

Sexual Harrassment Security of women at Workplace

(Prevention, Control and Redressal)C0mmittee

HISTORY-

In 1997, the Supreme Court recognized and addressed the issue of sexual harassment at the workplace. The Judgment created mandatory sexual harassment prevention guidelines for the workplace, applicable all over India the knowledge and information about it can lead to a workplace free of sexual harassment for all persons.

Sexual harassment injects the most demeaning sexual stereotypes into the general work environment and always represents an intentional assault on a persons innermost privacy.

At **Dr. B.A.M.U.Aurangabad**, the Cell was established in 2002 with the main objective of offering security from sexual harassment of work places to the women employees as per the guidelines given by the Hon'ble Supreme Court, New Delhi and National Women's Cell, Delhi as well as the Government of Maharashtra. The Government of Maharashtra has also taken cognizance of the problem of women employees both in the university and colleges. Both these agencies monitor the working of the cell. The cell needs to send monthly report to Delhi & Maharashtra Government. Whenever University/College women employees face sexual harassment problems in work place the committee scrutinizes the entire case, studies the evidential proof from both the aggrieved parties and gives fair justice to the parties.

Establishment of Women- Cell at Mrs.K.S.K. College-

According to National women cell New Delhi, UGC New Delhi and Dr. Babasaheb Ambedkar Marathwada University, G. R. No. K.L.S. women cell 2004/79-300 Dated 13 July 2004 women cell was established in Mrs. K.S.K. College.

The main **Aim** is to stop and prevent sexual Harassment and solve the problem related to sexual harassment

Sexual Harassment and eve-teasing complaints are controlled by the women cell in the college.

The Aim of establishing women's cell is due to the Rajsthan case.

In Rajasthan ,social worker vishakha was raped and that matter went to supreme court.A circular was then issued by the court to establish women cell for the security of working women and to create healthy atmosphere at work places.

Functions of the Cell -

The office of the Cell is an educational resource as well as a complaint centre. Is is-

- To provide suitable environment for those who may have been sexually harassed in the college campus.
- To advice complainants as specified by the Committee .
- To ensure the fair and timely solution of sexual harassment complaints.
- To provide information regarding counseling and support services to the needy.
- To ensure that students and staff are provided with current and comprehensive materials on sexual harassment and assault by organising different programmes.

- To promote awareness about sexual harassment that encourages safe campus environment,

The Cell seeks to inform the campus community of their right to a respectful work , learning environment and free of sexual harassment. Simple respect for all on the campus community is thus the focus.

The Cell seeks to achieve these goals through:

As a Information source - through production, distribution and circulation of printed materials, postes and handouts.

Awareness programmes - About sexual Harassment –and to ceate atmosphere of mutual learning.

Counselling - Confidential counselling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rearly reported and is a sensitive issue .

Working at College-

Meeting of women cell should be Held every 4 months.

Every year report is sent to UGC and Dr. B.A.M.U. about complaints and their its solution is being told.

Measures taken for Girl students-

- 1) College has constituted a committee and the members start working from 7.30 AM to 6 PM in all the college premises and class room and check ill situation if any.

- 2) Members of women cell take a round at free or leisure period and go to all the class Rooms as a silent observer.
- 3) The Principal is also aware about maintaining discipline in the College campus and also looks into the matter carefully.
- 4) Every year for freshers, women cell conducts women's parent meet and necessary instructions are given.
- 5) There are two closed locked complaint Box - One is in front of Ladies Room and other is near women cell office. It is opened up in front of all committee members frequently. If any complaint is found , solution is found to solve the problem the concerned Boys and their Parents are called and they are given instructions. Fortunately, till today not even single noticeable complaint has been reported yet.
- 6) Various Lectures and competition^ are organized by the women cell Just as Laws related to women, Lectures on Health, poetry Reading. Speech, Essay, one Act play. Stage shows are being organized with the theme of women empowerment. In academic year 2011-2012 all the members of women cell have established Happy child Home Hall i.e. crash developed for the needy.
- 7) Women cell encourages girls student to participate in International and state level competition & for their empowerment and overall personality development.
- 8) College is facilitated with the CCTV system. It is good check to avoid in avoidable circumstances.
- 9) Internal Complaint Committee often get support from college Discipline and anti-ragging Committee.

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(Prevention, Control and Redressal) as per rule 2013 under section 4 has been framed as per the order of UGC New Delhi ,National Women Commission, New Delhi and Dr.B.A.M.U,Aurangaod.

Current Committee members are as under-

S.N.	Name	Designation	Mob. Number
1	Dr.Khandat M.S.	Chairmen	9326135492
2	Dr. Gulve R.M.	Member	9226478258
3	Mrs.Jadhav M.B.	Member	8275326539
4	Dr.Joshi S.M.	Member	9422708818
5	Mrs.Mahure M.P.	Member	9422887878
6	Vice- Prin.Dr.Hange A.S.	Member	9423715583
7	Shri.Sawai B.S.	Member	9623526232
8	Adv. Doiphode D.S.	NGO Mem	9422743540
9	Prin.Dr.Deepa Kshirsagar	Invited Member	02442222641

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विद्यापीठ अनुदान आयोग नवी दिल्ली,राष्ट्रीय महिला आयोग
नवी दिल्ली आणि डॉ.बा.आं.म.विद्यापीठ औरंगाबादच्या दि.३६.१०.०८.
आदेशानुसार स्थापितकामाच्या ठिकाणी महिलांचालैंगिक छळ
प्रतिबंधक तक्रार निवारण समिती

१	प्रा. डॉ.खांदत एम. एस.	अध्यक्ष	9326135492
२	प्रा. डॉ. गुलवे आर.एम.	सचिव	9226478258
३	प्रा. जाधव एम. बी.	सदस्य	8275326539
४	प्रा. जोशी एस.एम.	सदस्य	9422708818
५	प्रा. माहुरे एम. पी.	सदस्य	9422887878
६	प्रा. डॉ. हांगे ए. एस.	सदस्य	9423715583
७	श्री. सवाई बी. एस.	सदस्य	9623516232
८	श्री. अॅड. डोईफोडे डी. एस.	सदस्य	9422743540
९	प्राचार्य डॉ. दीपा क्षीरसागर	(NGO) निंत्रितसदस्य	222641







