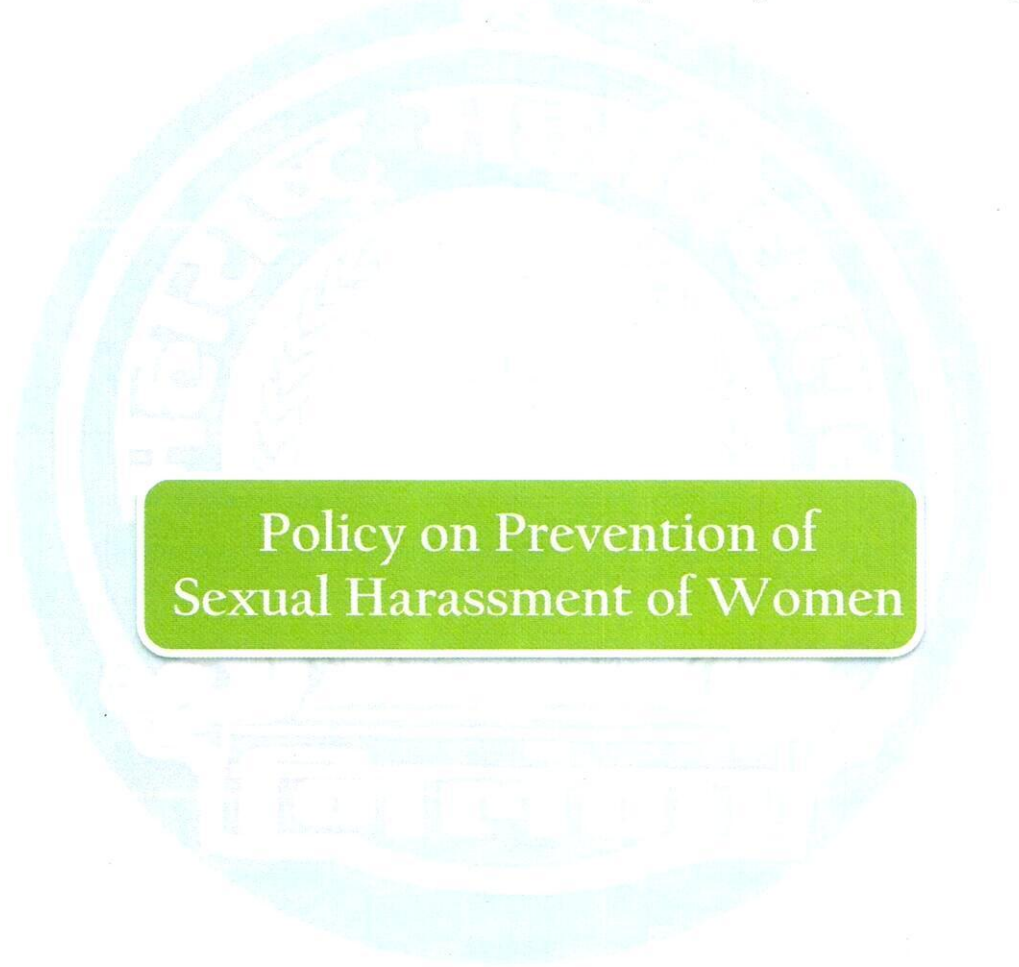


Maharashtra Shikshan Samiti's

Maharashtra Mahavidyalaya, Nilanga



Policy on Prevention of
Sexual Harassment of Women

CONTENTS

Introduction	03
A) Basic Facilities & Amenities	04
B) Cells and Committees.....	05
1. 'Vishakha" Committee for Prevention of Sexual Harassment.....	05
2. Women Empowerment Cell.....	06

POLICY ON PREVENTION OF SEXUAL HARASSMENT

Preamble

Maharashtra Mahavidyalaya Nilanga is committed to provide a conducive environment, free from violence, harassment, and exploitation amongst the students, teaching & non-teaching staff on the college campus. This includes all forms of gender violence, sexual harassment against women. Maharashtra Mahavidyalaya aims at providing infrastructural facilities and support system through cells and committees. The administration of the college has zero tolerance against discrimination of any kind against women students and staff. The policy on prevention of sexual harassment is divided into two following parts.

Overview of the Policy

The guidelines are broadly classified into the following two interlinked domains:

- A) Infrastructural facilities and amenities for a safe and secure environment
- B) Women Cells (for sensitization, policy implementation, monitoring and grievance Redressal)

Objectives of the Policy:

- To fulfil the requirements of the Prevention of Sexual Harassment of Women at Workplace Act, 2013 (POSH Act).
- To provide an environment free of gender discrimination.
- To create a secure physical and social environment that will deter acts of sexual harassment
- To ensure basic facilities & amenities for secure environment for women in the campus of Maharashtra Mahavidyalaya Nilanga.

Maharashtra Mahavidyalaya is committed to the goal of developing a safe, secure and violence free environment in the campus. The purpose of this policy is to create safe, secure and gender equitable environment in the campus.

