



R. C. PATEL INSTITUTE OF TECHNOLOGY

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Circular for Prevention of Harassment of Women at Workplace

R. C. Patel Institute of Technology, Shirpur considers that women's sexual harassment is the violation of their fundamental rights of gender equality, right to life, liberty and the right to work with human dignity as guaranteed by the Constitution of India. To meet this objective, necessary measures have been initiated to avoid, eliminate and if necessary, to impose punishment for any act of sexual harassment, which includes unwelcome sexually determined behavior. Sexual Harassment is a criminal offense and punishable under the relevant laws of the Country.

As per the ACT no-14 of 2013, the institute has constituted an internal compliant committee for the prevention of harassment of women at workplace.

The ACT is to provide protection against sexual harassment of women at workplace, for the prevention and redressal of complaints of sexual harassment and for matters connected therewith. Any act of causing sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 and her right to life and to live with dignity as well as a safe environment, free from sexual harassment under article 21 of the Constitution of India.

Keeping in view of extraordinary work and enormous experience in the field of higher education, we are pleased to inform that the following staff members have been appointed on the **Internal Compliant Committee** for Prevention of Sexual Harassment of Women at Workplace and resolving issues pertaining to harassment of women at workplace,

SN	Name of the Staff	Designation	Position in the committee
1	Prof. Mrs. U. M. Patil	Associate Professor	Presiding Officer
2	Prof. Mrs. S. A. Patil	Associate Professor	Member
3	Prof. Mrs. V. M. Patil	Assistant Professor	Member
4	Prof. Mrs. S. D. Patil	Assistant Professor	Member
5	Prof. Mrs. A. A. Bhandari	Assistant Professor	Member
6	Mrs. Sangita Deore	Social Worker	Member



Kindly note that these members are appointed as a Presiding Officer and Members in the Internal Compliant Committee of R. C. Patel Institute of Technology, Shirpur for a tenure of **three academic years**.

Conditions:

The “sexual harassment” includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- i. Physical contact and advances; or
- ii. Demand or request for sexual favours; or
- iii. Making sexually coloured remarks; or
- iv. Showing pornography; or
- v. Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature

Objective of the committee:

- 1) To create awareness amongst female students and Staff about the problems faced by women of all strata due to gender issues.
- 2) To create an environment of gender justice where men and women work together with a sense of personal security and dignity.
- 3) To disseminate knowledge about rights and laws related to women.
- 4) To create a sense of responsibility in the students and have healthy study and work culture in all schools of the University.
- 5) To enhance the self- esteem and self- confidence of girl students, women faculty and staff in the institute.

Procedure:

1. Any aggrieved woman may make, in writing a duly signed complaint of sexual harassment at workplace to the Internal Committee
2. All complaints of sexual harassment shall be addressed in a confidential manner.
3. The Complaint will be investigated in a time-bound manner in accordance with the principles of natural justice and a detailed report shall be maintained.
4. Based on the recommendations of the committee the Management will initiate action, as deemed appropriate.
5. The committee will maintain Meeting Register, keeping a track of complaints received, when the process began, procedure followed and date of closure.
6. Actions will be taken based on the recommendation of the committee and will commensurate with the degree of offence.
7. The policy also prohibits retaliation against any employee who brings an accusation of discrimination of sexual harassment or who assists with the investigation or resolution of sexual harassment.



Annual Report:

The Internal Committee shall prepare and submit an annual report in each calendar year to submit the Institute which mentions the number of cases filed, if any, and their disposal under the Act.

Note:

- The copy of this policy will be made available on the Institute Notice Board to create awareness among women staff about their rights against Sexual Harassment.
- The Management reserves the right to modify or withdraw the policy at its own discretion but always in line with the directives of Hon'ble Supreme Court of India and other applicable laws of India.

Annexures:

1. List of Internal Compliant Committee members.
2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.



Principal

Prof. Dr. J. B. Patil

R. C. Patel Institute of Technology, Shirpur

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SHIRPUR Dist. Dhule (M.S.)




Annexures-1

List of Internal Compliant Committee Members

Following members were appointed in the Internal Compliant Committee for Prevention of Sexual Harassment of Women at Workplace for resolving issues pertaining to harassment of women at workplace.


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1	Prof. Mrs. U. M. Patil	Associate Professor	Presiding Officer
2	Prof. Mrs. S. A. Patil	Associate Professor	Member
3	Prof. Mrs. V. M. Patil	Assistant Professor	Member
4	Prof. Mrs. S. D. Patil	Assistant Professor	Member
5	Prof. Mrs. A. A. Bhandari	Assistant Professor	Member
6	Mrs. Sangita Deore	Corporator	Member


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Annexures-2

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013


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