

Redressal of Student Grievances including sexual harassment and ragging cases

Anti-Ragging Committee

- Anti-ragging committee has been formed as per the UGC regulations.
- Anti-ragging squad is established and helpline is available to the students.

Student Grievance Redressal Cell Committee (SGRC)

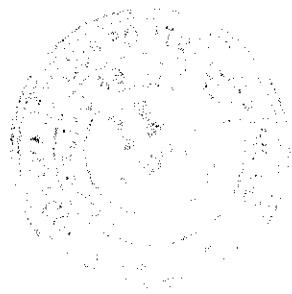
- The SGRC was formed as per the guidelines of UGC regulations.
- After the formation of SGRC, no grievance was reported during the assessment period.

Committee for Prevention of Sexual Harassment

- The Institute has established committee for prevention of sexual harassment as per the regulations.
- Students are informed about the committee during induction programme at the beginning of the academic year, through sensitization programmes and through display of committee composition.
- Annual reports of the committee are regularly sent to UGC in the prescribed format.
- During 2018-19 and 2022-23, no case was reported to the committee.



A handwritten signature in blue ink, consisting of a large loop followed by a vertical stroke and a horizontal stroke.





Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Minutes of the meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints Committee of the staff (ICC) held at Tea Room of the Institute on Tuesday 20th June 2023 @ 11.00 a.m.

Members present:

Dr. Anjali Radkar - Chairperson (CPSHW), GIPE, Pune
Dr. Anurag Asawa - Member
Dr. Atreyee Sinha Chakraborty - Member
Smt. Mrinalini Phatak - Member
Smt. Swati Waghmare - Member
Smt. Manisha Shinde - Member
Smt. Ashwini Joglekar - Member & Coordinator

The meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints of the staff (ICC) of Gokhale Institute of Politics & Economics, Pune 411 004 held on Tuesday 20th June 2023 and following points were discussed in the meeting:

Dr. Mrs Lalita Gauri Kulkarni and Dr Mrs Manasi Phadke, could not attend the meeting due to their prior engagements.

1. The committee noted the minutes of the earlier meeting dated 16.03.2021.
2. The Chairman informed the committee members that it is pleasure that there were no complaints being received from the staff or students of the institute during the year 2021-2022 and also 2022-2023 on the matters of sexual harassment of any woman at workplace. Accordingly, the members also took the review of the same and noted that there were no complaints during the last year regarding sexual harassment / gender discrimination at the work place including hostel and internal complaints of the staff.
3. The Chairman of the Committee informed that Mrs. Meghana Marathe, who is an expert in the subject related to this committee, has sent the abstract and which was circulated along with the notice to this meeting.

The members have gone through the suggestions and guidance provided by Mrs Marathe madam, and it is resolved that one training and information session to all the committee members and staff of the institute to be arranged shortly. The interactive sessions for the students are also to be arranged when the new batch will resume the campus during August 2023.

The suggestions are being taken on the board by the committee members and it is resolved to comply with all the mandatory requirements from time to time.

Telephone : (020) 25683300



Website : www.gipe.ac.in
E-mail : gokhaleinstitute@gipe.ac.in





Gokhale Institute of Politics and Economics

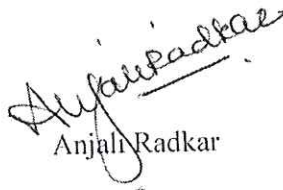
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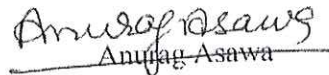
4. The committee members unanimously resolved and recommend to the Vice Chancellor that, the tenure of this committee members is ending on 31st July 2023 and this committee is constituted way back from 2016 onwards till this period that is almost more than seven years. Therefore, it is the stage now to make the complete revamping and reconstitution for the appointment of the new members is necessary.

Accordingly, as this is the last meeting before 31st July 2023 i.e. date of term end of the committee, all the members thank each other for the work during several years by all.


It also accords the special thanks the expert advocate Mrs Mrinalini Phatak and outside member Ms. Manasi Phadke for their valuable contribution and guidance for smooth functioning of the committee.


The meeting ended with thanks to the Chair.


Anjali Radkar

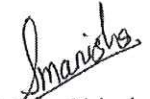

Anurag Asawa

Mrinalini Phatak


Atreyee Sinha Chakraborty


Ashwini Joglekar


Swati Waghmare


Manisha Shinde

Minutes: to be forwarded to Vice Chancellor – For information and perusal.

File name : minutes CPSHW & Internal Complaints Committee meeting 20.06.2023 @ 11 am tea room

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COMMITTEE FOR PREVENTION OF SEXUAL HARRASSMENT AT WORKPLACE

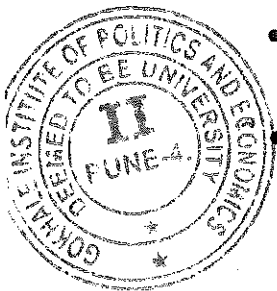
Internal Complaints Committee (ICC) Standard Operating Procedure (SOP)

1. **Introduction.** The Internal Complaints Committee (ICC) is established in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, [2013], and the rules framed thereunder. The purpose of this SOP is to provide guidelines for the functioning of the ICC in handling complaints related to sexual harassment at the workplace.

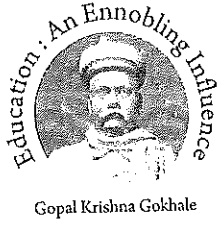
2. **Composition of the ICC.** The ICC shall comprise the following members:
 - ✓ Chairperson (Senior female professor nominated by the VC)
 - ✓ Two faculty members
 - ✓ Two non teaching employees
 - ✓ Three students as Invitees if matter involves students
 - ✓ Atleast one external expert member preferably from an NGO

3. **Functions of the ICC.**
 - To receive complaints of sexual harassment at the workplace from employees.
 - To conduct inquiries into complaints in a fair and impartial manner.
 - To recommend appropriate action to the employer based on the findings of the inquiry.
 - To maintain confidentiality throughout the inquiry process.
 - To provide support and assistance to the complainant and the respondent during the inquiry process.
 - To monitor the implementation of the recommendations made by the ICC.

4. **Procedure for Filing Complaints.** Any employee who has been subjected to sexual harassment or is aware of any incident of sexual harassment may file







Gokhale Institute of Politics and Economics

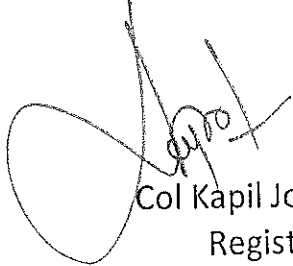
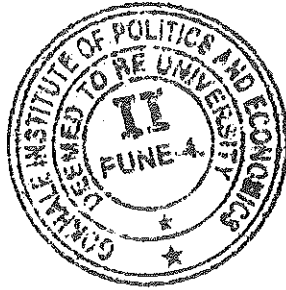
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9. **Training and Awareness.** The ICC shall conduct regular training sessions for employees to raise awareness about sexual harassment at the workplace and the process for filing complaints. Training shall also be provided to ICC members to ensure they are equipped to handle complaints effectively and sensitively.

10. **Review and Amendment.** This SOP shall be reviewed periodically and amended as necessary to ensure its effectiveness and compliance with legal requirements.

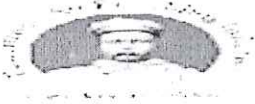
11. **Conclusion.** This SOP outlines the procedures for the functioning of the Internal Complaints Committee in addressing complaints of sexual harassment at the workplace. All employees are expected to adhere to these procedures and cooperate with the ICC in creating a safe and respectful work environment.



Col Kapil Jodh
Registrar

Date: - 27/03/2024





Jayanti Kajale <jayanti.kajale@gipe.ac.in>

Gentle Reminder: Induction Program_2022

DEAN ACADEMICS <dean.academics@gipe.ac.in>
To: faculty <faculty@gipe.ac.in>

Sun, Aug 21, 2022 at 1:48 PM

----- Forwarded message -----

From: **DEAN ACADEMICS** <dean.academics@gipe.ac.in>
Date: Thu, Aug 18, 2022 at 5:18 PM
Subject: Induction Program_2022
To: faculty <faculty@gipe.ac.in>, Dhanmanjiri Sathe <dhan.sathe@gipe.ac.in>, Dhanmanjiri Sathe <dhan.sathe@gmail.com>

Dear Sir/madam,

As you are aware we are going to conduct the induction program on 22nd and 23rd of August for P.G students of the batch 2022-2024, we hereby cordially invite you to join the same .

