

CELL AGAINST SEXUAL HARASSMENT AND ATROCITIES AGAINST WOMEN

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5.	Shri. Kamalakar Dhakephalkar	Judge (Retired)	Member
6.	Shri. Sharad Avasthi	Police Officer (Retired)	Member
7.	Shri Prashant Kothadia	Social Worker	Member
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9.	Smt. Neelima Bhalerao	Department of Statistics	Member Secretary
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Preamble:

I. Sexual harassment at the workplace includes

According to the Supreme Court order, sexual harassment is any unwelcome:

- Physical contact and advances
- Demand or request of sexual favors
- Sexually colored remarks
- Display of pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

II. Functions of the Cell

The Cell is an educational resource as well as a complaint center for the members of the staff and students of the College. Its mandate is as follows:

- To create awareness amongst the Faculty and Students about Sexual harassment at work places/ educational institutes through various programmes organized by the Cell.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
- To provide a neutral, confidential and supportive environment for members of the campus community who have been sexually harassed.
- To advise complaints of the informal and formal means of resolution as specified by the Cell.
- To ensure the fair and timely resolution of sexual harassment complaints.
- To provide information regarding counseling and support services on our campus;
- To promote awareness about sexual harassment through educational initiatives that encourages and foster a respectful and safe campus environment.

The Cell seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do than we can create a campus that is free of sexual harassment. Simple respect for all on the campus community is thus the focus.

The Cell seeks to achieve these goals through

- a) **Dissemination of Information:** The Cell disseminates information on sexual harassment at the workplace through the production, distribution and circulation of printed materials, posters and handouts.
- b) **Awareness Workshops:** The Cell conducts effective training programs about sexual harassment for faculty, non-teaching staff and students. The aim is to develop nonthreatening and non-intimidating atmosphere of mutual learning.
- c) **Counseling:** The Cell offers counseling services. It is a well-known fact that sexual harassment cases are rarely reported for obvious reasons. For most it is a very sensitive and embarrassing issue. Confidential counseling service is thus important as it provides a safe space to speak about the incident and how it has affected them.

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