

Shri Sant Gajanan Maharaj College of Engineering, Shegaon

POLICY ON SEXUAL HARASSMENT

As per the Honorable Supreme Courts' decision, the educational institutions/ universities are required to form an anti sexual harassment committee for protecting women employees and girl students against possible harassment at work place. The court defined sexual harassment very clearly as well as provided mandatory guidelines known as "Vishaka Guidelines" for employers to redress and prevent sexual harassment at workplace. The guidelines are a broad framework which put emphasis on adopting a sexual harassment policy which prohibits sexual harassment at work place and provide effective grievance procedure.

It is necessary for all employees/ students to follow this policy and the guidelines in the course of their day-to-day work or study, ensuring an environment in which the dignity of faculty, staff, students, and visitors is respected. Harassment is a serious offence which is punishable under the Institute's disciplinary procedures.

The Institute is committed to making all employees and students aware of this policy. The institute takes steps to ensure that both the policy and guidelines are fully understood and implemented. The policy will be brought to the attention of all staff and students and are available on the College web-site. All students, faculty and staff members are advised to report any matter related to sexual harassment to cell. All complaints will be thoroughly investigated and appropriate actions will be taken promptly and will maintain the confidentiality.

Definition of Harassment

According to The Supreme Court definition sexual harassment is any unwelcome sexually determined behavior such as-

- Physical contact
- A demand or request for sexual favors
- Sexually colored remarks
- Showing pornography
- Any other physical, verbal or non-verbal conduct of a sexual nature.

"Vishaka Guidelines" <http://icc.cit.ac.in/assets/Uploads/VishakaGuidelines2.pdf>.

Internal complaint committee against sexual harassment of SSGMCE is as given below:

S. N.	Name	Post Held	Designation	Contact No.
1.	Prof. Mrs. A. U. Jawadekar	Chairperson	Female Teaching Staff, ELPO Dept.	9766824978
2.	Dr. P. V. Bokad	Member	Male Teaching Staff, MBA Dept.	9890738012
3.	Prof. Ms. P. V. Kale	Member	Female Teaching Staff, I T Dept.	9975647169
4.	Mr. P. S. Tayade	Member	Male Non-teaching Staff, ASH Dept.	9421473454
5.	Mrs. Sneha Gachake	Member	Female Non-teaching Staff, EXTC. Dept.	9421474073
6.	Prasanna Gadge	Member	Male Students	8554020662
7.	Tejaswini Bedi	Member	Female Students	9604275060
8.	Dr. R. M. Kharate	Member Secretary	Chief Warden, ASH Dept.	9423445822