--

--

Anjali Radkar
Anurag Asawa
Atreyee Sinha Chakraborty
Office of Dean Academic Affairs
Gokhale Institute of Politics and Economics, Pune 04

--

Anjali Radkar
Anurag Asawa
Atreyee Sinha Chakraborty
Office of Dean Academic Affairs
Gokhale Institute of Politics and Economics, Pune 04

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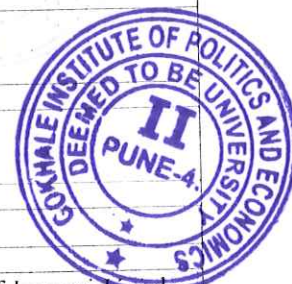


Student's Induction Programme

Monday 22/08/2022

Venue: Kale Hall

| Timing | Programme |
|--------------------------|---|
| 10.30 a.m. to 10.40 a.m. | Introduction and ice-breaking by M.Sc. part II students |
| 10.40 a.m. to 11.00 a.m. | Address by Prof Sangeeta Shroff –Professor and Head of Agro-Economic Research Centre,GIPI |
| 11.00 a.m. to 11.20 a.m. | <i>Know your Institute</i> by M.Sc. Part II students (will include history of SIS and historical importance of the campus, different programs, briefing on Research centres and other new centres, briefing on co-curricular activities) |
| 11.20 a.m. to 11.40 a.m. | Address by Deans <ul style="list-style-type: none">• Dean of Faculty• Dean of Research and Publications• Dean of Academic Affairs• Dean of Student Affairs and Welfare |
| 11.40 a.m. to 11.45 a.m. | Prof. K.C. Thaware Controller of Examination |
| 11.45 a.m. to 12.00 noon | Address by Program coordinators B.Sc.(Economics) M.Sc.(Economics) M.Sc. (Financial Economics) M.Sc. (Agribusiness Economics) M.Sc. (International Business Economics and Finance) M.Sc. (Population Studies and Health Economics) M.A.(Economics) Ph.D. programme |
| 12.0 p.m. to 12.10 p.m. | Prof. Anjali Radkar Briefing on Preventions of Sexual Harassment Committee |
| 12.10 p.m. to 12.20 p.m. | Prof. Sangeeta Shroff Briefing on IQAC and Grievance Committee |
| 12.20 p.m. to 12.30 p.m. | Address by Col. Kapil Jodh Registrar |
| 12.30 p.m. to 12.40 p.m. | Address by Ms Ashwini Joglekar Finance & Accounts officer |
| 12.40 p.m. to 12.50 p.m. | Address by Mr. Pramod Joshi I.T. Department |
| 2.30 p.m. to 3.15 p.m. | Library Orientation |
| 3.15 p.m. to 3.45 p.m. | Introduction of Alumni Committee by Prof Jayanti Kajale Interaction with Alumni Presentation by alumni |
| 4.00 p.m. to 5.30 p.m. | Guest lecture on DATA, DEMOCRACY & DICTATORSHIP by Paranjoy Guha Thakurta |



Student's Induction Programme

Tuesday 23/08/2022

Venue: Kale Hall

| Timing | Programme |
|--------------------------|--|
| 10.00 a.m. to 10.30 a.m. | Equilibria |
| 10.30 a.m. to 11.00 a.m. | Veritas |
| 11.00 a.m. to 11.30 a.m. | UTBT |
| 11.30 a.m. to 12.00 noon | Sports Committee |
| 12.00 noon to 12.30 p.m. | Cultural Committee |
| 12.30 p.m. to 1.00 p.m. | Music Society |
| 1.00 p.m. to 1.20 p.m. | Know Pune city |
| 2.30 p.m. to 3.30 p.m. | Introduction of Placement cell Dr Shiva Reddy and Dr Hemangi More |
| 3.30 p.m. to 4.30 p.m. | Ms. Sayali Raut Introduction to Yoga session |
| Venue: Mess | |
| 4.30 p.m. to 5.30 p.m. | Hostel Induction Dr Amruta Dr Bal Govind |





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PUNE - 411 004 (INDIA)

Ref: No. /4.22/ 187 /2021

10.03.2021

CIRCULAR NOTICE

Dear

A Meeting of the Committee for Prevention of Sexual Harassment of Women at Workspace (CPSHW) / Internal Complaints Committee (ICC) of the Institute will be convened on **Tuesday, 16th March 2021 @ 11.00 a.m.**

Due to COVID 19 Pandemic, personal interaction and convention of the meeting is not possible. Hence this notice is being circulated now through email.

The meeting will be convened through email towards compliance of the scheduled interactions and all are hereby informed to give the approval on the agenda through email so that record can be kept in the file.

I request you to send the approval by email showing presence and approval of minutes.

Thanking you and with regards,

Yours sincerely,

Ashtwini
Smt. Ashtwini A Joglekar
Member & Co-ordinator
(CPSHW), GIPE, Pune

AGENDA

1. To take a review of the complaints if any, about sexual harassment / gender discrimination at the workplace, including hostels / Internal Complaints of the staff
2. Any other matter with the permission of the chair.

Committee Members

1. Dr. Anjali Radkar
2. Dr. Lalitagauri Kulkarni
3. Dr. Atreyee Sinha Chakraborty
4. Dr. Anurag Asawa
5. Smt. Manasi Phadke
6. Smt. Mrinalini Phatak
7. Smt. A A Joglekar
8. Smt. Swati Waghmare
9. Ms. Manisha Shinde





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PUNE - 411 004 (INDIA)

Minutes of the meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints Committee of the staff (ICC) held through email on Tuesday 16th March 2021 @ 11.00 a.m.

Members present:

Dr. Anjali Radkar - Chairperson (CPSHW), GIPE, Pune
Dr. Anurag Asawa - Member
Dr. Lalitagauri Kulkarni - Member
Dr. Atreyee Sinha Chakraborty - Member
Dr. Manasi Phadake - Member
Smt. Mrinalini Phatak - Member
Smt. Ashwini Joglekar - Member
Smt. Swati Waghmare - Member
Smt. Manisha Shinde - Member

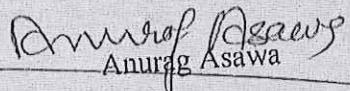
The meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints of the staff (ICC) of Gokhale Institute of Politics & Economics, Pune 411 004 held on Tuesday 16th Mach 2021 @ 11.00 a.m. through email, and following points were discussed in the meeting:

The Chairman informed the committee members that due to COVID 19 Pandemic, personal interactions were not possible during the year. She also informed with pleasure that there were no complaints being received from the staff or students of the institute during the year 2020-2021 on the matter of sexual harassment of any woman at workplace. Accordingly, following minutes are resolved unanimously by all the members:

1. The Committee members took the review of the complaints during the last year regarding sexual harassment / gender discrimination at the work place including hostel and internal complaints of the staff. It is noted that during the last year, no complaint has been received from the students and staff regarding this matter.

The meeting ended with thanks to chair.

Anjali Radkar

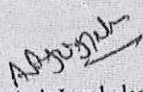

Anurag Asawa


Mrinalini Phatak

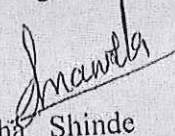
Lalitagauri Kulkarni

Atreyee Sinha Chakraborty

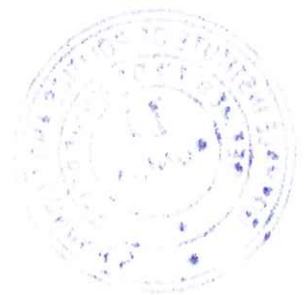
Manasi Phadke


Ashwini Joglekar


Swati Waghmare


Manisha Shinde





Gokhale Institute of Politics and Economics
(Deemed to be University)
Pune 411 004

Meeting of the Committee for Prevention of Sexual Harassment of Women
at Workspace (CPSHW) of the Institute / Internal Complaints Committee
(ICC) of the staff of the Institute

(Tuesday 16th March 2021 at 11.00 a.m.)

Members Present

| Sr.No. | Name | Signature |
|--------|-----------------------------|-----------|
| 1 | Dr. Anjali Radkar | √ |
| 2 | Dr. Lalitagauri Kulkarni | √ |
| 3 | Dr Atryee Sinha Chakraborty | √ |
| 4 | Dr. Anurag Asawa | √ |
| 5 | Dr. Manasi Phadake | √ |
| 6 | Smt. Mrinalini Phatak | √ |
| 7 | Smt. Ashwini Joglekar | √ |
| 8 | Smt. Swati Waghmare | √ |
| 9 | Ms. Manisha Shinde | √ |





3/17/2021

Yahoo Mail - Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

From: Anjali Radkar (anjalaradkar@gmail.com)

To: ashwinijoglekar@yahoo.co.in

Cc: anurag@gipe.ac.in; sinhaatr@gipe.ac.in; mrinalini.phatak@gmail.com; lalidakulkarni@gipe.ac.in; manasi.phadke@gmail.com; s_waghmare2003@yahoo.com; smanu17@gmail.com

Date: Tuesday, 16 March, 2021, 04:58 pm IST

Thank you Madam.
I approve the minutes.

With regards
Anjali Radkar

On Tue, 16 Mar 2021 at 16:54, ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,

Attaching herewith the Circular Notice / Agenda and Minutes of the meeting of Committee for prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints Committee (ICC). Due to current scenario of Covid 19 kindly approve the minutes through email. For scheduled compliances of the conventions of the meetings the notice / agenda and minutes are circulated thru email. During the last year there was no complaints received to the committees.

Kindly do the needful.

Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
Gokhale Institute of Politics & Economics
Pune 411 004
Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in





3/17/2021

Yahoo Mail - Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

From: Lalitagauri Kulkarni (lalitakulkarni@gipe.ac.in)

To: ashwinijoglekar@yahoo.co.in

Date: Tuesday, 16 March, 2021, 05:19 pm IST

Dear Mrs.Jogalekar,

Approved with thanks.

