्रकार्य के लिए समस्त संभावित संसाधन उपलब्ध कराए जाने चाहिए— जिनमें कार्यालय और भवन अवसंरचना सहित (कम्प्यूटर, फोटो कॉपियर, श्रव्य दृश्य उपकरणों आदि) स्टाफ (टाइपिस्ट, सलाह एवं कानूनी सेवाओं) सहित पर्याप्त रूप में वित्तीय संसाधन का आबंटन भी हो;
- (3) असुरक्षित/दुर्बल वर्ग विशेष रूप से प्रताड़ना के शिकार बन जाते हैं और उनके द्वारा शिकायत करना और भी ज्यादा कठिन होता है। क्षेत्र, वर्ग, जाति, लैंगिक प्रवृत्ति, अल्पसंख्यक पहचान, एवं पृथक रूप से सामर्थ्य से असुरक्षा सामाजिक रूप से संयोजित हो सकती है। समर्थकारी समितियों को इस प्रकार की असुरक्षितताओं के प्रति अति संवेदनशीलता एवं विशेष जरूरतों के प्रति संवेदनशील होने की आवश्यकता है;
- (4) क्योंकि शोध छात्र और डॉक्टोरल छात्र विशेष रूप से आक्रान्त होते हैं, अतः उच्चतर शैक्षिक संस्थानों द्वारा यह सुनिश्चित कराया जाए कि शोध सर्वेक्षण की नैतिकता संबंधी दिशा निर्देश उचित रूप से लागू हो रहे हैं;
- (5) समस्त उच्चतर शैक्षिक संस्थानों द्वारा उनकी लैंगिक उत्पीड़न विरोधी नीति की क्षमता का नियमित रूप से अर्ध वार्षिक पुनरीक्षण किया जाना चाहिए;
- (6) सभी अकादमिक स्टाफ कॉलेजों (जिन्हें अब मानव संसाधन विकास केन्द्रों के रूप में पाया जाता है) (एचआरडीसी) और क्षमता निर्माण के क्षेत्रीय केन्द्रों द्वारा लिंग संबंधी सत्रों को अपने अभिमुखी एवं पुनश्चर्चा पाठ्यक्रमों में निगमित करना चाहिए। अन्य सब विषयों से भी इसे प्राथमिकता दी जाए तथा इसे मुख्य धारा के रूप में विशेष रूप से बनाया जाए तथा इसके लिए "यूजीसी सक्षम" रिपोर्ट का उपयोग करें जिसमें, इस बारे में, प्रविधियाँ उपलब्ध कराई जाती हैं;
- (7) उच्चतर शैक्षिक संस्थानों में प्रशासकों के लिए संचालित अभिमुखी पाठ्यक्रमों में आवश्यक रूप से लैंगिक संवेदीकरण तथा लैंगिक उत्पीड़न की समस्याओं पर एक मापदण्ड होना चाहिए। उच्चतर शैक्षिक संस्थान के समस्त विभागों में मौजूद सदस्यों के लिए कार्यशालाएँ नियमित रूप से संचालित की जानी चाहिए;
- (8) समस्त उच्चतर शैक्षिक संस्थानों में परामर्श सेवाओं को संस्थानों के अन्तर्गत रखा जाना चाहिए और इसके लिए सुप्रशिक्षित पूर्णकालिक परामर्शदाता होने चाहिए;
- (9) कई उच्चतर शैक्षिक संस्थान जिनके विशाल परिसर हैं जिनमें प्रकाश संबंधी व्यवस्था बहुत अधूरी है तथा अन्य संस्थानों के लोगों के अनुभव अनुसार वे स्थान असुरक्षित समझे जाते हैं, वहाँ पर्याप्त प्रकाश व्यवस्था अवसंरचना एवं रख-रखाव का एक अनिवार्य अंग है;
- (10) पर्याप्त एवं अच्छी तरह से प्रशिक्षित सुरक्षा स्टाफ आवश्यक रूप से होना चाहिए जिसमें महिला सुरक्षा स्टाफ सदस्य अच्छी संख्या में हों, जिससे संतुलन बना रहे। सुरक्षा स्टाफ नियुक्ति के मामले में लैंगिक संवेदनशीलता प्रशिक्षण को एक शर्त के रूप में माना जाना चाहिए;
- (11) उच्चतर शैक्षिक संस्थान आवश्यक रूप से विश्वसनीय जन यातायात को सुनिश्चित करें— विशेष रूप से उच्चतर शैक्षिक संस्थानों के विस्तृत परिसरों के अन्दर विभिन्न विभागों के मध्य जैसे— छात्रावासों, पुस्तकालयों, प्रयोगशालाओं तथा मुख्यालय और विशेष रूप से वे स्थान जिन तक पहुँच पाना दैनिक शोधकर्ताओं के लिए कठिन है। सुरक्षा की कमी तथा उत्पीड़न बहुत बढ़ जाता है जब कर्मचारी और छात्र सुरक्षित जन यातायात पर निर्भर नहीं रहते हैं। कर्मचारी एवं छात्रों द्वारा पुस्तकालयों और प्रयोगशालाओं में देर रात तक काम करने और शाम के समय अन्य कार्यक्रमों में भाग लेने के लिए उच्चतर शैक्षिक संस्थानों द्वारा भरोसेमंद यातायात का प्रबन्ध किया जाना चाहिए;
- (12) आवासीय उच्चतर शैक्षिक संस्थानों द्वारा महिला छात्रावासों की संरचना को प्राथमिकता दी जाए। महिला छात्रावास, जो सभी प्रकार के उत्पीड़न से थोड़ी बहुत सुरक्षा प्रदान करते हैं, उस उच्च शिक्षा के सभी स्तरों पर, शहरी एवं ग्रामीण क्षेत्रों में बड़ी संख्या में उच्च शिक्षा इच्छुक युवा महिलाओं के लिए अत्यन्त जरूरी है;

