



LATE BAPUSAHEB PATIL EKAMBEKAR COLLEGE, HANEGAON
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(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

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Women Re-Dressal Cell

Introduction:

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. The Women Development Cell (WDC) is a redressal mechanism prescribed by the UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations. It is accessible to all employees and students of this institution. The committee members can be contacted at any time by students and employees.

Aims and Objectives:

- The objective of the Cell is to help build an egalitarian society.
- To help female students live a balanced life.
- To stress upon the development of women in every sphere.
- To organize events and activities for women empowerment.
- To create an environment that will help women realize their full potential and give their best.
- To deal with complaints related to sexual harassment at the workplace/ in the higher educational institution using prescribed means of resolution as specified by the UGC Regulation.
- To ensure the fair and timely resolution of sexual harassment complaints.
- To ensure that student, faculty and staff are provided with current and comprehensive materials on prevention of sexual harassment.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful work and fosters a respectful work and learning environment.
- To provide information regarding counseling and support services on our college campus.

In agreement with the Ultimate Court Decision and strategies delivered in 1997 to deliver for the operative administration of the simple mortal right of gender equality and agreement beside sensual persecution and misuse, more mostly touching erotic irritation at efforts etc. the University Grants Commission (UGC) has delivered circulars since 1998 and maintaining the portrayal of the Sexual Harassment of Women at Work place (Avoidance, Exclusion and Redressal Act- Erotic Pestering Act in April 2013) to all the universities, counseling them to found a stable cell group and to casing strategies to struggle erotic annoyance, strength beside women and teasing at the universities and colleges. It has extra guided the universities to be positive by evolving a favorable heaven on the campus, where the women are valued and they are frozen with pride. As per the strategies of UGC and the Superlative Court, a Committee against Sexual Harassment/ internal Complaints Committee (ICC), Sexual Harassment (SH) has been recognized to deliver a strong and affable heaven to the work and students of the University. The ICC and SH is committed to:

- A. Detecting the rule on Sensual irritation.
- B. Alerting the estate public on gender problems.
- C. Talking protests from sufferers the purposes of ICC (SH).
- D. Prevent decision and sensual pestering beside women, by endorsing femininity friendship between students and employees.
- E. Progress the plans and averages for a strategy against sensual pestering work out events for battling sexual harassment and operation of the rule.
- F. Create references to Honorable Vice Chancellor for changes/amplifications in the Procedures for students in the Brochure and the Bye-Laws, to create them femininity just.
- F. Unqualified down processes for the exclusion, determination, clearance and hearing of acts of perception and sexual harassment against women, students and the employees.
- G. Arrangement with cases of judgment and sexual harassment against women certain manner directing at confirming support facilities to the target.
- H. Praise appropriate disciplinary action against the embarrassed.
- I. Organize a comprehensive plan of exploit, both dumpy and lengthy period

Composition of Women Re-Dressal Cell/Committee-2022-2023

Sr. No.	Name of the Member	Designation
1	Dr. P. K. Ekambekar	President
2	Mrs. S. P. Kamble	Coordinator
3	Dr. A. R. shinde	IQAC Coordinator
4	Mrs. S. S. Kamble	Teacher Representative

The committee is set to deal with instances of sexual harassment within its precincts has decided that aggrieved women can send their complaints to its by post or email.

Definition of Sexual Harassments:

According to the Supreme Court sexual harassment is defined as unwelcome sexually determined behavior such as:

1. Physical contacts and making advances.
2. A demand or request for sexual favours.
3. Sexually oriented remarks.
4. Showing pornography.
5. Use of electronic media (phone, internet, intranet) for perpetrating any of the above.
6. Any other unwelcome, physical, verbal or non-verbal conduct of a sexual nature.

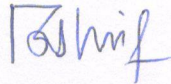
Grievance Procedure

1. Any women employ or female student will have the right to laws a compliant concerning sexual harassment against a male student or the employee of the college by writing a letter or putting the compliant in the principal's office.
2. The compliant will be afforded full confidentiality at this stage.
3. After receiving the compliant the chairmen shall convene the meeting of the cell.
4. The chairmen will appoint investigation committee, coordinator will convene the meeting.
5. The investigation committee shall then decide the course of action to proceed.
6. The compliant will stand dropped if in accordance to the committee the compliant has not been able to disclose prima-facie and offence of sexual harassment by complainer/her representative.
7. In case the investigation committee decide to proceed the with the compliant the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee heard and if satisfied that a warning is just and proper, he will be warned about his behaviour and non-occurrence of it.

8. In case the complainer requests that the compliant should be proceeded with beyond mere a warning the same may be proceeded with in the manner prescribed hear after.

Punishment for the sexual harassment:

Punishment for the sexual harassment as per the rules and regulations of Affiliating university, UGC and Government Laws.

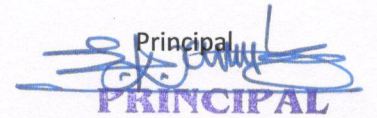


Coordinator

Internal Quality Assurance Cell

Dr. A.R. Shinde
Coordinator - I.Q.A.C.
Late B.P.E.G. College, Hanegaon
Tq. Degloor Dist. Nanded

Principal



PRINCIPAL

Late B.P.E. College Hanegaon
Tq. Degloor Dist. Nanded