

Mrs.K. S. K. College, Beed
Internal Complaint Committee/ Women Cell
Sexual Harassment Security of women at Workplace
(Prevention, Control and Redressal) Committee

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 person's 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.

Objectives:

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 background of establishing women's cell is due to the Rajsthan case from the State of Rajsthan in India. 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 cell :

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

It 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 counselling 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 an Information source - through production, distribution and circulation of printed materials, posters and handouts.

Awareness programmes - About sexual Harassment –and to create 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 rarely reported and is a sensitive issue.

Working at College-

Meeting of women cell should be held once in every 4 months.

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

Measures taken for Girl students-

- 1) College has constituted a discipline committee and the members start their supervision from 7.30 a.m. to 6 p.m. in all the college premises and class rooms 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 fresher's women cell conducts meet and necessary instructions are given to them.
- 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 i.e. 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.
- 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 unavoidable circumstances.
- 9) Internal Complaint Committee often get support from college Discipline and anti-ragging Committee.

Sexual Harassment Security of women at Workplace:

(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, Aurangabad

Current Committee members are as under

Sr.No.	Name	Designation	Mobile Number
1	Dr.Khandat M.S	Chairman	9326135492
2	Dr. Jogdand S.K	Member	9850643375
3	Mrs Siddique K.F.	Member	9423224503
4	Dr.Joshi S.M	Member	9422708818
5	Dr. Vaidya A.V.	Member	8999396859
6	Mrs Deshmukh H.B	Member	7588633884
7	Mrs. Vidhate J.B.	Member	9823744455
8	Adv. Doiphode D.S	N.G.O. Member	9422743540

Awareness about functioning of ICC :

Separate office room is provided for ICC in college campus to maintain confidentiality. Annual plan is prepared in the very first meeting at the start of academic year. It is then submitted to IQAC Office for approval and review. In each Semester two meetings are conducted by ICC. Yearly Four meetings are conducted. For each meeting, meeting notice is circulated among the members. Agenda of the meeting is decided. According to agenda ICC members express their views and opinion. During meeting minutes of the meeting are written down in the register. There is a discussion about future activities. The responsibilities of future programs is distributed among members for the success of program. Prior to execute each actual program plan, the program plan is discussed with Hon. Principal and vice principal. Mostly the programs are focused towards sensitizing students about sexual harassment and gender balance.

- At the end of each semester the activity report of ICC is monitored by the Principal, Vice principal & IQAC.

Prior to program, the notice about venue, time and program date is circulated among staff members and students WhatsApp group. During program the participants are allowed to ask their doubts about the topic. For each activity the event report is prepared in a format with the GPS photo for a proof. Number of the participants present for the program were listed with their signatures. The activity report of all the activities is submitted to the IQAC at the end of the academic year. It is then uploaded on the College website.

There is no any serious gender issue till now. Sometimes miscellaneous verbal complaints do take place, but it is resolved by present faculty members over there.

Procedure for Sexual Complaint: Written complaint of sexual harassment at workplace is obtained by ICC, within a period of three months from the date of the incident. If needed any member of ICC shall render all reasonable assistance to the woman or girl for making the complaint in writing.

ICC, before initiating an inquiry under Section 11 and at the request of the sufferer woman or girl take steps to settle the matter between her and the respondents. If settlement is arrived at under Sub-Section (1), the ICC shall record the settlement so far arrived and forward the same to the Principal to take action as specified in the recommendation. ICC, then provide the copies of settlement as recorded under Sub Section(1), no further inquiry shall be conducted by the ICC closing the issue henceforth.

Inquiry into Complaint: Subject to the provisions of Section 10, the ICC, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent, where the respondent is an employee.

Provided further that where both the practices are employees, the parties shall during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the committee. Further procedure will be followed as per the legal provisions recommendations stated in the Gazette of India, Government of India about the sexual harassment of

women at workplace (Prevention, Prohibition and Redressal) Act, 2013, published by Legislative Department of Ministry of Law and Justice.

The enquiry shall be completed within a period of ninety days, is mandatory.

Other good practices to promote gender equity-

Gender Sensitive Activities organized in the college:

Special Measures College has taken for safety of students like appointing women staff for college hostel, CCTV surveillance facility, four complaint boxes are situated for students to drop written complaint in it. College has good connecting roads within the campus and outside the campus too. Satisfactory light arrangement is available during night time also.