On Tue, Mar 16, 2021 at 4:54 PM ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,

Attaching herewith the Circular Notice / Agenda and Minutes of the meeting of Committee for prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints Committee (ICC). Due to current scenario of Covid 19 kindly approve the minutes through email. For scheduled compliances of the conventions of the meetings the notice / agenda and minutes are circulated thru email. During the last year there was no complaints received to the committees.

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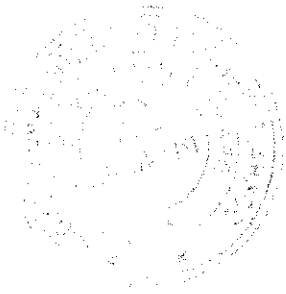
Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
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Pune 411 004
Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in

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Thanks& regards
Lalitagauri Kulkarni

*Dr.Lalitagauri Kulkarni
Assistant Professor & In -charge M.Sc. Financial Economics,
Gokhale Institute of Politics & Economics, Pune.*





3/17/2021

Yahoo Mail - Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

From: Swati Waghmare (s_waghmare2003@yahoo.com)

To: anjaliradkar@gmail.com; anurag@gipe.ac.in; sinhaatr@gipe.ac.in; mrinalini.phatak@gmail.com;
lalitakulkarni@gipe.ac.in; manasi.phadke@gmail.com; smanu17@gmail.com; ashwinijoglekar@yahoo.co.in

Date: Tuesday, 16 March, 2021, 05:32 pm IST

Dear Ashwini Madam

I approve the minutes.

Regards

Swati

On Tuesday, 16 March, 2021, 04:54:33 pm IST, ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,

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Finance & Accounts Officer
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Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in





3/17/2021

Yahoo Mail - Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

From: Atreyee Sinha Chakraborty (sinhaatr@gipe.ac.in)

To: ashwinijoglekar@yahoo.co.in

Cc: anjaliradkar@gmail.com; anurag@gipe.ac.in; mrinalini.phatak@gmail.com; lalitakulkarni@gipe.ac.in; manasi.phadke@gmail.com; s_waghmare2003@yahoo.com; smanu17@gmail.com

Date: Tuesday, 16 March, 2021, 06:07 pm IST

Dear madam,

I approve the minutes.

thanks and regards

Atreyee Chakraborty

On Tue, 16 Mar 2021, 4:54 pm ashwini joglekar, <ashwinijoglekar@yahoo.co.in> wrote:

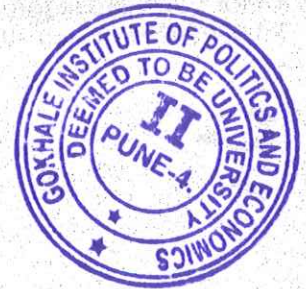
Dear All,

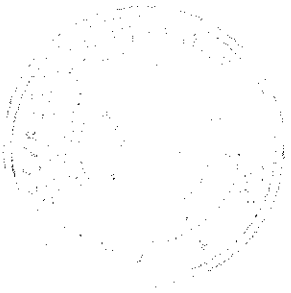
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Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in





Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

From: Mrinalini Phatak (mrinalini.phatak@gmail.com)
To: sinhaatr@gipe.ac.in
Cc: anjaliradkar@gmail.com; anurag@gipe.ac.in; manasi.phadke@gmail.com; smanu17@gmail.com;
s_waghmare2003@yahoo.com; ashwinijoglekar@yahoo.co.in; lalitakulkarni@gipe.ac.in
Date: Tuesday, 16 March, 2021, 06:32 pm IST

Dear Ashwini,

I approve the minutes.

Thanks
Adv. Mrinalini Phatak

On Tue, Mar 16, 2021 at 6:07 PM Atreyee Sinha Chakraborty <sinhaatr@gipe.ac.in> wrote:

Dear madam,

I approve the minutes.

thanks and regards

Atreyee Chakraborty

On Tue, 16 Mar 2021, 4:54 pm ashwini joglekar, <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,

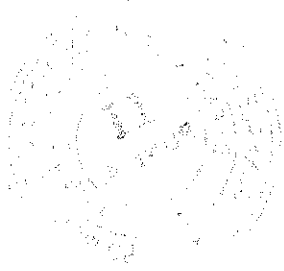
Attaching herewith the Circular Notice / Agenda and Minutes of the meeting of Committee for prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints Committee (ICC). Due to current scenario of Covid 19 kindly approve the minutes through email. For scheduled compliances of the conventions of the meetings the notice / agenda and minutes are circulated thru email. During the last year there was no complaints received to the committees.

Kindly do the needful.

Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
Gokhale Institute of Politics & Economics
Pune 411 004
Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in





17/03/2021

Yahoo Mail - Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

From: Manisha Swapnil Vaidya (smanu17@gmail.com)

To: ashwinijoglekar@yahoo.co.in

Date: Wednesday, 17 March, 2021, 10:06 am IST

Dear Ma'am,
Thank you. I approve the minutes.

On Tue, Mar 16, 2021 at 4:24 AM ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,

Attaching herewith the Circular Notice / Agenda and Minutes of the meeting of Committee for prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints Committee (ICC). Due to current scenario of Covid 19 kindly approve the minutes through email. For scheduled compliances of the conventions of the meetings the notice / agenda and minutes are circulated thru email. During the last year there was no complaints received to the committees.

Kindly do the needful.

Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
Gokhale Institute of Politics & Economics
Pune 411 004
Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in

--
Regards,

Manisha Shinde





3/17/2021

Yahoo Mail - Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

Re: CPSHW / ICC Meeting dated 16.03.2021 @ 11 a.m.

From: Anurag Asawa (anurag@gipe.ac.in)
To: ashwinijoglekar@yahoo.co.in
Date: Wednesday, 17 March, 2021, 10:34 am IST

Thanks Mam.
I approve the minutes.
Thanks again
Anurag Asawa

Dr Anurag Asawa
Faculty
Gokhale Institute of Politics and Economics
(Deemed University)
Pune -411004
Direct Ph 020-25683349
Fax-020-25652579
www.gipe.ac.in

On Tue, Mar 16, 2021 at 4:54 PM ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,

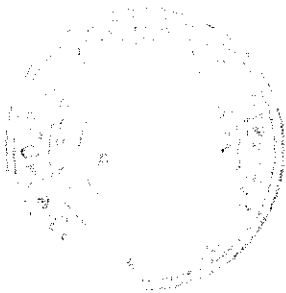
Attaching herewith the Circular Notice / Agenda and Minutes of the meeting of Committee for prevention of Sexual Harassment of Women at Workplace (CPSHW) / Internal Complaints Committee (ICC). Due to current scenario of Covid 19 kindly approve the minutes through email. For scheduled compliances of the conventions of the meetings the notice / agenda and minutes are circulated thru email. During the last year there was no complaints received to the committees.

Kindly do the needful.

Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
Gokhale Institute of Politics & Economics
Pune 411 004
Office : 020 25654288/ 89 Fax ;020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in







Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road

PUNE - 411 004 (INDIA)

4.22.21

Ref. 4.8/396/2021

03-08-2021

ORDER

COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW)

The tenure of membership of the following members on the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW) at Gokhale Institute of Politics and Economics (Deemed University), Pune is hereby extended for another period of 2 years from **1-8-2021 to 31-07-2023.**

1. Dr. Anjali Radkar
2. Dr. Lalitagauri Kulkarni
3. Dr. Atreyee Sinha Chakraborty
4. Dr. Anurag Asawa
5. Dr. Manasi Phadke
6. Smt. Mrinalini Phatak
7. Smt. A. A. Joglekar
8. Smt. Swati Waghmare
9. Smt. Manisha Shinde

Chairperson

Member

Member

Member

Member

Member

Member

Member

Member

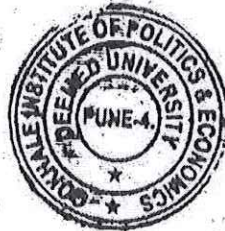
The above members forms the Constitution of the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW)

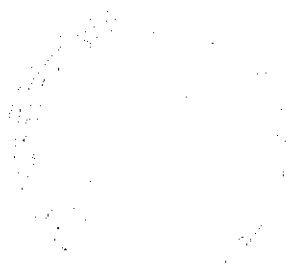
The Committee members shall hold the office for a period of two years w.e.f. 1-8-2021 to 31-07-2023 and shall receive and inquire into complaints, if any, about sexual harassment/gender discrimination at the workplace, including hostels.