The Guidelines under “Saksham” act as a handbook for developing gender sensitisation programmes in the college. A hard copy of the "Saksham" is available with the “Vishakha” Committee for Prevention of Sexual Harassment and a soft copy of the same is uploaded on the website of the college.

A) Basic Facilities & Amenities for Secure Environment for Women on Campuses

- Students are provided with a prospectus –cum–handbook at the time of admission which contains detailed information about rules and regulations regarding proper conduct and behaviour expected of them.
- It contains the names and other details about who should be approached in case of need. The contact details of the committee coordinators and teaches are enlisted in the prospectus.
- Professional counselling services are made available on the campus to address the psychological and emotional concerns of the students if required.
- Safety of women is a paramount concern for all. As the infrastructural improvement measures act as a strong component in creating a women friendly campus, our administration strives towards making the campus better equipped and safer for women to strengthen women’s participation in the governance and activities in college
- Maharashtra Mahavidyalaya ensures that women students and women staff in the college have easy access to basic sanitation and hygiene facilities such as clean, well maintained and fully functioning separate restrooms equipped with 24 hours tap water supply, soap, covered dustbins, sanitary pad disposal bins and vending machines in all our buildings. Proper sanitary staff is also deployed to keep the facilities clean and usable at all times.

- It is ensured that the campus and the adjoining areas of the college are well lit. The sports and other play grounds and public parks have flood lights. All the roads and streets on the campus, and the areas around the main/central library, the hostels, and parking lots have adequate street lighting. It is also ensured that there are no extended dark stretches anywhere on the campus.
- College campus has a provision of a wall Boundary to ensure the safety of students to curtail unauthorized access of outsiders to the campus.
- All the public spaces on the campus such as library, sports complex, laboratories, and parking lots are under CCTV coverage to monitor the behaviour and activities of students, staff, and visitors. In order to restrict unauthorized visitor entry, the security personnel are deployed to check identity cards and enquiring purpose of visit.
- College has a separate hostel facility available for women students. The hostel building is well equipped with mess, canteen, clean restrooms, etc.

B) Cells and Committees

1. *Vishakha*” Committee for Prevention of Sexual Harassment

Operational Procedures for the Committee

1. Maharashtra Mahavidyalaya has constituted *Vishakha*” Committee for Prevention of Sexual Harassment as per the legal requirements in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Committee is meant for looking into any complaint of sexual harassment filed by the women students or women staff members and adhere to all the rules and regulations stipulated in this Act.
2. Information about the committee, its members, their contact details (phone and email, and details) about the role and responsibilities of the committee are prominently uploaded on the website of college.
3. A copy of the act is uploaded on the website of the college.
4. Complaint /grievance box is put up in the building of the college.

5. College advocates a zero tolerance policy with respect to sexual harassment and gender based discrimination on the campus. In this regard, all the necessary actions are taken and norms are followed as per the official gazette of India, University Grant Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015.

Composition of the Committee

Miss. M. B. Bondge	Coordinator
Miss. M. B. Ghogre	Member
Miss S. B. Kamble	Member
Miss Reshma Choudhari	Member
Miss. Shubhangi Shahapure	Member
Mrs. Sonam Patil	Member

2. Women Empowerment Cell

Operational Procedures for the Committee

1. The committee organizes Gender sensitization seminars, activities and film screenings are regularly organized to sensitize the students, teachers and other staff about the existing gender stereotypes that reinforce gender based discrimination and violence. International Women's Day is celebrated with multiple activities to create awareness on gender equality. Such activities like interactive sessions, arts competitions, film discussions, essay and poetry writing, poster making, debates are organized.

2. To instil self-confidence in young women to become achievers, leaders and entrepreneurs in order to empower them socially and economically, the college strongly focuses on developing and promoting gender inclusive curriculum in order to provide equal career opportunities, irrespective of gender.
3. In order to counter the practices of stigmatization and secondary victimization of the complainant/victim, legal awareness lectures, are organized in the college. In this regard, District Law Officer is invited for creating legal awareness among women students.
4. To promote gender equality in their respective fields, the campus community regularly invites eminent members of society such as well-known professionals, and functionaries from the state, corporate and civil society.
5. Our college regularly organizes health awareness and health check-up camps to spread awareness about physical, mental health and other social welfare issues etc.
6. The college organizes vocational skill development and entrepreneurship programmes to enable women to be become economically independent.
7. Women students are encouraged to continue their education further through career guidance and career counselling programmes.
8. The administration machinery of the Maharashtra Mahavidyalaya Nilanga strives towards ensuring the use of gender inclusive language for all official communications.

Composition of the Committee

Ms. M.B. Ghogre	Coordinator
Miss. Manisha Warad	Member
Miss S.B. Kamble	Member
Miss Reshma Choudhari	Member
Miss. Prathvi Phawade	Member
Mrs. Sonam Patil	Member




 Principal
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