



Navgan Shikshan Sanstha Rajuri (N)

# Mrs. Kesharbai Sonajirao Kshirsagar Alias Kaku Arts, Science & Commerce college, Beed-431122



Principal  
Dr. S. V. Kshirsagar

Secretary  
Dr. Yogesh Bharatbhushan Kshirsagar

NAAC recredited -A Grade  
[3.15 CGPA as per New RAF]

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## Anti-Sexual Harassment (POSH) Policy of the College

### 1. Introduction

Mrs. Kesharbai Sonajirao Kshirsagar Alias Kaku Arts, Science and Commerce College, Beed is committed to providing a safe, secure and gender-sensitive environment for all students, teaching and non-teaching staff. The institution strongly believes in maintaining dignity, equality and respect for every individual on campus. In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the college has adopted this POSH / Anti-Sexual Harassment Policy to prevent and address incidents of sexual harassment within the campus.

### 2. Objectives of the Policy

The objectives of this policy are:

- To ensure a safe and secure learning and working environment for students and employees.
- To prevent sexual harassment and gender-based discrimination.
- To provide a fair and transparent mechanism for grievance redressal.
- To create awareness about gender equality and respectful behavior.
- To comply with legal provisions under the POSH Act.

### 3. Scope of the Policy

This policy applies to:

- All students of the college
- Teaching staff
- Non-teaching staff
- Contract employees
- Visitors, guests and service providers within the campus

The policy applies to incidents occurring:

- Within the college campus

- During academic activities, field visits, internships or study tours
- During institutional programs or events conducted outside the campus

#### **4. Definition of Sexual Harassment**

Sexual harassment includes any unwelcome act or behavior of sexual nature, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Making sexually colored remarks
- Showing pornography
- Any unwelcome physical, verbal or non-verbal conduct of sexual nature

Such behavior may create a hostile, intimidating or offensive environment for the victim.

#### **5. Internal Complaints Committee (ICC)**

To implement this policy, the college has constituted an Internal Complaints Committee (ICC) as per statutory guidelines.

Composition of ICC:

- Presiding Officer – Dr. D. D. Ramteke
- Member – Dr. Irlapalle P.B.
- Member – Mrs. Siddique K. F.
- Member – Mrs. Vaidya A. V.
- Member – Smt. Darade S. V.
- One External Member (from NGO or social organization working for women)

The ICC is responsible for receiving complaints, conducting inquiries and recommending appropriate action.

#### **6. Complaint Procedure**

1. A written complaint should be submitted to the ICC within three months of the incident.
2. The ICC acknowledges the complaint and conducts a confidential inquiry.
3. Both parties are given an opportunity to present their statements and evidence.
4. The committee prepares an inquiry report and submits recommendations to the Principal.
5. Appropriate disciplinary action is taken based on the findings.

#### **7. Confidentiality**

All complaints and proceedings related to sexual harassment cases are treated with strict confidentiality to protect the dignity and privacy of the concerned individuals.

#### **8. Preventive Measures**

The college undertakes several initiatives to prevent sexual harassment:

- Gender sensitization programs
- Awareness workshops for students and staff
- Display of ICC details on notice boards and website
- Promotion of gender equality through academic and co-curricular activities

## 9. Disciplinary Action

Depending on the severity of the offense, disciplinary actions may include:

- Written apology
- Warning or reprimand
- Suspension from academic or administrative activities
- Termination of employment (in serious cases)

## 10. Commitment of the Institution

Mrs. Kesharbai Sonajirao Kshirsagar Alias Kaku Arts, Science and Commerce College, Beed remains committed to ensuring zero tolerance towards sexual harassment and promoting a campus culture based on respect, equality and dignity.

The institution encourages all members of the college community to actively support the implementation of this policy and contribute to maintaining a safe and inclusive educational environment.

### Approved by:

Principal

Mrs. Kesharbai Sonajirao Kshirsagar Alias Kaku Arts, Science and Commerce College, Beed

### Recommended by:

Internal Complaints Committee (ICC)



  
**Principal**  
N.S.S.R.(N.) Mrs. Kesharbai  
Sonajirao Kshirsagar Alias Kaku  
Arts, Science and Commerce  
College, Beed.