

Women Sexual Harassment Prevention Cell

Guidelines, Objectives and Prevention

As per the guidelines of the UGC and Supreme Court on Anti-Sexual harassment, SAC College of Arts and Commerce formed, the Prevention of Sexual Harassment Cell in the year 2012-2013. The Cell aims at, providing a safe studying environment for the students by organizing awareness programmes, on sexual harassment to provide necessary facilities, to overcome the harassment and assist the students on lodging a complaint and conducting an enquiry, if any of them have been a victim of sexual harassment.

Objectives

- To prevent all forms of women sexual harassment.
- To create awareness of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- To encourage the early reporting of any allegations of sexual harassment.
- To ensure that the complaints will be dealt, with in a sensitive, equitable, timely and confidential manner.

As per the guidelines of UGC and Supreme Court, our college has formed the prevention of sexual harassment cell, to provide a healthy atmosphere, to the students of the college. The cell aims at, providing a safe studying environment for the students by organizing awareness programmes, on sexual harassment. This committee deals with issues relating to sexual harassment.

Objectives of the committee:

- To create a secure physical and social environment this will deter acts of sexual harassment.
- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in any form.

Prevention of sexual harassment committee procedures :

- The victim student (complainant) has to give complaint to the committee.
- The Committee may direct the complainant, to prepare and submit a detailed statement, of incidents if the written complaint, lacks exactness and required particulars, within a period of two days, from such direction or such other time period, that the Committee may decide.
- The Committee shall direct the accused student(s) to prepare and submit a written response to the complaint / allegations within a period of four (4) days from such direction or such other time period as the Committee may decide.
- Each party shall be provided, with a copy of the written statement(s) submitted by the other.
- The Committee shall allow both parties to produce relevant documents and witnesses to support their case. Documents produced by either party shall be affixed with that party's signature to certify the document as original / true copy.
- The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
- The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
- As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.

- Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
- The Committee shall make all endeavor to complete its proceedings within a specified period of time.
- The Committee shall record its findings in writing supported with reasons and shall forward the same, with its recommendations, to the Principal, within a period of five (5) days from completion of the proceedings before it.
- In case the Committee, finds that the facts disclose, the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report.

Warnings:

- Written apology.
- Bond of good behavior.
- Adverse remarks in the confidential report.
- Debarring from college.
- Denial of membership of statutory bodies.
- Denial of re – admission.
- Denying admission ticket and held up exams, internal assessments.
- Suspension, Dismissal.

Handbook on sexual Harassment of Women at Workplace by Ministry Of Women & Child Development, GOI [\(Click Here\)](#)