- (13) युवा छात्रों की तुलना में छात्रावास में स्थित छात्राओं की सुरक्षा के मामले को भेदभाव पूर्ण नियमों का आधार नहीं बनाया जाना चाहिए। परिसर की सुरक्षा संबंधी नीतियों को महिला कर्मचारी एवं छात्राओं की सुरक्षात्मकता के रूप में नहीं बन जाना चाहिए, जैसे कि आवश्यकता से अधिक सर्वेक्षण या पुलिसिया निगरानी अथवा आने जाने की स्वतंत्रता में कटौती करना— विशेषकर महिला कर्मचारी एवं छात्राओं के लिए;
- (14) सभी उच्चतर शैक्षिक संस्थानों के लिए पर्याप्त स्वास्थ्य सुविधायें होनी अधिदेशात्मक हैं। महिलाओं के विषय में इस प्रक्रिया में लिंग संवेदी डाक्टर और नर्स तथा इसके साथ ही एक स्त्री रोग विशेषज्ञ की सेवाएँ उपलब्ध होनी चाहिए;
- (15) महाविद्यालयों में महिला विकास प्रकोष्ठ पुनः चालू किये जाने चाहिए एवं उन्हें धन दिया जाना चाहिए और इन्हें लैंगिक उत्पीड़न विरोधी समितियों तथा आन्तरिक शिकायत समिति के प्रकार्यों से पृथक करके स्वशासी रखा जाना चाहिए। उसके साथ ही वे आन्तरिक शिकायत केन्द्रों के परामर्श से अपनी गतिविधियाँ विस्तारित करेंगे जिनमें लैंगिक संवेदीकरण कार्यक्रम शामिल हैं तथा नियमित आधार पर लैंगिक उत्पीड़न विरोधी नीतियाँ परिसरों में प्रचारित प्रसारित करेंगे। "सांस्कृतिक पृष्ठभूमि" एवं "औपचारिक अकादमिक स्थल" इन्हें परस्पर सहभागिता करनी चाहिए ताकि ये कार्यशालाएँ नवान्मधी आकर्षक बने एवं मशीनी न हों;
- (16) छात्रावासों के वार्डन, अध्यक्ष, प्राचार्यों, कुलपतियों, विधि अधिकारियों एवं अन्य कार्यकारी सदस्यों को नियमों के अथवा अध्यादेशों में संशोधनों द्वारा जवाबदेही के दायरे में यथाआवश्यक रूप से लाना चाहिए;

4. शिकायत समाधान तन्त्र—

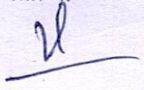
- (1) लैंगिक उत्पीड़न के विरुद्ध प्रत्येक कार्यकारी प्राधिकारी लैंगिक संवेदीकरण के लिए एक आन्तरिक तन्त्र सहित एक आन्तरिक शिकायत समिति (आई.सी.सी.) का गठन करेंगे। आई.सी.सी. की निम्न संरचना होगी—
- (अ) एक पीठासीन अधिकारी जो एक महिला संकाय सदस्य हो और जो एक वरिष्ठ पद पर (एक विश्वविद्यालय की स्थिति में प्रोफेसर से निम्न न हो तथा किसी महाविद्यालय की स्थिति में सह-प्रोफेसर अथवा रीडर से निम्न न हो) शैक्षिक संस्थान में नियुक्त हो तथा कार्यकारी प्राधिकारी द्वारा नामित हो;
- बशर्त यदि किसी स्थिति में कोई वरिष्ठ स्तर की महिला कर्मचारी उपलब्ध नहीं है तो पीठासीन अधिकारी को उप-अनुभाग 2(अ) में दर्शाये कार्यस्थल के अन्य कार्यालय अथवा प्रशासनिक एकांश से उन्हें नामित किया जाएगा;
- बशर्त यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियोक्ता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है।
- (ब) दो संकाय सदस्य एवं दो गैर-अध्यापनरत कर्मचारी जो अधिमानतः महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं तथा जिन्हें सामाजिक कार्य अथवा कानूनी जानकारी है, उन्हें कार्यकारी प्राधिकारी द्वारा नामित किया जाना चाहिए;
- (स) यदि किसी मामले में छात्र शामिल हैं तो उसमें तीन छात्र हों जिन्हें स्नातक पूर्व, स्नातकोत्तर एवं शोधस्तर पर क्रमशः भर्ती किया जायेगा जिन छात्रों को पारदर्शी लोकतांत्रिक प्रणाली द्वारा चुना गया है;
- (द) गैर सरकारी संगठनों में से किसी एक में से अथवा किसी ऐसी सभा में से जो महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं या एक ऐसा व्यक्ति हो जो लैंगिक उत्पीड़न से जुड़े मामलों का जानकार हो, जो कार्यकारी प्राधिकारी द्वारा नामित हो;
- (2) आन्तरिक शिकायत समिति के कुल सदस्यों में न्यूनतम आधे सदस्य महिलायें होनी चाहिए;
- (3) उच्चतर शैक्षिक संस्थानों में वरिष्ठ प्रशासनिक पदों पर नियुक्त व्यक्ति जैसे कुलपति, पदेन कुलपति, रेक्टर, कुलसचिव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे ताकि ऐसे केन्द्र के प्रकार्यों की स्वायत्तता सुनिश्चित रहे;

- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि:-
- (अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा
- (ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा
- (स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा
- (द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवामें निरन्तरता को जनहित के प्रतिकूल माना जाएगा;
- तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;"

5. आन्तरिक शिकायत समिति (आई.सी.सी.) :- आन्तरिक शिकायत समिति करेगी :-

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
- (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;
- (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
- (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
- (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;
6. शिकायत करने एवं जाँच पड़ताल की प्रक्रिया:- आन्तरिक शिकायत समिति किसी भी शिकायत को दायर करने और उस शिकायत की जाँच करने के लिए इन विनियमों और अधिनियम में निर्धारित प्रणाली का अनुपालन करेगी ताकि वह समयबद्ध रूप से पूरी हो सके। उच्चतर शैक्षिक संस्थान, आन्तरिक शिकायत समिति को सभी आवश्यक सुविधाएँ उपलब्ध कराएगा ताकि जाँच पड़ताल शीघ्रता से संचालित हो सके तथा आवश्यक गोपनीयता भी बनी रहे;
7. लैंगिक उत्पीड़न की शिकायत दायर करने की प्रक्रिया :- किसी भी असन्तुष्ट व्यक्ति के लिए आवश्यक है कि वह घटना होने की तिथि से तीन माह के भीतर लिखित शिकायत आन्तरिक शिकायत समिति को प्रस्तुत करे और यदि लगातार कई घटनाएँ हुई हों तो सबसे बाद की घटना से तीन माह के भीतर उसे प्रस्तुत करें;
- बशर्त जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तुत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;
- बशर्त, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;

8. जाँच पड़ताल की प्रक्रिया:-


Principal
Nutan Maharashtra Institute
of Engg & Technology
"Samarth Vidyalaya" Vidhanapur
Talagach Bakhata, 410507

- (1) शिकायत मिलने पर आन्तरिक शिकायत समिति इसकी एक प्रति को प्रतिवादी को इसके प्राप्त होने से सात दिनों के भीतर भेजेगी;
- (2) शिकायत की प्रति मिलने के बाद प्रतिवादी अपना उत्तर इस शिकायत के बारे में, समस्त दस्तावेजों की सूची, गवाहों के नामों एवं पत्तों के नामों एवं उनके पत्तों सहित दस दिन की अवधि में दाखिल करेगा;
- (3) शिकायत प्राप्त होने के 90 दिनों के भीतर ही जाँच पड़ताल पूरी की जानी चाहिए। अनुशांसाओं सहित, यदि वे हों, तो, जाँच पड़ताल रिपोर्ट उस जाँच के पूरा होने के 10 दिनों के भीतर उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी को प्रस्तुत की जानी चाहिए। इस शिकायत से जुड़े दोनों पक्षों के समक्ष इस जाँच के तथ्यों या सिफारिशों की प्रति दी जाएगी;
- (4) जाँच रिपोर्ट प्राप्त होने के 30 दिनों के भीतर इस समिति की सिफारिशों पर उच्चतर शैक्षिक संस्थान के अध्यक्ष प्राधिकारी कार्यवाही करेंगे, यदि किसी भी पक्ष द्वारा उस अवधि में जाँच के विरुद्ध कोई अपील दायर न की गई हो;
- (5) दोनों में से किसी भी पक्ष द्वारा आन्तरिक शिकायत समिति द्वारा प्रदान तथ्यों/अनुशांसाओं के विरुद्ध उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी के समक्ष की गई अनुशांसाओं की तिथि से तीस दिन की अवधि में अपील दायर की जा सकती है;
- (6) उच्चतर शैक्षिक संस्थान का कार्यकारी प्राधिकारी यदि आन्तरिक शिकायत समिति की सिफारिशों के अनुसार कार्य नहीं करने का निर्णय लेता है तो वह इसके बारे में लिखित रूप से कारण स्पष्ट करेगा जिन्हें आन्तरिक शिकायत समिति को तथा उस कार्यवाही से जुड़े दोनों पक्षों को भेजा जाएगा। यदि दूसरी ओर वह आन्तरिक शिकायत समिति द्वारा की गई सिफारिशों के अनुसार कार्य करने का निर्णय लेता है तो एक कारण बताओ नोटिस जिसका 10 दिनों के भीतर उत्तर भेजा जाना है— उसे उस पक्ष को भेजा जाएगा जिसके विरुद्ध कार्यवाही की जानी है। उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी उस असन्तुष्ट व्यक्ति का पक्ष सुनने के पश्चात ही आगे की कार्यवाही करेंगे;
- (7) मामले को निपटाने के उद्देश्य से पीड़ित पक्ष एक सुलह का आग्रह कर सकता है। सुलह का आधार कोई आर्थिक समझौता नहीं होना चाहिए। यदि कोई सुलह का प्रस्ताव रखा जाता है तो यथास्थिति उच्चतर शैक्षिक संस्थान सुलह की प्रक्रिया को आन्तरिक शिकायत समिति के माध्यम से सुलभ कराएगा। किसी भी दण्डात्मक हस्तक्षेप की तुलना में, जहाँ तक संभव होता है, उस पीड़ित पक्ष की पूरी संतुष्टि के लिए उस पारस्परिक विरोध के समाधान को अधिमानता दी जाती है;
- (8) पीड़ित पक्ष अथवा पीड़ित व्यक्ति अथवा गवाह अथवा अपराधकर्ता की पहचान सार्वजनिक नहीं की जाएगी या विशेष रूप से उस जाँच प्रक्रिया के दौरान इसे सार्वजनिक क्षेत्र में रखा जाएगा;

