



Nutan Vidya Mandir Education Society's  
**Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani**  
**Anti-Sexual Harassment Committee**

**Introduction:-**

With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. According to the sexual Harassment of women at workplace (Prevention, Prohibition, and Redressal) act, 2013 & Keeping the above guidelines in view Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya has constituted a Committee against Sexual Harassment.

**Formation of Anti-Sexual Harassment Committee:-**

The committee seeks to adhere to the spirit of Vishakha guidelines in order to address the issues of sexual harassment at workplace for ensuring gender equality.

Sr. No	Name of Member	Designation	Contact details
1)	Dr. Vasant K Bhosle	Chairman	9423143837
2)	Ms.Nirmala Jadhav	Member	7972616016
3)	Dr.Pallavi Kulkarni	Member	9021111411
4)	Dr.Sangita Lomte	Member	9405343706
5)	Dr.Naseem Begum	Member	9960461481
6)	Dr.Abhijit Sarnaik	Member	9527777374
7)	Mr.Vikas Chintalwar	Member	9423958343
8)	Mr.Parmeshwar Yadav	Member	9422110981
9)	Ms. Rutuja Joshi	Student	9322971676
10)	Ms. Geeta Katte	Student	8767262081

## **What is Sexual Harassment?**

According to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) as:

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

**The following is also sexual harassment and is covered by the committee:**

- Eve-teasing,
- Unsavoury remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

## **Functions of the Committee:**

The office of the Committee is an educational resource as well as a complaint centre for the members of the faculty, staff and students of the college. Its mandate is

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed
- To advise complainants 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 counselling and support services on our campus
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault;

- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

The Committee 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 then we can create a campus that is free of sexual harassment. Simple respect for all on the campus community is thus the focus.

### **Procedure to file/report a complaint:**

The Committee deals with issues relating to sexual harassment at the Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Secretary of the Committee.

- The complainant will have to submit a written and signed complaint addressed to the committee along with the valid proof/s.
- The complainant can also file the complaint through email along with valid proof/s regarding sexual harassment
- The Secretary will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complainant will be informed about the same by the appropriate authority.
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by the appropriate authority.

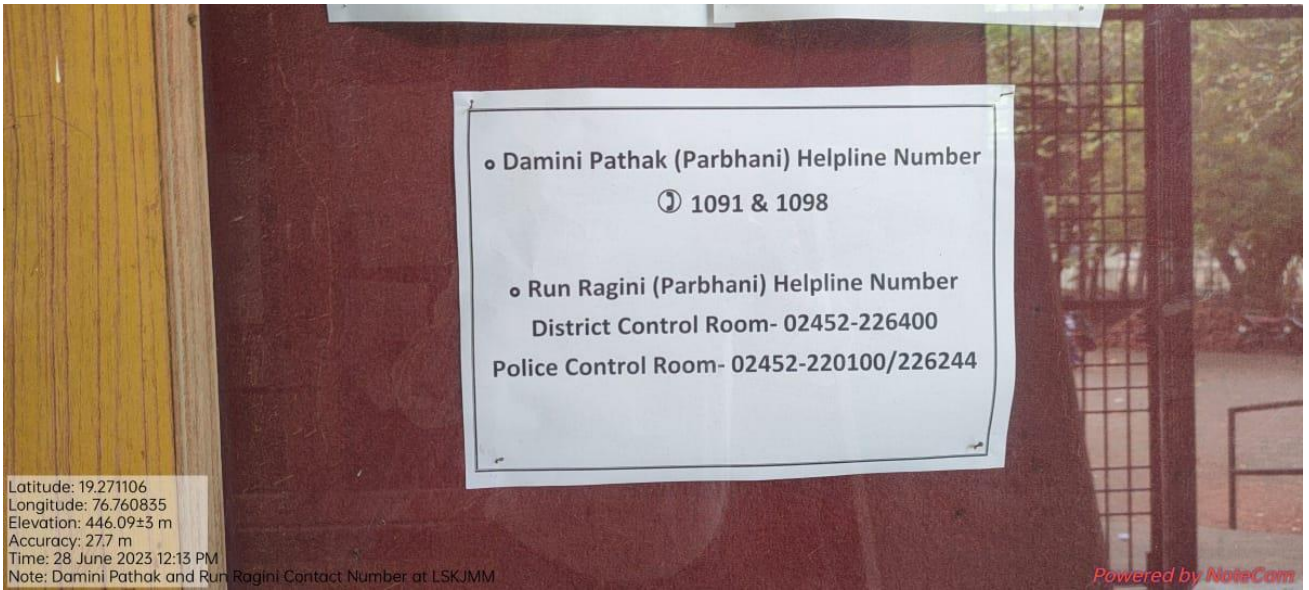
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For more Information Click on following Link:-

<https://srtmun.ac.in/images/PermanentData/GSCASH/SAKSHAMBOOK.pdf>

<https://srtmun.ac.in/images/PermanentData/GSCASH/UGCregulationsharassment.pdf>

<https://srtmun.ac.in/images/PermanentData/GSCASH/HandbookonSexualHarassmentofWomenatWorkplace.pdf>



Latitude: 19.271106  
Longitude: 76.760835  
Elevation: 446.09±3 m  
Accuracy: 27.7 m  
Time: 28 June 2023 12:13 PM  
Note: Damini Pathak and Run Ragini Contact Number at LSKJMM

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Latitude: 19.271124  
Longitude: 76.760657  
Elevation: 387.62±3 m  
Accuracy: 5.0 m  
Time: 20-07-2021 10:48  
Note: COMPLAIN BOX 2

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


Nutan Vidya Mandir Education Society's

## Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani

Re-Accredited By NAAC with 'B++' Grade  
UGC-CPE(College With Potential For Excellence)  
Best College Award-2013 By University  
Affiliated to Swami Ramanand Teerth Marathwada University, Nanded





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lskjmm.org/pdf/Criterion 7/CODE OF CONDUCT.pdf#toolbar=0&navpanes=0

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Nutan Vidya Mandir Education Society's

## LATE.SOW KAMALTAI JAMKAR MAHILA MAHAVIDYALAYA, PARBHANI

# HAND BOOK CODE OF CONDUCT

*To Create Complete Personalities through Value Based and Career Oriented Education*

Address: - Jintur Road, Parbhani 431401  
E-mail:-nutan\_mcollege@rediffmail.com  
Website: - www.lskjmm.org ☎ 02452- 241234

**Committee:**

1. Dr. Sangeeta Avachar
2. Dr. Omprabha Lohakare
3. Dr. Naseem Begum
4. Dr. Abhijeet Sarneck
5. Mohammed Khaleed

**Principal**  
Dr. Vasant K. Bhosle

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Nutan Vidya Mandir Education Society's  
**Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani**  
**Anti-Sexual Harassment Committee**

**Complaint Form**

Date:

Your Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Status: Student ( ) / Teacher ( ) / Non-Teaching Faculty ( ) (Select  $\sqrt{\quad}$ )

Department: \_\_\_\_\_

Address: \_\_\_\_\_

Complaint Information:

Date of Incident: \_\_\_\_\_ Time of Incident: \_\_\_\_\_

Location of Incident: \_\_\_\_\_

Please describe the incident in detail: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Do You Have Any Suggestion for resolving the Complaint? If Yes, Please Explain.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature