



B. L. D. E. ASSOCIATION'S



S. B. ARTS AND K. C. P. SCIENCE COLLEGE, VIJAYAPUR

Accredited with CGPA of 2.99 at 'B' Grade in 4th Cycle by NAAC

(Affiliated to Rani Channamma University, Belagavi)

Policy Document of Prevention of Sexual Harassment Cell

OBJECTIVES

To create awareness among the Girl Students and Working Women about their Rights at work places with the main emphasis on the legal protections available under the Prevention of Sexual Harassment Act. To ascertain the functioning of Prevention of Sexual Harassment Act and other legislations aimed at protecting the women against atrocities at work places.

ADMINISTRATION

A separate entity formed under the IQAC and further is administered by the Principal. A service organization catering to the needs of our college. The Administration is delegated to the hands of a Chairman, under the guidance of the IQAC and Head of the Institution.

ADMINISTRATIVE STRUCTURE

Administration is controlled by a 'Complaint's Committee' headed by a Woman Co-ordinator. Composition of the Committee consists of a total of seven members with not less than half of its members as women.

PREVENTION OF SEXUAL HARASSMENT COMMITTEE (ESTABLISHED – 2013) POLICY ON SEXUAL HARASSMENT

PREAMBLE

With regard to the Supreme Court Judgment and Guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality

and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued Circulars since 1998, to all the Universities, advising them to establish a permanent cell and a committee; to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. Keeping the above guidelines in view B. L. D. E. Associations S. B. Arts and K. C. P Science College has constituted a Committee against Sexual Harassment

To purview the guidelines of B. L. D. E. Associations S. B. Arts and K. C. P Science College Vijaypur, has inducted the Prevention Of Sexual Harassment (POSH) cell to combat Sexual Harassment has framed a Commitment to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that sexually harassing behavior "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the Fundamental Right to Gender Equality and the Right to Life and Liberty".

DECLARATION OF POLICY

B. L. D. E. Associations S. B. Arts and K. C. P Science College, Vijayapur, shall value the dignity of every individual, enhance the development of its human

resources, guarantee full respect for human rights, ensures the full enforcement of "Fundamental Rights" under Articles 14, 15, 19(1) (g) and 21 of the Constitution of India, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

OBJECTIVES OF THE POLICY

1. To fulfill the directive of the Supreme Court, as per UGC directives in respect of implementing a Policy against sexual harassment in the Institution.
2. To evolve a mechanism for the prevention and Redressal of sexual harassment cases and other acts of gender based violence in the Institution.
3. To provide an environment free of gender-based discrimination
4. To ensure equal access of all facilities and participation in activities of the college.
5. To create a secure physical and social environment which will deter acts of sexual harassment.
6. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

SEXUAL MISCONDUCT WILL BE MET WITH A STRICT DISCIPLINARY ACTION

DON'TS

1. Don't make any sexually coloured verbal or non-verbal remarks or gestures, explicit or implicit.
2. Don't ask any inappropriate questions, make suggestions or remarks about a person's sexuality.
3. Don't make any unwanted physical contacts or advances.
4. Don't demand or request for any form of sexual favours.
5. Don't abuse your authority or power.
6. Don't share or show any form of pornography.
7. Don't stalk anyone including cyber stalking.
8. Don't indulge in any form of voyeurism.

9. Don't tolerate any sexual misconduct in your presence.

DO's

1. Raise your voice against sexual harassment and approach the appropriate authority without any delay.
2. Show your discomfort, if you are feeling uncomfortable by someone's action, comment or gesture.
3. Familiarise yourself with the laws and guidelines for Prevention of Sexual Harassment.



Chairman

Prevention of Sexual Harassment Cell
S.B.Arts & K.C.P.Science College,
Vijayapur.



IQAC, Co-ordinator

S.B.Arts & K.C.P.Science College,
Vijayapur.



Principal

S.B.Arts & K.C.P.Science College,
Vijayapur.