Rajash Parchure
Officiating Director

Copy To:

- 1) All Members
- 2) Office file

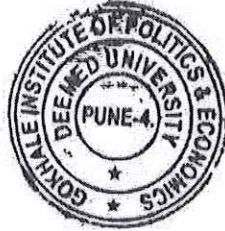




2021-22

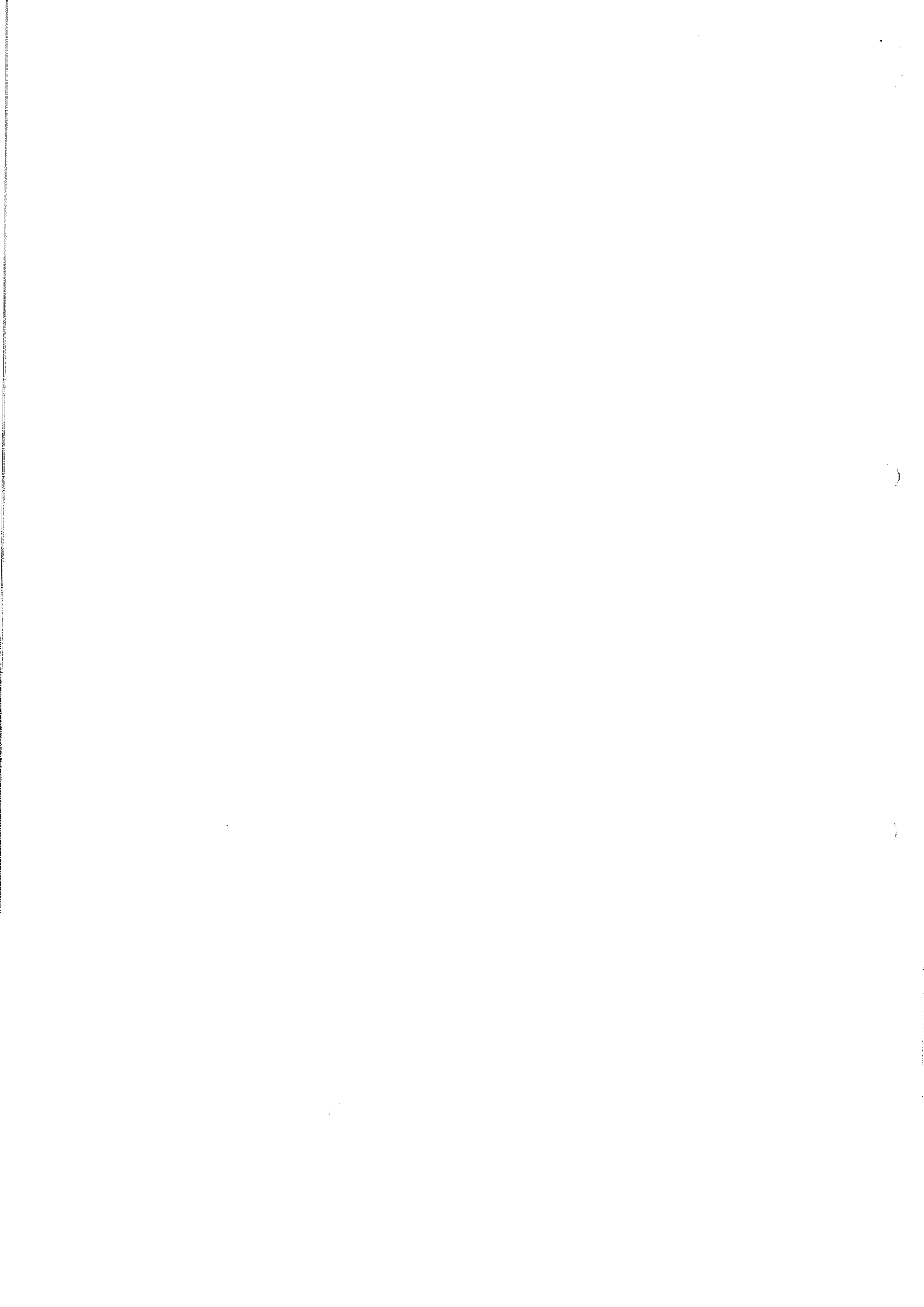
Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW)

| Sr. | Name of the Member | Designation | Period |
|-----|-------------------------------|-------------|--------------------------|
| 1 | Prof. Anjali Radkar | Chairperson | 01-08-2021 to 31-07-2023 |
| 2 | Dr. Lalitagauri Kulkarni | Member | 01-08-2021 to 31-07-2023 |
| 3 | Dr. Atreyee Sinha Chakraborty | Member | 01-08-2021 to 31-07-2023 |
| 4 | Dr. Anurag Asawa | Member | 01-08-2021 to 31-07-2023 |
| 5 | Dr. Manasi Phadke | Member | 01-08-2021 to 31-07-2023 |
| 6 | Smt. Mrinalini Phatak | Member | 01-08-2021 to 31-07-2023 |
| 7 | Smt. A. A. Joglekar | Member | 01-08-2021 to 31-07-2023 |
| 8 | Smt. Swati Waghmare | Member | 01-08-2021 to 31-07-2023 |
| 9 | Smt. Manisha Shinde | Member | 01-08-2021 to 31-07-2023 |



R.P. Parbhakar
Officiating Director
Gokhale Institute of Politics & Economics
(Deemed University)
Pune-411 004.





Re: Membership Tenure extension letter 01.08.2021 to 31.07.2023

From: Manasi Phadke (manasi.phadke@gmail.com)

To: ashwinijoglekar@yahoo.co.in

Cc: anjaliradkar@gmail.com; anjaliradkar@yahoo.co.in; anjaliradkar@gipe.ac.in; sinhaatr@gipe.ac.in; lalitakulkarni@gipe.ac.in; anurag@gipe.ac.in; mrinalini.phatak@gmail.com; ashwini@gipe.ac.in; s_waghmare2003@yahoo.com; smanu17@gmail.com

Date: Tuesday, 3 August, 2021, 03:13 pm IST

Dear Ma'am,

This is just to acknowledge receipt. Thank you.

Best regards
Manasi.

On Tue, Aug 3, 2021 at 3:00 PM ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,
Good Afternoon

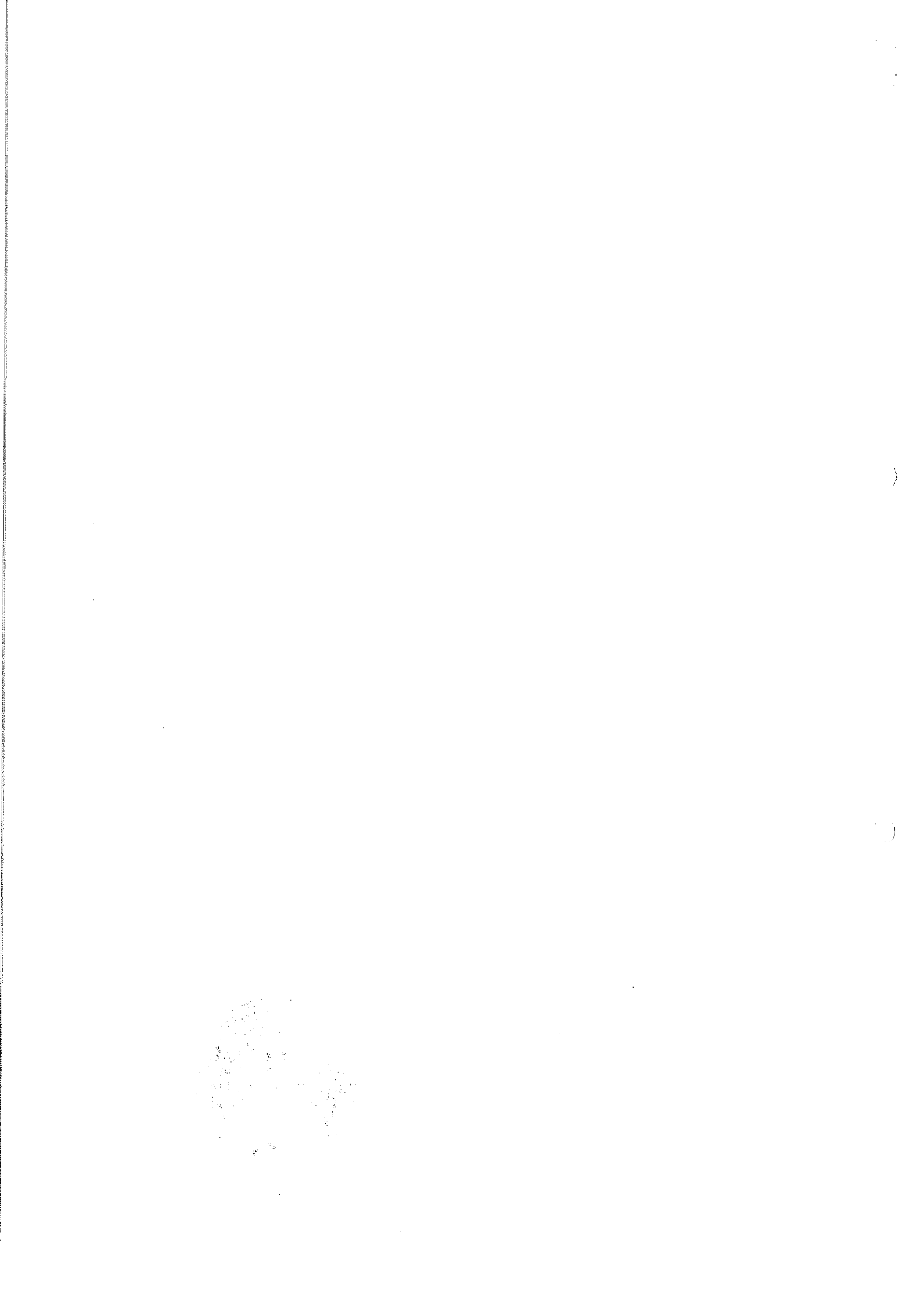
Hope all are doing well.

Attaching herewith letter no. 4.22/396/2021 dated 03.08.2021 towards membership tenure extension from 01.08.2021 to 31.07.2023 for the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) at GIPE, Pune.

Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
Gokhale Institute of Politics & Economics
Pune 411 004
Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in





8/4/2021

Yahoo Mail - Re: Membership Tenure extension letter 01.08.2021 to 31.07.2023

Re: Membership Tenure extension letter 01.08.2021 to 31.07.2023

From: Anurag Asawa (anurag@gipe.ac.in)

To: ashwinijoglekar@yahoo.co.in

Date: Tuesday, 3 August, 2021, 05:51 pm IST

Thanks a lot, mam.
Anurag Asawa

Dr Anurag Asawa
Faculty
Gokhale Institute of Politics and Economics
(Deemed University)
Pune -411004
Direct Ph 020-25683349
Fax-020-25652579
www.gipe.ac.in

On Tue, Aug 3, 2021 at 3:00 PM ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear All,
Good Afternoon

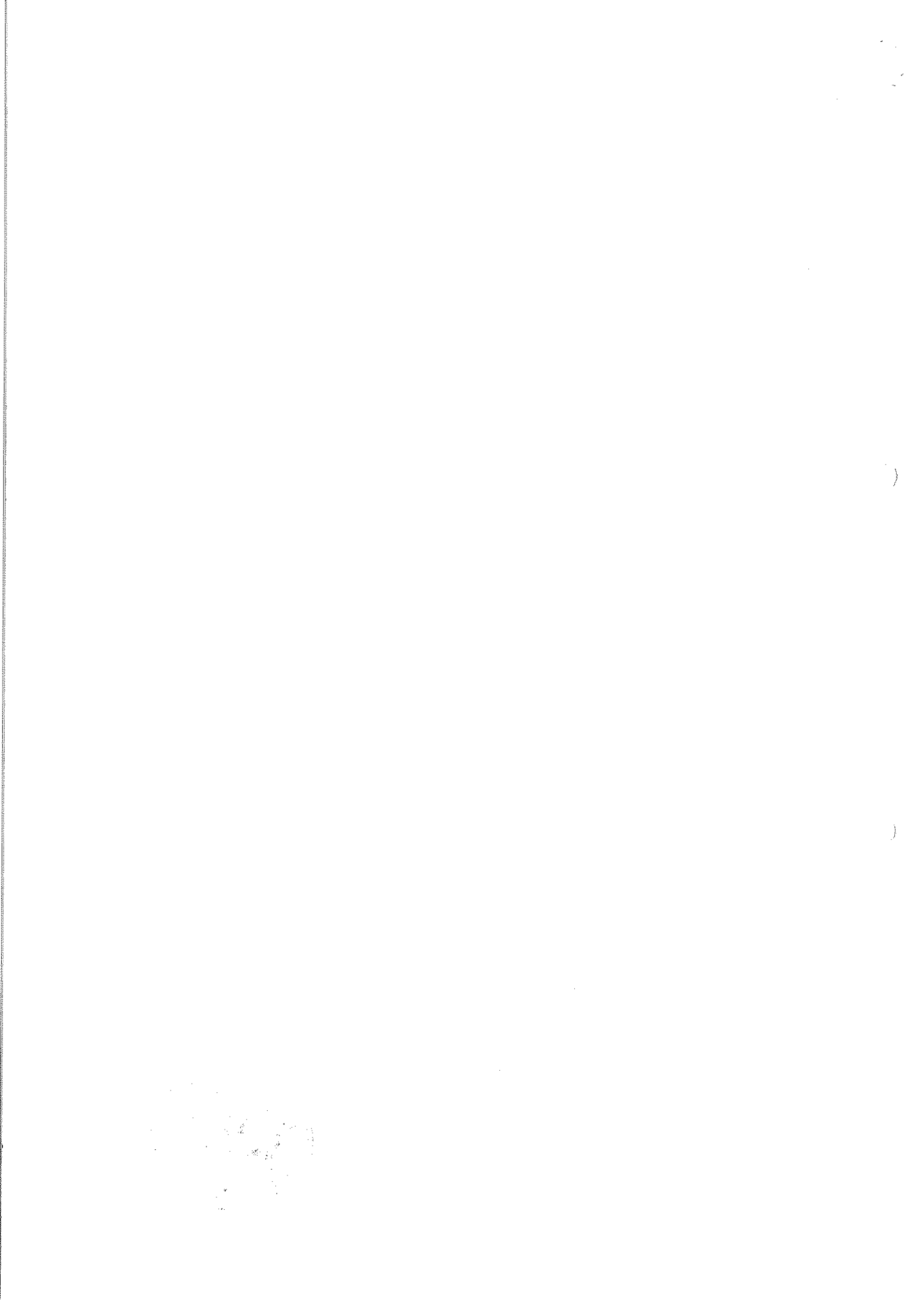
Hope all are doing well.

Attaching herewith letter no. 4.22/396/2021 dated 03.08.2021 towards membership tenure extension from 01.08.2021 to 31.07.2023 for the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) at GIPE, Pune.

Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
Gokhale Institute of Politics & Economics
Pune 411 004
Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in





8/10/2021

Yahoo Mail - Re: extension of tenure

4.22

Re: extension of tenure

From: Mrinalini Phatak (mrinalini.phatak@gmail.com)

To: ashwinijoglekar@yahoo.co.in

Date: Monday, 9 August, 2021, 07:01 pm IST

Hi Ashvini,

I hereby accept the proposal of extension of tenure and be part of committee for prevention of sexual harassment of women at workplace.

Adv. Mrinalini Phatak

On Tue, Aug 3, 2021 at 2:56 PM ashwini joglekar <ashwinijoglekar@yahoo.co.in> wrote:

Dear Mrinal tai,
Gd Afernoon
Kashi Ahesh,

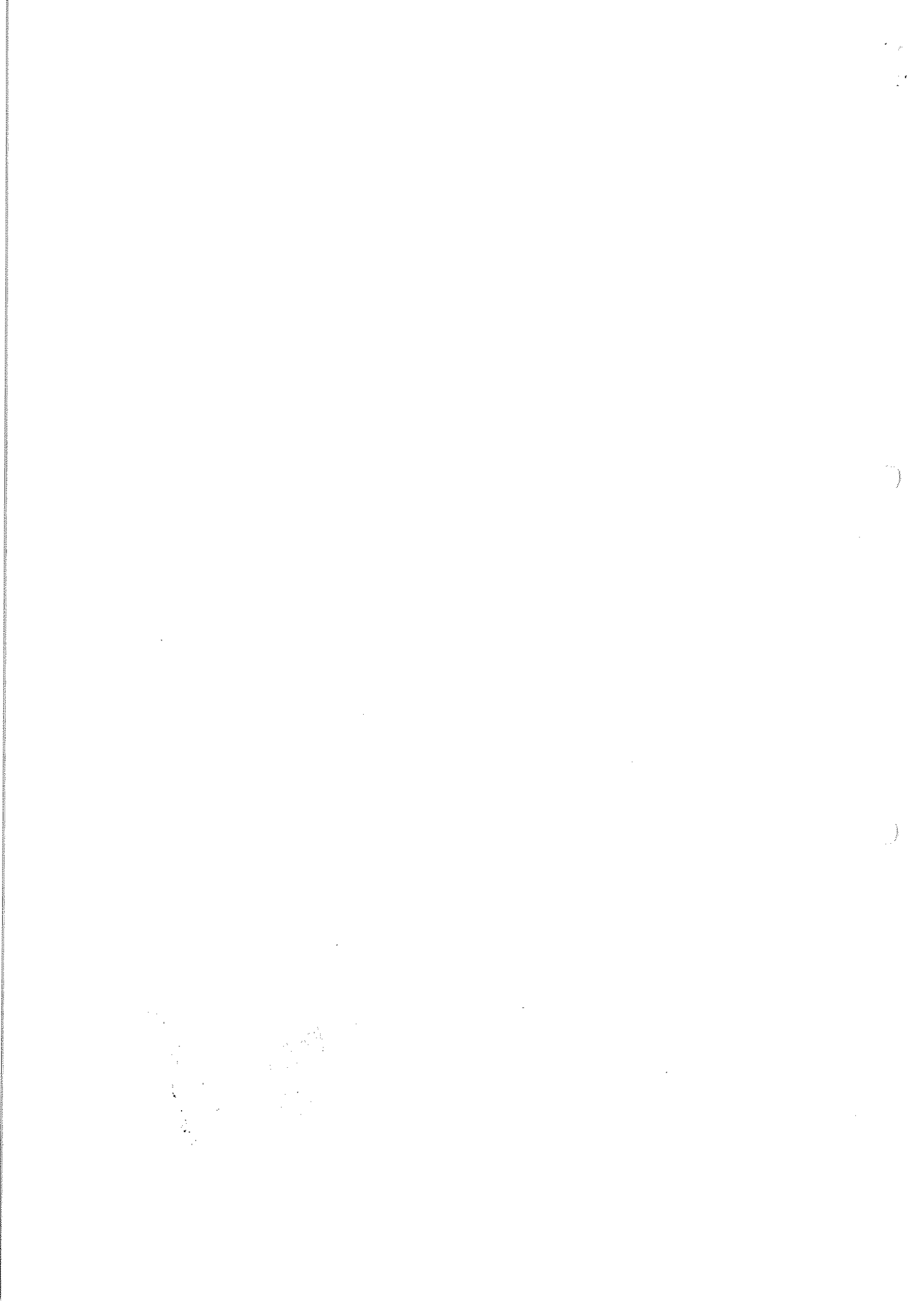
Attaching herewith letter no. 4.22/396/2021 dated 03.08.2021 towards extension of tenure as member for the Committee for prevention of Sexual Harrassemnt of Women at Workplace(CPSHW) at Gokhale Institute of Politics & Economics, Pune 411 004 (Period of the tenure 01.08.2021 to 31.07.2023)

