



Government of Maharashtra  
**Government Residence Women's Polytechnic, Tasgaon**

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### Office Order : Women Grievance Cell

Ref:


1. Gazette of India, dated 23/04/2013, the sexual harassment of women at workplace (prevention, prohibition and redressal) Act, 2013.
2. उच्च व तंत्रशिक्षण विभाग म. शा. मुंबई, यांचे पत्र क्र. एसटी-२०११/प्र.क्र.३१८/आस्था१ दि. २१-०८-२०१२
3. सहसंचालक तंत्रशिक्षण म. रा. मुंबई, यांचे पत्र क्र. १६/आस्था/म.त.न.स/२०१२/१५८ दि. २०-१२-२०१२

With above reference, The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013 Women Grievance Cell (Internal Complaint Committee) has been constituted. The constitution of Committee is as follows:

Sr. No.	Name and Designation	Committee Designation
1	Prof. S. U. Shinde H.O.D. (Electrical), (Sr. Women faculty)	Chairman
2	Prof. T. M. Jadhav Lecturer (EJ), (Women faculty – Middle Level)	Member
3	Prof. A. V. Mithapalli Lecturer(IF), (Women faculty – Middle Level)	Member
4	Prof. S. P. Mali Lecturer(CO), Warden	Member
5	Mrs. M. B. Gaikwad (Supporting Staff- Women)	Member
6	Adv. Sangita M. Pardeshi, LLB, LLM External Representative (Lawyer/Doctor/Counselor /NGO)	Member
7	Mrs. Sujata Sapkal Warden, B.C. & E.B.C Govt. Girls Hostel, Tasgaon, External Representative	Member
8	Prof. P. R. Aitwade H.O.D(DDGM), (Women Faculty)	Secretary

The committee must follow all the instructions for women grievance and appropriate action must be taken. The Committee expected to conduct various counseling programs from time to time on the subject of women empowerment and women awareness as a part our social responsibility towards prevailing women harassment.

This committee will be in action till further orders.

  
Dr. Sandipann P. Narote  
Principal

## **What is Sexual Harassment?**

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

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

*Basically it is any unwelcome words or actions of sexual nature.*

## **Mandate of Women's Grievance Committee**

- To take proactive steps to prevent occurring of sexual harassment in the institution.
- To receive and act upon any complaint of sexual harassment by any category of male staff or students.
- To address complaints of gender discrimination.
- To ensure women friendly work environment and atmosphere in the institution
- Providing adequate space like women's rest room, exclusive toilets etc., to handle women specific issues.
- To enquire on complaints against female staff by male staff, and take corrective action.

## **Objective of Committee**

- The committee will deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The committee shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
- At least 50% of the committee members should be present for hearing.
- At least one of the members of the Cell may be a person with a legal background.
- The committee will provide assistance to the Faculty/Colleges/Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The committee may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government
- The committee will guide, counsel and help women employees and girl students to overcome perplexity, distress or mental trauma related to academics or their personal life.
- The committee not only ensures safe environment for women employees and girl students but also organizes activities like workshops/ guest lectures/ seminars etc. benefiting the girl students.