



Cell against Women Harassment and Atrocity

With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised the universities to be proactive by developing a conducive atmosphere on the campus, where the status of woman is respected and they are treated with. Keeping the above guidelines in view S. S. G. M. College Kopargaon has constituted a Committee Against Sexual Harassment.

Committee:

In keeping with the Supreme Court guidelines the college established a Cell Against Harassment and Atrocities Against Women at the workplace.

Sr. No.	Name	Designation	Contact Number
1	Prin. Dr. K. P. Kakde	Chairperson	9730587831
2	Dr. Ms. B. B. Nagare	Secretary	9272112466
3	Dr. Ms. S. D. Gadhe	Member	8087899125
4	Dr. Ms. R. R. Varde	Member	9403638191
5	Ms. C. K. Divate	Member	
6	Ms. P. C. Thombare	Member	

What is Sexual Harassment?

According to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) as:

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

The following is also sexual harassment and is covered by the committee:

- Eve-teasing,
- Unsavoury remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and





- Physical confinement against one's will and any other act likely to violate one's privacy.

Functions of the Cell:

The office of the Cell is an educational resource as well as a complaint centre for the members of the faculty, staff and students of the college. Its mandate is

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed
- To advise complainants of the informal and formal means of resolution as specified by the Cell
- To ensure the fair and timely resolution of sexual harassment complaints
- To provide information regarding counselling and support services on our campus
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault;
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

The Cell seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do then we can create a campus that is free of sexual harassment. Simple respect for all on the campus community is thus the focus.

Procedure to file/report a complaint:

The Committee deals with issues relating to sexual harassment at the S. S. G. M. College, Kopargaon. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Secretary of the Committee.

- The complainant will have to submit a written and signed complaint addressed to the Secretary of the Cell along with the valid proof/s.
- The complainant will also file the complaint through email along with valid proof/s regarding sexual harassment
- The Secretary will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complainant will be informed about the same by the appropriate authority.
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by the appropriate authority.