Pl send your consent

Thanking you and with best regards,

Mrs A A Joglekar
Finance & Accounts Officer
Gokhale Institute of Politics & Economics
Pune 411 004
Office : 020 25654288/ 89 Fax :020 25652579
Ph 9890999693 / off -website: www.gipe.ac.in







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846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

4/22
O/C

संदर्भ क्र. ४.२२ / ४४६ / २०२१

ऑगस्ट १२, २०२१

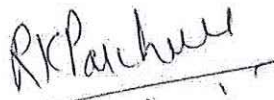
प्रति,
मा. जिल्हा महिला व बालविकास अधिकारी
जिल्हा महिला व बालविकास अधिकारी यांचे कार्यालय
गुलमार्ग पार्क हॉऊसिंग सोसायटी,
तिसरा मजला, विजय बेकरी जवळ
सोमवार पेठ, पुणे - ४११ ००१.

विषय: लैंगिक छळपासून संरक्षणासाठी समिती स्थापन करणे बाबत...

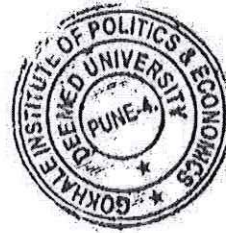
महोदय/महोदया,


वरील विषयांकित संदर्भानुसार आमच्या संस्थेने साल २०१९ रोजी लैंगिक छळपासून संरक्षणासाठी समिती स्थापन केलेली आहे. आपल्या माहितीस्तव समितीच्या सद्यस्थितीत असलेल्या सदस्याची यादी यापत्रासोबत जोडत आहेत.

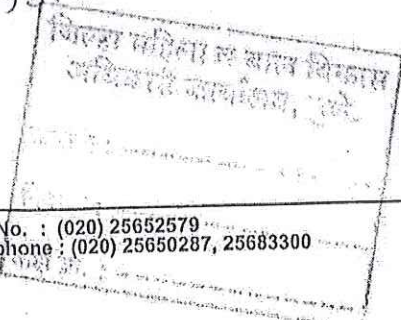
कळवे,

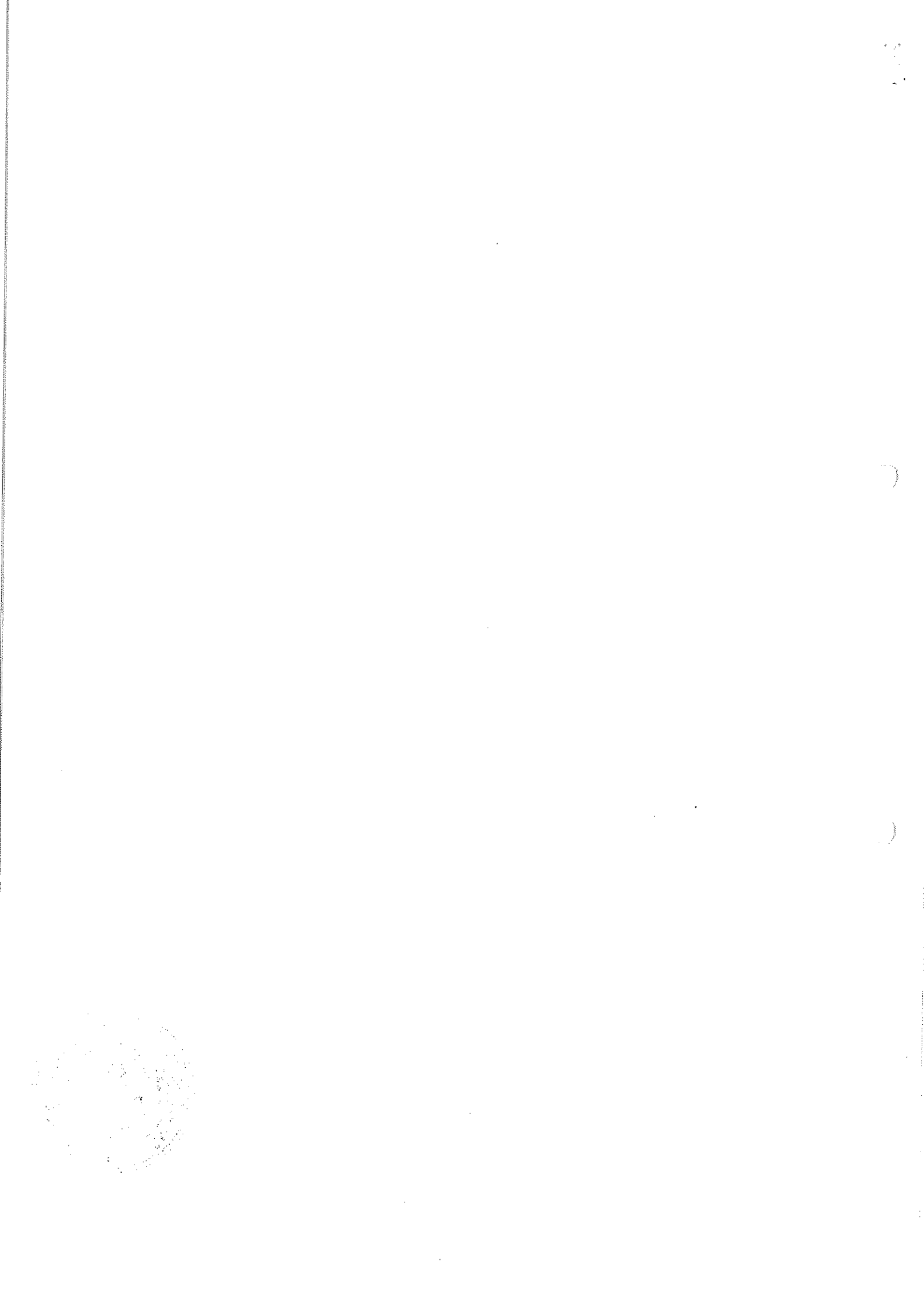

राजस परचुरे
संचालक

सोबत: वरील प्रमाणे




१३/०८/२०२१







Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Ref. 4.8/ 460 /2019

July 17, 2019

ORDER

COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW)

The tenure of membership of the following members on the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW) at Gokhale Institute of Politics and Economics (Deemed University), Pune is hereby extended for another period of 2 years from **1-8-2019 to 31-07-2021.**

| | |
|------------------------------------|-------------|
| ✓ 1. Dr. Anjali Radkar | Chairperson |
| ✓ 2. Dr. Lalitagauri Kulkarni | Member |
| ✓ 3. Dr. Atreyee Sinha Chakraborty | Member |
| ✓ 4. Dr. Anurag Asawa | Member |
| 5. Dr. Manasi Phadke | Member |
| ✓ 6. Smt. Mrinalini Phatak | Member |
| ✓ 7. Smt. A. A. Joglekar | Member |
| ✓ 8. Smt. Swati Waghmare | Member |
| ✓ 9. Smt. Manisha Shinde | Member |

The above members forms the Constitution of the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW)

The Committee members shall hold the office for a period of two years w.e.f. 1-8-2019 to 31-07-2021 and shall receive and inquire into complaints, if any, about sexual harassment/gender discrimination at the workplace, including hostels.


Rajas Parchure
Officiating Director

Copy To:

- 1) All Members
- 2) Office file

Received

A. Anurag

✓

URS

Anurag

✓

17/7/19

Vase
17.7.19

Murphals
17.7.19







Gokhale Institute of Politics and Economics

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(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

4-22

Ref. No. 4.22/ 461 /2019

17-07-2019

Smt. Mrinalini Phatak
901, Akash Darshan
Lane Number 17, Mahatma Society
Kothrud
Pune 411 038
Mob:- 9819126168

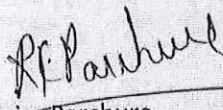
Sub:- Order for tenure of membership extension upto 31-07-2021.

Ref:- Institute letter no. 4.22/447/2018 dated 01-06-2018.

Dear Madam,

I would like to inform you that you are hereby appointed as External Member on the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW) at Gokhale Institute of Politics and Economics (Deemed University), Pune - 4 for the period of two years from 01-06-2018 to 31-05-2020.

Your tenure is hereby extended upto 31-07-2021 which will be at par with the other members of the committee.

