



NASHIK GRAMIN SHIKSHAN PRASARAK MANDAL'S

College of Pharmacy

BRAHMA VALLEY EDUCATIONAL CAMPUS

Anjaneri, Nashik – 422 213

Phone No. : (02594) 220146, 220147

Established in 2006-07

DEFINITION OF SEXUAL HARASSMENT

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether

or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Composition of the Anti – Sexual Harassment Committee.

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level at the educational institution;
- (b) Not less than two teaching employees and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge;
- (c) Not less than three students, who shall be enrolled at the undergraduate, masters, and research scholar levels respectively.



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(d) One member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment. Provided that at least one-half of the total Members so nominated shall be women.

Role and responsibility of Anti- sexual harassment committee:

1. To ensure provision of a work and educational environment that is free from sexual harassment

(Sexual harassment is defined by law from the perspective of the person who feels they have been

harassed and it occurs if the person who feels they have been harassed feels offended, humiliated, or

intimidated by the conduct and it is reasonable, in all the circumstances that the person who feels they

have been harassed would feel offended, humiliated or intimidated).

2. To take all reasonable steps (active and preventive in nature) to prevent the harassment occurring; To

address any oral/written complaint about: unwelcome sexual advances, unsolicited acts of physical

intimacy, unwelcome requests for sexual favors or other unwelcome conduct of asexual nature.

Unwelcome conduct of a sexual nature includes oral or written statements of a sexual nature to a

person, or in a person's presence

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3. Obtain high level support from the chief executive officer and Principal & Director for implementing a comprehensive strategy: • Providing information to all staff and students about what constitutes sexual harassment and about their responsibility not to sexually harass other staff and students • Providing information and training to managers, supervisors and staff conducting teaching and learning activities on meeting their responsibilities in relation to maintaining a work and study environment free from sexual harassment.

4. Develop a written policy which prohibits sexual harassment. The Institution shall have a Sexual Harassment Policy. The policy outlines the Institute's key commitments and legal responsibilities and provides a definition of sexual harassment and behaviors that are not acceptable

FUNCTIONS OF THE COMMITTEE PREVENTIVE STEPS

- a) To facilitate a safe environment that is free of sexual harassment;
- b) To promote behaviors that create an atmosphere that ensures gender equality and equal opportunities.

REMEDIAL STEPS.

1. To ensure that the mechanism for registering complaints is safe, accessible and sensitive



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2. To take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
3. To advise the competent authority to issue warnings or take the help of the law to stop the harasser, if the complainant consents.
4. To seek medical, police and legal intervention with the consent of the complainant.
5. To make arrangements for appropriate psychological, emotional and physical support (in form of counseling, security and other assistance) to the victim if so desires.

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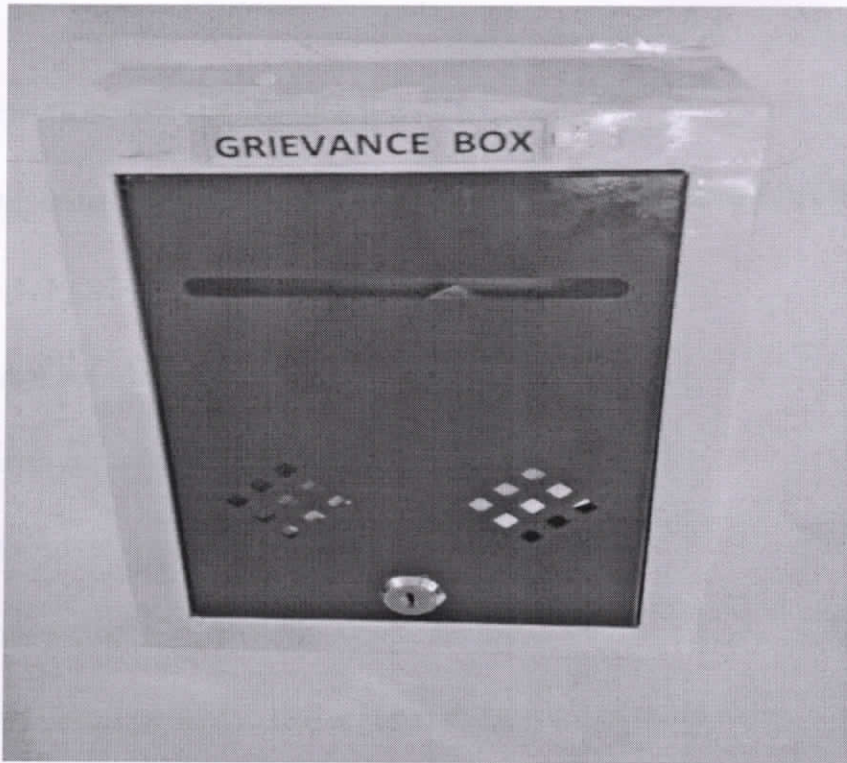
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