9. अन्तरिम समाधान:— उच्चतर शैक्षिक संस्थान,

- (अ) यदि आन्तरिक शिकायत केन्द्र सिफारिश करता है तो शिकायतकर्ता अथवा प्रतिवादी को अन्य किसी अनुभाग अथवा विभाग में स्थानान्तरित किया जा सकता है ताकि सम्पर्क अथवा अन्योन्य क्रिया में शामिल जोखिम कम से कम बना रहे;
- (ब) पीड़ित पक्ष को, सम्पूर्ण स्तर संबंधी एवं अन्य हित लाभों के संरक्षण सहित तीन माह तक का अवकाश स्वीकृत कर दे;
- (स) शिकायतकर्ता के किसी भी काम अथवा निष्पादन अथवा परीक्षण अथवा परीक्षाओं के संबंध में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
- (द) सुनिश्चित करें कि अपराधकर्ताओं को पीड़ित व्यक्तियों से दूरी बना कर रखनी चाहिए तथा यथा आवश्यक, यदि कोई प्रत्यक्ष धमकी है तो उनका परिसर में प्रवेश प्रतिबंधित कर दें;
- (ई) लैंगिक उत्पीड़न की किसी शिकायत के परिणाम स्वरूप, शिकायतकर्ता को प्रतिशोध एवं उत्पीड़न से सुरक्षा प्रदान करने के लिए तथा एक अनुकूल वातावरण उपलब्ध कराने के लिए सख्त उपाय किये जाने चाहिए;

10. दण्ड एवं हरजाना:—

- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
- (2) अपराध की गंभीरता को देखते हुए— यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान:—

- (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे—पुस्तकालय, सभागार, आवासीय आगारों, यातायात, भ्रमण, भर्तों एवं पहचान पत्र आदि तक पहुँच बनाना;

- (व) एक विशेष समय तक परिसर में उसका प्रवेश स्थगित अथवा बाधित करना,
- (स) यदि उस अपराध की ऐसी गंभीरता है तो उस छात्र को संस्थान से निष्कासित किया जा सकता है तथा उसका नाम उस संस्थान की नामावलि से हटाया जा सकता है, इसके साथ ही पुनः प्रवेश की अनुमति उसे नहीं होगी,
- (द) अधिदेशात्मक परामर्श अथवा सामुदायिक सेवाओं जैसे सुधारवादी दण्ड प्रदान करना,
- (3) पीड़ित व्यक्ति मुआवजे का अधिकारी है। आन्तरिक शिकायत समिति द्वारा अनुशंसित तथा कार्यकारी प्राधिकारी द्वारा स्वीकृत मुआवजे के भुगतान के लिए उच्चतर शैक्षिक संस्थान निर्देश जारी करेगा, जिसकी वसूली अपराधकर्ता से की जाएगी। देय मुआवजे का निर्धारण निम्न आधार पर होगा:-
- (अ) पीड़ित व्यक्ति को जितना मानसिक तनाव, कष्ट, व्यथा एवं दुख पहुँचा है;
- (ब) उस लैंगिक उत्पीड़न की घटना के कारण उन्हें अपनी जीविका के सुअवसर की हानि उठानी पड़ी;
- (स) पीड़ित व्यक्ति द्वारा अपने शारीरिक एवं मनोरोग संबंधी आधार के लिए खर्च किए गए चिकित्सा व्यय;
- (द) कथित अपराधकर्ता एवं उस पीड़ित व्यक्ति की आय एवं जीवन स्तर, और
- (ई) ऐसे समस्त भुगतान का एकमुश्त रूप से या किरस्तों में किए जाने का औचित्य;