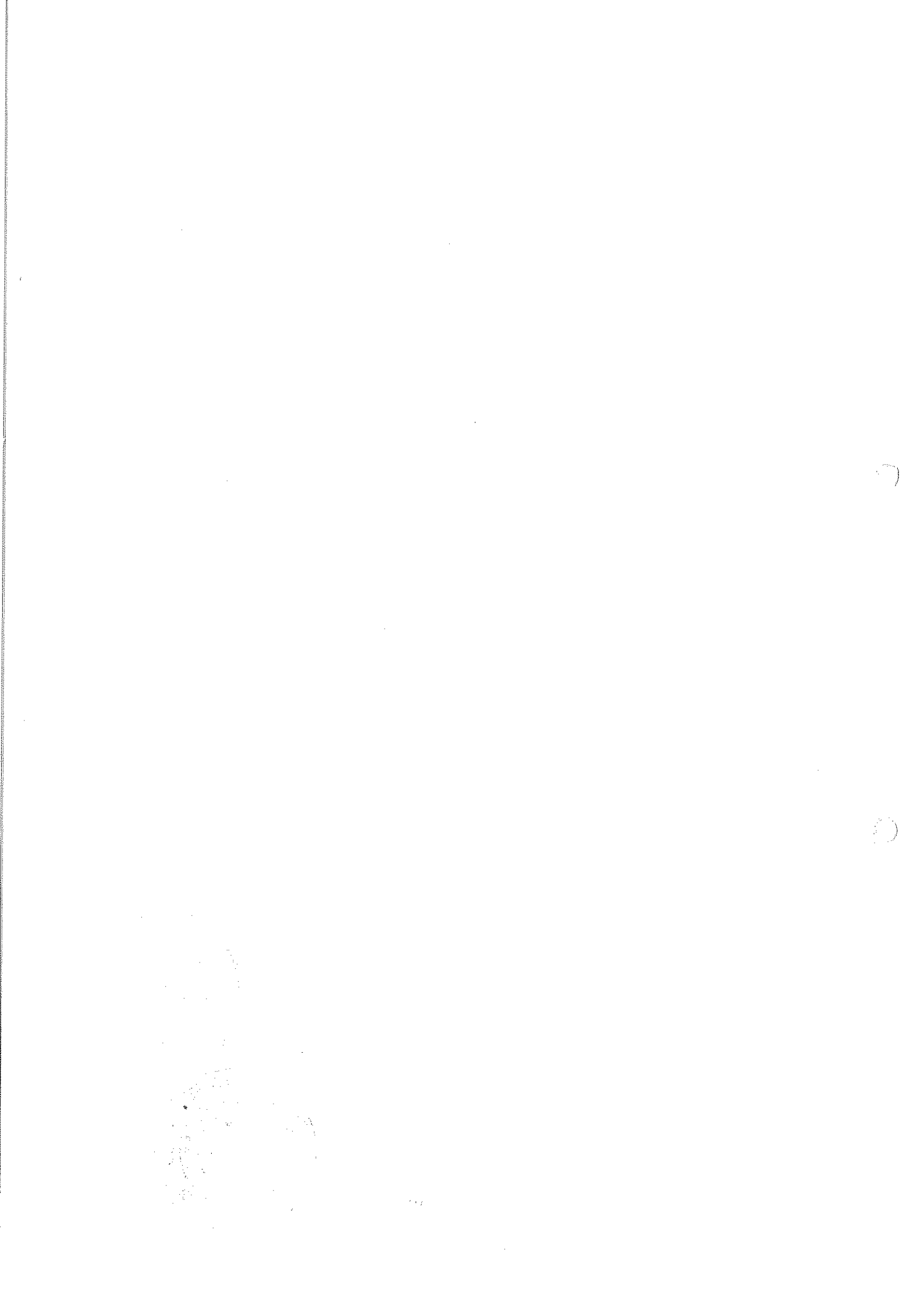

Rajas Parchure
Officiating Director

Received
Mr. Phatak
17-07-2019

Fax No. : (020) 25652579
Website : www.gipe.ac.in
E-mail : gokhaleinstitute@gipe.ac.in

Telephone : (020) 25650287, 25654288/89, 25675008
25661367, 25661369/70

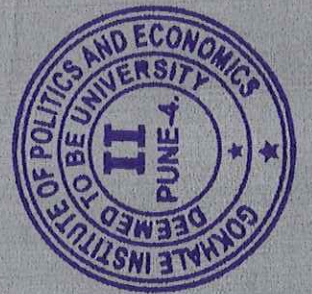




26/9-20

Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW)

| Sr. | Name of the Member | Designation | Period |
|-----|-------------------------------|-------------|--------------------------|
| 1 | Dr. Anjali Radkar | Chairperson | 01-08-2019 to 31-07-2021 |
| 2 | Dr. Lalitagauri Kulkarni | Member | 01-08-2019 to 31-07-2021 |
| 3 | Dr. Atreyee Sinha Chakraborty | Member | 01-08-2019 to 31-07-2021 |
| 4 | Dr. Anurag Asawa | Member | 01-08-2019 to 31-07-2021 |
| 5 | Dr. Manasi Phadke | Member | 01-08-2019 to 31-07-2021 |
| 6 | Smt. Mrinalini Phatak | Member | 01-08-2019 to 31-07-2021 |
| 7 | Smt. A. A. Joglekar | Member | 01-08-2019 to 31-07-2021 |
| 8 | Smt. Swati Waghmare | Member | 01-08-2019 to 31-07-2021 |
| 9 | Smt. Manisha Shinde | Member | 01-08-2019 to 31-07-2021 |







Jayanti Kajale <jayanti.kajale@gipe.ac.in>

Fwd: Induction programme reg.

admission gipe <admission@gipe.ac.in>
To: Jayanti Kajale <jayanti.kajale@gipe.ac.in>

Fri, Sep 6, 2024 at 2:26 PM

----- Forwarded message -----

From: **admission gipe** <admission@gipe.ac.in>

Date: Fri, 19 Jul 2019 at 17:24

Subject: Induction programme reg.

To: <aashimasnp98@gmail.com>, Affan Ahmed <affan0497@gmail.com>, <neelmahendra69@gmail.com>, <anishadas915@gmail.com>, <ns800100@gmail.com>, <himanisuchdeva7890@gmail.com>, Sreenidhi Sharma <sreenidhi.sharma83@gmail.com>, sanjam kaur <kaur-sanjam1@gmail.com>, Mehuli Paul <mehuli582@gmail.com>, Shobhit Goel <shobhitgoel024@gmail.com>, <jain.vibhu21@gmail.com>, Gitika Bahl <gitikabahl98@gmail.com>, <savipahwa19@gmail.com>, Anushka Chakraborty <anushka0669@gmail.com>, Shruti Garg <shruti.garg0104@gmail.com>, SHREYA HANDA <shreya.handa@gmail.com>, dhyey parekh <dhyeyparekh@gmail.com>, Shruti Das <das.151297@gmail.com>, <tuteja.sakshi09@gmail.com>, Madhuri Chhabra <madhurichhabra@gmail.com>, <singhal.pragya08@gmail.com>, harshit gola <harshitgola98@gmail.com>, Naman Soni <naman.soni222@gmail.com>, Prince Kumar <princekumar66418@gmail.com>, <ajaykr5192@gmail.com>, <vermamohit817@gmail.com>, <17palkin.jangra@gmail.com>, <rahulchandel621@gmail.com>, Ruchi Saini <ruchisaini06@gmail.com>, nandini verma <nandini.verma01@gmail.com>, <surabhi.a@yahoo.com>, <vishal123rj@gmail.com>, Muskan Gupta <muskangupta72@gmail.com>

Dear All

Welcome to Gokhale Institute of Politics and Economics.

We are having Induction programme on 22nd and 23rd July 2019 detailed schedule are attached herewith.

--

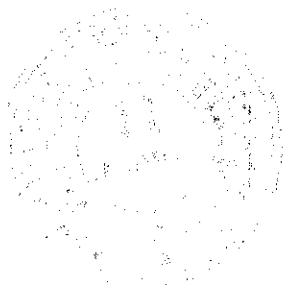
Academic Section
Gokhale Institute of Politics and Economics
B.M.C.C. Rd. Deccan Gymkhana
Pune 411 004
Maharashtra(India)
+91 20 25654288
Fax No. +91 20 25652579
www.gipe.ac.in

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Academic Section
Gokhale Institute of Politics and Economics
B.M.C.C. Rd. Deccan Gymkhana
Pune 411 004
Maharashtra(India)
+91 20 25683300 (Board Line)
+91 20 25683384 (Direct)
www.gipe.ac.in



