

Arts, commerce and Science College, Kiran Nagar, Amravati

**GRIEVANCE REDRESSAL CELL FOR SEXUAL HARASSMENT
(Under Women Cell)**

YEAR – 2019-2020

Sr. No.	Name	Address	Mobile no.
1.	Dr. Mrs. Mangala D. Tambekar Chairman	HoD, Dept. of Sociology, A.C. & Sc. College	9422157643
2.	Dr. Rajashmi A. Raibhog, Member	HoD, Dept. of Economics, A.C. & Sc. College	9422917261
3.	Dr. D.M. Ratnaparkhi, Member	Dept. of Botany	9422956850
4.	Ms. Sukhada S.Deshpande, Member	Non-teaching employee	07722088078
5.	Shri. Jagan Kale	Non-teaching employee	8657010309
6.	Dr. Anjali S. Kuthe	NGO Member, Amravati District, Child and Women Kalyan Samiti, Bharawadi, Saturna, Amravati	9881403969
7.	Ku. Sapana G. Pawar, Student	Student Member (BA III)	9579401380
8.	Shri. Pawan Gasode	Student Member (BA II)	
9.	Adv. Sushama Bisane, Lawyer	Lawyer	9527978496
10.	Mrs. Anita Vavaharae,	Member, Management	7276164709

Sexual Harassment of women at workplace is a criminal offence

Rules, Regulations, and Grievance Redressal Mechanism for Women cell

Definitions:

“Sexual Harassment” means

(a) Commission of any verbal, physical or other conduct including comment, gesture or conduct of sexual nature, individually or collectively by men against women and includes

- eveteasing
- unwelcome remarks
-) jokes causing or likely to cause awkwardness or embarrassment
-) innuendos and taunt
-) gender based insults or sexist remarks
-) unwelcome sexual overtone in any manner such as over telephone and the like
-) touching, or brushing against the body and the like
- i) displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
-) forcible physical touch or molestation
-) physical confinement against one’s will and other acts in tentative to violate one’s privacy without authority.

denial of equal opportunity in pursuit of education/career development or

otherwise making the study/work environment hostile or intimidating for students/employees.

Mechanism:

- (a) Any person aggrieved by any contravention of this code, a complaint before the Grievance Committee at the earliest, from the occurrence of the alleged contravention.
- (b) (i) Complaint should be in writing and shall contain all the material and relevant details and the complaint shall be addressed to the Chairperson of the Committee.

(iii) Under these circumstances upon receipt of any such complaint the chairperson of the committee shall retain original complaint with herself and send gist of the complaint containing all material and relevant details other than the name of the complainant and other details which might disclose the identity of the complainant to the person concerned against whom the complaint is made.
- (c) The Committee upon receipt of any such complaint, shall make every endeavor to cause an enquiry to be made discreetly.
- (d) Where the Grievance Committee is satisfied that the complaint is justified-
 - (i) in the case of the person complained against is a member of the body of management, the Grievance Committee shall report the matter to that body of Management of which he is a member.
 - (ii) in the case of the person complained against, happens to be a an employee of the university/college, it shall report the matter to the Vice-Chancellor/Principal who shall institute disciplinary action under the relevant service rules and
 - (iii) in case of the person complained against happens to be a student, it shall submit the report to the Head of the Institution recommending the penalty to be imposed.

Provided that in case of failing under clause(d-ii) the Head of Institution may, independent of the disciplinary action instituted, direct that the person complained against is relieved of his duties in whole or in part and assign him with such other duties as may the Head of the Institution deem fit.
- (e) The Head of the Institution, upon receipt of a Report from the Grievance Committee in respect of contravention by a person, shall after giving an opportunity of being heard to the person complained against, shall submit the case with his/her recommendations to the Management for confirmation and imposition of the penalty recommended by the Grievance Committee.
- (f) The Management upon receipt of the case from the Head of the Institution may confirm with or without modification the penalty recommended.

1. Penalty To be imposed Under this code:

- * Warning in writing
- * Transfer to other Section/Department
- * Increment/Promotions to be stopped/withheld
- * Demote the person depending on the nature and gravity of the sexual harassment
- * Suspension for a specified period
- * Expulsion or rustication from the college/University for a specified period
- * Lodging a complaint with policy for any act amounting to an offense under the law

For More on the **Policy on Sexual Harassment adopted by Sant Gadge Baba Amravati University** CLICK the Link: https://www.sgbau.ac.in/pages/Other/Saksham_SGBAU-2015.pdf