11. झूठी शिकायत के विरुद्ध कार्यवाई:-

इस बात को सुनिश्चित करने के लिए कि लैंगिक उत्पीड़न मामलों में कर्मचारियों एवं छात्रों की सुरक्षा के प्रावधानों का दुरुपयोग न हो, असत्य एवं द्वेष भावना पूर्ण शिकायतों के विरुद्ध प्रावधान किये जाने की आवश्यकता है तथा इन्हें उच्चतर शैक्षिक संस्थानों में प्रचारित प्रसारित किया जाना चाहिए। आन्तरिक शिकायत समिति यदि यह निष्कर्ष निकालती है कि लगाए गए अभियोग असत्य, धे, विद्वेषपूर्ण धे अथवा यह जानते हुए भी कि वह शिकायत असत्य अथवा जाली है अथवा भ्रामक सूचना को उस पड़ताल के दौरान उपलब्ध कराया गया है तो शिकायतकर्ता विनियम (10) के उप विनियम (1) के तहत दण्डित किये जाने के लिए बाध्य होगा यदि शिकायतकर्ता एक कर्मचारी है, तथा यदि वह अपराधकर्ता एक छात्र है तो वह इस विनियम की उप-विनियम (2) के प्रावधानों के अनुसार सजा के लिए बाध्य होगा तथापि किसी भी शिकायत को प्रमाणित करने अथवा उसके लिए पर्याप्त सबूत उपलब्ध न कर पाने का आधार, शिकायतकर्ता के विरुद्ध कार्यवाई करने का कारण नहीं माना जा सकता है। शिकायतकर्ता द्वारा द्वेषपूर्ण उद्देश्य से दायर शिकायत की जाँच पड़ताल द्वारा तय किया जाना चाहिए तथा इस बारे में किसी कार्यवाई की सिफारिश किए जाने से पूर्व इस विषय में निर्धारित प्रणाली के अनुसार जाँच की जानी चाहिए;

12. गैर अनुपालन के परिणाम:-

- (1) ऐसे संस्थान जो जानबूझकर अथवा बारंबार उन दायित्वों तथा कर्तव्यों के अनुपालन में असमर्थ बना रहता है जिन्हें कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण, निषेध एवं समाधान हेतु निर्धारित किया गया है, तो इस स्थिति में आयोग विधिवत नोटिस देकर निम्न में से किसी एक अथवा इससे अधिक बिन्दुओं पर कार्यवाई करेगा:-
- (अ) विश्वविद्यालय अनुदान आयोग अधिनियम 1956 की धारा 12(बी) के अन्तर्गत की गई घोषणा जो पात्रता दिये जाने के विषय में है, उसका आहरण किया जाना;
- (ब) आयोग द्वारा अधिनियम 1956 की धारा 2 (एफ) के अन्तर्गत अनुरक्षित सूची में से उस विश्वविद्यालय अथवा महाविद्यालय का नाम हटाना;
- (स) संस्थान को आबंटित किसी भी अनुदान को रोक देना;
- (द) आयोग को किसी भी सामान्य अथवा विशेष सहायता कार्यक्रमों के अन्तर्गत किसी भी सहायता को प्राप्त करने के लिए उस संस्थान को अपात्र घोषित किया जाना;
- (ई) जन साधारण को, एवं रोजगार अथवा प्रवेश के इच्छुक भावी प्रत्याशियों को एक ऐसे नोटिस द्वारा सूचित करना जो समाचार पत्रों में प्रमुख रूप से दर्शाया गया है अथवा उपयुक्त मीडिया में दर्शाया गया है तथा आयोग की वेबसाइट पर प्रदर्शित किया गया है तथा जिस नोटिस में घोषणा की गई है कि वह संस्थान लैंगिक उत्पीड़न के विरुद्ध शून्य सहनशीलता नीति (मतव जवसमतंदबम चवसपबलद्ध का समर्थन नहीं करता है,
- (एफ) यदि वह एक महाविद्यालय है तो उसके सम्बद्ध विश्वविद्यालय द्वारा उसकी सहसम्बद्धता को आहरित करने की अनुमति के लिये कहें,

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन--III/4/असा/53]

जसपाल एस. संधु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:—

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,—
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC:
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

3. **Responsibilities of the Higher Educational Institution-** (1) Every HEI shall,-

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC; Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

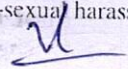
3.2 **Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.


(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.


Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankal" Vishnupuri
Talegaon Dabhade, 410507

- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

Grievance redressal mechanism.—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-


Principal
Nutan Maharashtra Institute
of Engg. & Technology
(Samarth Vidya Sanstha) Vidharupuri
Telagaon Dabhade, 410007

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

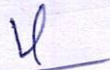
- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

5 **Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee**

shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;


Principal

Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Saday" Vishnupuri
Telangana Dehliada, 413507

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. **The process for making complaint and conducting Inquiry** – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy.

7. **Process of making complaint of sexual harassment** - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. **Process of conducting Inquiry**- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the

case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. **Interim redressal**-The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. **Punishment and compensation**- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
- (b) suspend or restrict entry into the campus for a specific period;
- (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
- (d) award reformatory punishments like mandatory counselling and, or, performance of community services.

(3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
- (b) the loss of career opportunity due to the incident of sexual harassment;
- (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
- (d) the income and status of the alleged perpetrator and victim; and
- (e) the feasibility of such payment in lump sum or in instalments.

11. **Action against frivolous complaint.**—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. Consequences of non-compliance.—(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC

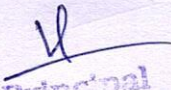
WOMEN'S GRIEVANCE REDRESSAL CELL

1. Objective of the Women's Grievance Redressal Cell

- 1.1 The Cell will deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- 1.2 The Cell shall process all the individual complaints and take immediate suitable action.
- 1.3 The Cell will provide assistance to the Faculty/Colleges for taking preventive steps in the matter of gender discrimination and sexual harassment.
- 1.4 The Principal will be the Chairman of the Cell and may appoint members of the cell.
- 1.5 The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.

