

Progressive Education Society's

Modern College of Pharmacy

Nigdi, Pune-411044.

POLICY OF ANTI SEXUAL HARASSMENT CELL

PES's Modern College of Pharmacy believes in gender equality & gender justice in all of its interventions & practices. Keeping these principles in centre, it is important to ensure an organizational climate that is free from discrimination & harassment with particular focus on sexual harassment. With this purpose, Anti Sexual Harassment cell is established in the college. The cell is responsible for looking into any complaints filed by students & staff about woman at the college.

Objectives:

The objectives of the Cell are:

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Make recommendations to the Principal and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- Recommend appropriate punitive action against the guilty party.

1. Definition of Sexual harassment:

According to the Supreme Court guidelines, 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 coloured remarks
- Showing pornography
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.
- Violence conduct or treatment or unlawful use of force.

Harassment can take the appearance of bante i.e. teasing, mocking, joking, repartee, wit, chitchat etc.or even take on the shape of unwelcome physical contact.

For example,

- Rebuff of payment or official endorsement in the absence of sexual favors.
Pornographic pictures/messages displayed on desks, boards or sent by mails.
- Comment made about personal appearance and dress.
- Colored jokes shared in the college campus that's makes other uncomfortable.

2. Prohibited activities:

Sexual harassment has been defined as a form of sexual discrimination, consisting of unwanted sexual advances. Examples of prohibited sexual harassment include:

- Supervisors or managers explicitly or implicitly suggesting sex in return for hiring, compensation, promotion or retention decision.
- Verbal or written sexually suggestive or obscene comments, jokes or propositions.
- Unwanted physical contact such as touching, grabbing or pinching.
- Displaying sexually suggesting objects, pictures or magazines.
- Continual expression of sexual or social interest after an indication that such interest is not desired.
- Conduct with sexual implication when such conduct interferes with the employees work performance or creates an intimidating environment.

- Suggesting or implying that failure to accept a request for date or sex would adversely affect the employee in respect to a performance evaluation or promotion.

3. Complaint procedure:

- A complaint box shall be kept in the library for collecting the complaints.
- Any women and girl student who wants to file a complaint can do by either sending an email to members of anti sexual harassment cell or file written or signed complaint addressed to the chairperson of the cell. In case of sexual harassment the complaint shall include the specific nature of the incident, date and the place of the incident, name of all parties involved as well as a detailed report of all pertinent facts.

A member who feels that's he or she has been harassed is strongly urged to immediately bring the subject to the attention of a member of the steering committee. Inquiries and/or complaints will be investigated as quickly as possible. Any investigation will be conducted in confidential manner with a thorough investigation of the complaints.

4. Discipline:

Any member found to have harassed another member or guest will be subject to appropriate disciplinary procedure action including reprimands, suspension or termination of membership.

- A person committing sexual harassment may also be held legally liable for his or her actions under applicable law.
- We will endeavor to protect members to the extent possible from reported harassment by non-members such as from invited guest, hosting organization, vendors and other parties who have organizational contact with our members.

5. Complaint and redressal mechanism:

- The complaint box shall be opened every month to collect and sort out the complaints. The complaint shall be summoned to hear complaints if necessary. Complaint of harassment will be promptly and carefully investigated and Investigation will include interview with all relevant persons including the accused and other potential witness in the case of sexual harassment and decision on grievances to be taken at a fairly senior level.
- After hearing of complaint the committee shall take appropriate decision and then same is communicated to the complainant if required. Any student filling genuine harassment complaint shall be protected from reprisal or retaliation as a result of filling the complaint. Investigators will make every effort to strike a balance between the parties' desires for privacy and the need to conduct a fair and effective investigation.
- If the complainant is not satisfied with the decision of the committee then she/he can make appeal before the Campus Co-ordinator.
- Anti sexual harassment cell shall take rational decision to discharge its duties/responsibilities for a smooth and efficient functioning of the college and to monitor overall discipline.

6. Punitive Action:

An employee guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:

- Suitable censure/warning
- Withholding of increments.
- Reduction to lower service, grade or post.
- Compulsory retirement.
- Removal from service, or
- Dismissal from service.

A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:

- Suitable censure/warning.
- Withholding/withdrawing scholarship/fellowship and other benefits.
- Rustication from the Institute for a period up to a certain period or
- Expulsion from the Institute.

7. Responsibility:

Anti Sexual Harassment Cell members are responsible for implementation of this policy.

PES's Modern College Of Pharmacy will make every reasonable effort to conduct all proceeding in same manner that will protect the confidentiality of all parties. Parties to the complaints should treat the matter under the investigation with discretion and respect for the reputation of all parties involved.

Mrs. Smita S. Pimple

Chairperson (ASHC)