2. Grievance Procedure

- 2.1 Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting the complaint in the Principal's office.
- 2.2 The complaint will be afforded full confidentiality at this stage.
- 2.3 After receiving the complaint, the chairman shall convene the meeting of the cell.
- 2.4 The chairman will appoint investigation committee, Coordinator will convene the meetings.
- 2.5 The investigation committee shall then decide the course of action to proceed.
- 2.6 The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by complainer /her representative.
- 2.7 In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee, heard and if satisfied that a warning is just and proper, he will be warned about his behaviour and non-occurrence of it. In case the complainer requests that the complaint should be proceeded with beyond mere a warning, the same may be proceeded with in the manner prescribed hereafter.

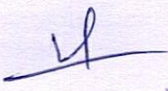

Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Bhawan" Waghpur
Telangana District, 501507

3. Procedure for investigation

- 3.1 If the complainer wishes to proceed beyond a mere a warning to the accused, the accused shall be given in writing by the investigation committee an opportunity to explain within one week why he should not be, for good and sufficient reasons, be punished for the act of sexual harassment on his part.
- 3.2 If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offence deserves a minor penalty or a major penalty.
- 3.3 In the event that the investigation committee deciding that the accused be imposed a minor penalty, the said penalty will be recommended by the investigation committee to the chairman of the cell for decision.
- 3.4 If the investigation committee comes to a conclusion that the accused in case if his guilt proved, should be imposed a major penalty, it shall make a recommendation of action. If the accused is an employee, he may be placed under suspension under the provisions of act.
- 3.5 If a person is charged with physical molestation or rape on college / society's premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of Indian penal code.

4. Punishment for sexual harassment

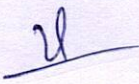
- 4.1 Any member of the institute fraternity (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government/ university rules.
- 4.2 A student guilty of sexual harassment shall be liable for any of the following penalties:
- Warning or reprimand.
 - Suspension from university/ college for a period of one month.
 - Debarment from appearing for the examination for a period up to three years.
 - Rustication from the university as the case may be.
 - Any other punishment as defined by the government/ university act.


Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankh" Walsurpuri
Telangana Dist. No. 418507

5. Protection against Victimization

The committee noted and approved the policy on Protection against Victimization of the Women's Grievance Redressal Cell as following-

- a. In the event of the complainer being a student and the accused being a teacher, during the pendency of the investigation and inquiry and even after such an enquiry if the teacher is found to be guilty, the accused will not act as an examiner for any examination for which the student appears.
- b. In the event the complainer and the accused both being employees, during the pendency of the investigation and enquiry even after such an enquiry if the accused is found to be guilty, the accused shall not write the condition reports of the complainer, if it is otherwise so authorized.



Principal
Nutan Maharashtra Institute
of Engg. & Technology
"Samarth Vidya Sankalpa" Chhapuri
Telgaon D. Bhand 411007

**Salient Features of the Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal) Act, 2013, &
the Rules made thereunder**

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, aims at prevention of sexual harassment at various work places. The said Act has come into force on 22.4.2013. In exercise of the powers conferred by Section 29 of the said Act, the Central Government has made the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, for carrying out the provisions of the said Act.
2. The Act directs the employer to constitute an Internal Complaints Committee to look into the complaints of sexual harassment of women at workplace. As defined in Section 2(g) of the Act, an 'employer' means the head of an establishment.
3. For the purposes of this Act,
 - 'Aggrieved woman' means a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the Respondent [Section 2(a)(i)].
 - 'Employee' means a person employed at workplace for any work on regular, temporary, ad-hoc or daily wage basis, either directly or through an agent, including a contractor, with or without the knowledge of the Principal Employer, whether for remuneration or not or working on a voluntary basis or otherwise, whether the terms of employment are expressed or implied, and also includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name [Section 2(f)].
 - 'Respondent' means a person against whom the aggrieved woman has made a complaint. [Section 2(n)]
4. An act of sexual harassment includes any one or more of the unwelcome acts or behaviour, whether directly or by implication [Section 2(n)]:
 - i) physical contact and advances; or
 - ii) a demand or request for sexual favours; or
 - iii) making sexual coloured remarks; or
 - iv) showing pornography; or
 - v) any unwelcome physical, verbal or non-verbal conduct of sexual nature.

The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment, may also amount to sexual harassment [Section 3(2)];

- i) Implied or explicit promise of preferential treatment in her employment; or
- ii) Implied or explicit threat of detrimental treatment in her employment; or


Principal

Nutan Maharashtra Institute
of Engg. & Technical Education

- iii) Implied or explicit threat about her present or future employment status; or
 - iv) Interference with her work or creating and intimidating or offensive or hostile work environment for her; or
 - v) Humiliating treatment likely to affect her health or safety.
5. In the Internal Complaints Committee, constituted as per Section 4 of the Act, at least 50% of the total members of the Committee shall be women. The Presiding Officer of the Committee is required to be a woman employee working at a senior level at workplace. There will be minimum two employees as member committed to the cause of women or who have had experience of social work or have legal knowledge. There will also be one outside member from amongst non-governmental organizations committed to the cause of women or a person familiar with the issues relating with the sexual harassment. Thus, the Internal Complaints Committee shall have at least four members. Maximum is not prescribed. The term of office of the Presiding Officer and every member of the Committee shall not exceed three years from the date of their nomination, as may be specified by the employer. The member appointed from amongst the non-governmental organization or associations shall be paid fees or allowances for holding the proceedings of the Committee.
6. As per Section 6 of the Act, every District Officer is required to constitute a Local Committee to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.
7. Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Complaints Committee, within a period three months from the date of incident or in case of a series of incidents within a period of three months from the date of the last incident. If an aggrieved woman is unable to make a complaint in writing, the Presiding Officer or any member of the Internal Complaints Committee shall render all reasonable assistance to her for making the complaint in writing. If the Internal Complaints Committee is satisfied that the circumstances were such, which prevented the woman for filing a complaint within a period of three months, the Committee may extend the time limit not exceeding three months, for the reasons to be recorded in writing. [Section 9(1)]
- i) Where the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed by -
 - a) her relative or friend; or
 - b) her co-worker; or
 - c) an officer of the National Commission for Women or State Women's Commission; or
 - d) any person who has knowledge of the incident, with the written consent of the aggrieved woman.

4
Noted
By
Smt. J. K. Thakur
Tilgona Bhawan, 212007

- ii) Where aggrieved woman is unable to make a complaint on account of her mental incapacity, a complaint may be filed by -
- a) her relative or friend; or
 - b) a special educator; or
 - c) a qualified psychiatrist or psychologist; or
 - d) the guardian or authority under whom she is receiving treatment or care; or
 - e) any person who has knowledge of the incident jointly with her relative or friend or a special educator or qualified psychiatrist or psychologist or guardian or authority under whom she is receiving treatment or care.
- iii) Where the aggrieved woman for any other reason is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with her written consent and where the aggrieved woman is dead, a complaint may be filed by any person who has knowledge of the incident, with the written consent of her legal heir. (Rule 6)
8. The Complainant shall submit six copies of the complaint along with the supporting documents and names and addresses of the witnesses to the Internal Complaints Committee. On receipt of the complaint, the Committee shall send one of the copies to the respondent within a period of seven working days and shall ask the respondent to file his reply to the complaint along with his list of documents and names and addresses of witnesses, within a period not exceeding ten working days from the date of receipt of the complaint by him. The Committee shall have the right to terminate the enquiry proceedings or to give an ex-parte decision on the complaint, if the complainant or respondents fails, without sufficient cause to prevent herself or himself for three consecutive hearings. Before such termination or ex-parte order, a prior written notice of not less than 15 days shall be given to the party concerned. Legal practitioner is not allowed to represent the case at any stage of the proceedings before the Committee. The quorum for the meeting shall be minimum three members including the Presiding Officer. (Rule 7)
9. The Internal Complaints Committee, before initiating an enquiry and at the request of the aggrieved woman, may take steps to settle the matter between her and the respondent through conciliation. Monetary settlement shall not be a basis of conciliation. Where a settlement has been arrived at, the Committee shall record the settlement so arrived and forward the same to the employer to take action as specified in the recommendations. The Committee shall provide the copies of the settlement to the aggrieved woman and the respondent. Where a settlement is arrived at, no further enquiry is required (Section 10).
10. The Internal Complaints Committee shall make enquiry into the complaint in accordance with the provisions of the Service Rules applicable to the respondent. For the purpose of the enquiry, if the respondent is a non-teaching employee of the university, provisions

of the Maharashtra Civil Services (Conduct) Rules, 1979 and provisions of the Maharashtra Civil Services (Discipline and Appeal) Rules, 1979, are applicable, and if the respondent is a teacher, provisions of the Teachers' Statutes are applicable. If the Respondent is a student, an enquiry shall be made as per provisions of Ordinance 157 as regards maintenance of discipline and good conduct by students.

Where the aggrieved woman informs the Committee that any term or condition of the settlement arrived at has not been complied with by the respondent, the Committee shall proceed to make an enquiry into the complaint. Where both the parties are employees, they shall be given an opportunity of being heard and a copy of the findings of the Committee shall be made available to them enabling them to make representation against the findings before the Committee [Section (11)].

11. The Internal Complaints Committee functions like a quasi judicial authority and has powers of Civil Court of summoning and enforcing attendance of any person, examining him on own and requiring the discovery and production of documents. The enquiry shall be completed within a period of 90 days. [Section 11(4)]. While conducting enquiry, the Committee has to follow the principles of natural justice.
12. During the pendency of an enquiry, the Internal Complaints Committee, on a written request of aggrieved woman, may recommend to the employer to-
 - i) transfer the aggrieved woman or the respondent to any other workplace; [Section 12(1)(a)] or
 - ii) grant leave to the aggrieved woman up to a period of three months; [Section 12(1)(b)] or
 - iii) restrain the respondent from reporting on the work performance of the aggrieved woman or writing her confidential report, and assign the same to another officer; [Rule 8(a)] or
 - iv) restrain the respondent from supervising any academic activity of the aggrieved woman [Rule 8(b)].

The employer is required to implement the above said recommendations of the Committee and send the report of such implementation to the Committee. [Section 12(3)]


13. On completion of the enquiry, the Internal Complaints Committee shall provide a report of its findings to the employer, within a period of 10 days from the date of completion of the enquiry and such report shall be made available to the concerned parties also. Where the Committee arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer that no action is required to be taken in the matter. Where the Committee arrives at the conclusion that the allegation against the

respondent has been proved, it shall recommend to the employer to take action for sexual harassment as a misconduct in accordance with the relevant provisions of the service rules and to deduct from the salary or wages of the Respondent such sum as it may be considered appropriate to be paid to the aggrieved woman or to her legal heirs. [Section 13]

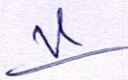
As per Rule 9, except in cases where service rules exist, the Internal Complaints Committee shall recommend to the employer the punishment to be imposed upon the Respondent, if the allegations against him have been proved. Therefore, in cases where service rules exist, the Internal Complaints Committee does not recommend the punishment to be imposed upon the Respondent. In such cases the Internal Complaints Committee should recommend to the employer to take action for sexual harassment as misconduct in accordance with the provisions of the service rules applicable to him.

The employer is required to implement the above said recommendations of the Committee, within sixty days of its receipt by him. [Section 13(4)]

14. Where the Internal Complaints Committee arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made a false complaint or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer, to take action against the woman or the person who has made the complaint, in accordance with the provisions of the service rules applicable to her or him. [Section 14(1)]
15. Where the Internal Complaints Committee arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness, to take action in accordance with the provisions of the service rules applicable to the said witness. [Section 14(2)]
16. For the purpose of determining the sums to be paid to the aggrieved woman, the Internal Complaints Committee shall have regard to-
 - i) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;
 - ii) the loss in the career opportunity due to the incident of sexual harassment;
 - iii) medical expenses incurred by the victim for physical or psychiatric treatment;
 - iv) the income and financial status of the respondent;
 - v) feasibility of such payment in lump sum or in instalments.[Section 15]


Principal
Nutan Maharashtra Institute
of Professional Education
"Santosh" Road, Mumbai
1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

17. Notwithstanding anything contained in the Right to Information Act, 2005(22 of 2005), the contents of the complaint made under Section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Complaints Committee and the action taken by the employer shall not be published, communicated or made known to the public, press and media in any manner. However, information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken, contravenes these provisions, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person. [Section 16] The employer has power to recover a sum of Rs. 5,000/- as penalty from such person. (Rule 12)


Nutan Mahalingam Institute
of Engineering & Technology
"Samarth Vidya Sanstha" Vishnupuri
Telangana Dabbade, 410537

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

What is sexual harassment?

'Sexual Harassment' includes any one or more of following unwelcome acts (whether directly or by implication) such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or nonverbal conduct of sexual nature

Sexual Harassment Act 2013

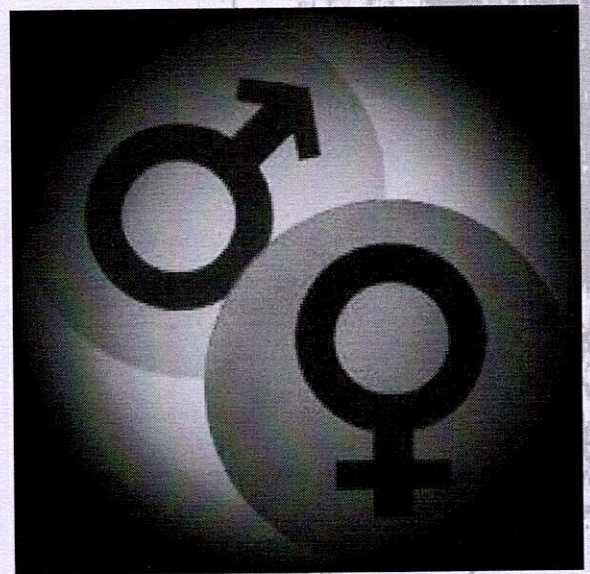
Vishakha Guidelines for prevention of sexual harassment were introduced by the Supreme Court of India in 1997. This judgment was followed by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This legislative act in India protects women from sexual harassment at their place of work.

The Act

- Provides the definition of sexual harassment at work place
- Makes mandatory for the employer to create complaint redressal mechanism
- Makes workplace healthy and free of discrimination

Rights of working women

- Work with dignity in a safe environment
- Protection form sexual harassment
- Equal treatment at workplace



Contact for more details
Internal Complaints Committee

Email:

icc@unipune.ac.in / wsc@unipune.ac.in / rajeshwarid@unipune.ac.in

Contact hours- Tuesday and Thursday: 2 p.m. to 4 p.m.
at Krantijyoti Savitribai Phule Women's Studies Centre
Dr. Babasaheb Ambedkar Bhavan, Savitribai Phule Pune University, Pune 411 007
Phone No. 020 25690052

Internal Complaints Committee Members, SPPU

Prof. Rajeshwari Deshpande - Presiding Officer, ICC
Department of Politics and Public Administration

Prof. Manohar Jadhav - Marathi Department

Prof. Anjali Kurne - Anthropology Department

Mr. B.D. Udhane - Law Officer

Kiran Moghe - Outside Expert

Administrative Coordinating Officer - Dr. Anagha Tambe
Director of KSP Women's Studies Center