📎 2019.pdf
88K



Student's Induction Programme
Monday 22/07/2019

| Timing | Programme | Venue |
|--------------------------|---|--|
| 10.00 a.m. to 10.30 a.m. | Welcome Address by Prof. Rajas Parechure Offg. Director | Kale Hall |
| 10.30 a.m. to 11.00 a.m. | Introduction of faculty | Kale Hall |
| 11.00 a.m. to 11.30 a.m. | Prof. K.C. Thaware Controller of Examination | Kale Hall |
| 11.30 a.m. to 12.00 noon | Introduction of Prevention of Sexual Harassment Committee by Prof. Anjali Radkar | Kale Hall |
| 12.00 p.m. to 12.30 p.m. | Introduction of Grievance Committee by Dr. P.N. Rath | Kale Hall |
| 12.30 p.m. to 1.00 p.m. | Introduction of Antiragging by Dr. P.N. Rath | Kale Hall |
| 1.00 p.m. to 1.30 p.m. | Introduction of I.T. Department by Mr. P.N. Joshi | Kale Hall |
| 2.30 p.m. to 3.00 p.m. | Respective Coordinators | |
| | M.Sc.(Economics) | Seminar hall, First floor, Main Building |
| | M.Sc.(Financial Economics) | Room No. 102, Ground floor, New Academic Block |
| | M.Sc.(Agribusiness Economics) | Room No. 101, Ground floor New Academic Block |
| | M.Sc.(International Business Economics & Finance) | Room No. 202, First floor, New Academic Block |
| 3.00 p.m. to 3.30 p.m. | Library Orientation by Dr. Nanaji Shewale | |
| 3.30 p.m. to 4.00 p.m. | M.Sc.(Economics) & M.Sc.(Financial Economics) | Ground floor Dhananjayrao Gadgil Library |
| 4.00 p.m. to 4.30 p.m. | M.Sc.(Agribusiness Economics) & M.Sc.(International Business Economics & Finance) | |
| 4.30 p.m. to 5.00 p.m. | Introduction of Placement Cell by Dr. Ashish Kulkarni, Mr. Kumar Shrinivasan, Ms. Hemangi More and Ms. Sarika Kulkarni & Introduction to Alumni Committee by Prof. Jayanti Kajale | Kale Hall |
| 5.00 p.m. to 6.00 p.m. | Yoga Session by Ms. Sayali Raut | |
| | M.Sc.(Economics) & M.Sc.(Financial Economics) | Terrace Above Mess |
| 6.00 p.m. to 6.30 p.m. | Snacks & Tea | Mess |
| 6.30 p.m. to 7.00 p.m. | Hostel Induction | |
| | by Rector, Girl's Hostel by Rector, Boys' Hostel | Girls' Hostel Boys' Hostel |



Tuesday 23/07/2019

| Timing | Programme | Venue |
|--------------------------|---|-----------------------|
| 10.00 a.m. to 10.30 a.m. | Introduction of Equilibria | Kale Hall |
| 10.30 a.m. to 11.00 a.m. | Introduction of Veritas | Kale Hall |
| 11.00 a.m. to 11.30 a.m. | Introduction of UTBT | Kale Hall |
| 11.30 a.m. to 12.00 noon | Introduction of Sports Committee | Kale Hall |
| 12.00 noon to 12.30 p.m. | Introduction of Cultural Committee | Kale Hall |
| 12.30 p.m. to 1.00 p.m. | Introduction of Music Society | Kale Hall |
| 2.30 p.m. to 3.30 p.m. | Gokhale Institute Tour & Introduction to Pune City Dr. Benjamin | Kale Hall |
| 3.30 p.m. to 4.00 p.m. | Introduction of Health Centre by Dr. Prasad Bhat | Mess |
| 4.30 p.m. to 5.30 p.m. | Ms. Sayali Raut Yoga Session | |
| | M.Sc.(Agribusiness Economics) & M.Sc.(International Business Economics & Finance) | Terrace Above Mess |
| 5.30 p.m. to 6.00 p.m. | Snacks and Tea | Mess |





Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

4.22

Ref. No. 4.22/ 8 25/2019

November 22, 2019

University Grants Commission
Gender Sensitization Cell
35, Feroze Shah Road
New Delhi 11 0001
Ph:- 011-23604641

Sub : Annual Return on cases of Sexual Harassment – reg.
Ref : Your letter D. O. No. F. 91-3/2014(GS)/Pt. 1 dated 14-05-2019 and email dated 11-11-2019.

Sir/Madam

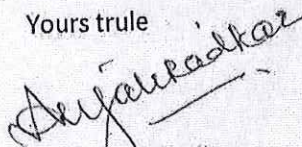
With reference to the above subject we are submit the Annual Return on cases of Sexual Harassment, during the period 1st April, 2018 to 31st March, 2019.

| Sr. No. | | |
|---------|---|-----|
| 1 | Number of complaints of sexual harassment received in the year | NIL |
| 2 | Number of complaints disposed off during the year | NIL |
| 3 | Number of cases pending for more than 90 days | NIL |
| 4 | Number of workshops on awareness programmes against sexual harassment conducted during the year | 1 |
| 5 | Nature of Action | |

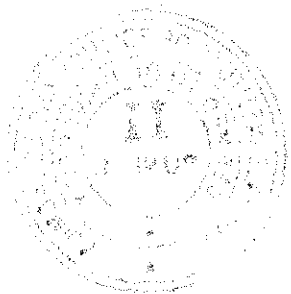
Institute has conducted the meetings of the Committee for Prevention of Sexual Harassment of Woman's at Workplace during following days and it also conducted one workshop for awareness of the students and staff of the Institute on 28-09-2018. Smt. Mrinalini Phatak, Advocate and member of the Committee of the Institute delivered the introductory guidance on the same.

| Meeting conducted | Workshop conducted |
|-----------------------|--------------------|
| Wednesday, 30-05-2018 | Friday, 28-09-2018 |
| Wednesday, 12-09-2018 | -- |
| Tuesday, 19-03-2019 | -- |

Yours trule


Prof. Anjali Radkar
Chairman, CPSHW Committee





महाराष्ट्र शासन
सहसंचालक, उच्च शिक्षण, पुणे विभाग

१७, डॉ. आंबेडकर मार्ग, पुणे ४११ ००१

दस्तावेज क्रमांक ०२०-२६१२७४३५

E-mail : jdh@punecol@gmail.com

फैकस नंबर ०२०-२६०५१६३२

क्र. मसं प्रश/पुवि/परिपत्रक/२०१९/३५०६

दि ०६/१२/२०१९

प्राति,

१. प्राचार्य,
- सय अशासकीय कला, वाणिज्य, विज्ञान, विभाग
- शासकीय शिक्षण व अध्यापक महाविद्यालय, पुणे
१. कुलसचिव, माधवजीबाई फुले पुणे विद्यापीठ, पुणे
३. कुलसचिव, इ.क.न कॉलेज, पुणे
४. कुलसचिव, माधुल इन्स्टिट्यूट, पुणे
५. कुलसचिव, यशवतराव चव्हाण महाराष्ट्र मुक्त विद्यापीठ, नाशिक

विषय- शाळा, महाविद्यालय तसेच विद्यार्थीठातील विद्यार्थ्यांच्या सुरक्षेचेच्या उपाय योजनेसाठी तातडीने शिक्षा समिती, POCSSO, POSH समितीची स्थापना करून कार्यान्वीत करणेबाबत

संदर्भ - मेमोरान्डमचाच पराक्रम लेशिमं प्रति-१ विद्यार्थ्यांनी सुरक्षा ००१९/२६२५३ दि १५/१२/२०१९

उपरोक्त पत्राच्या अनुक्रमेण शासन निर्णय क्र.मकचो-२०१३/प्रक्र.६३ मकच.प्र.१२/२०१४ च्या शासन

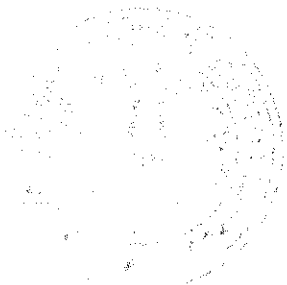
निर्णयाने तत्पूर्वीनुसार कामाच्या ठिकाणी महिलांचा होणारा छळ, तक्रारी याच निवारण करणाऱ्यासाठी महिला तक्रार निवारण समिती गठीत करण्यात येऊन त्या अनुषंगीक आवश्यक ती कार्यवाही करणाऱ्याचं निदेशील केलंल आहे.

महिला कर्मचा-यांच्या लैंगिक छळास प्रतिबंध, मनाई व निवारण करणाऱ्यासाठी प्रत्येक शासकीय निमशासकीय कार्यालय, शासकीय संस्था महाविद्यालये विद्यापीठे या कार्यालयात अंतर्गत महिला तक्रार निवारण समिती गठीत करणाऱ्याबाबत कळविण्यात आलं हातं.

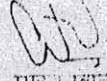
महाराष्ट्र सांघनिक विद्यापीठ अधिनियम २०१६ मधील प्रकरण ५ नियम क्र ७३ (१०) नुसार कामाच्या ठिकाणी महिलांचा लैंगिक छळ (प्रतिबंध, मनाई व निवारण) अधिनियम २०१३ च्य तत्पूर्वीनुसार विद्यापीठ आणि सल्लय महाविद्यालये यातील अध्यापक, कर्मचारी, विद्यार्थी यांच्या लैंगिक छळास प्रतिबंध व लैंगिक छळ, मनाई यांच्याशी संबंधीत तक्रारीचं निवारण आणि लैंगिक छळ करण्यात सहभागी असणा-यांना शस्त्रा करण बाकीरता येणा कायद्यान कायदा शसं लागू केलं आहे.

सल्लय संघटनेचंल पारंस्थानेन प्रत्येक शासकीय निमशासकीय कार्यालय, शासकीय संस्था महाविद्यालये विद्यापीठेमध्ये अंतर्गत महिला तक्रार निवारण समिती गठीत करण व सल्लय समितीकडु प्राप्त तक्रारीबाबत तातडीने पूर्वेल कार्यवाही करणाऱ्या मुचना आपणाम दप्याल येन आहेत.





संस्था महाविद्यालयीय दस्तऐवजांमध्ये गठित केलेली महिला तक्रार निवारण समितीचा माहिती नमूदा सार सांगतो. सदर सांगतोकरून करण्यात येत असलेल्या कार्यवाहीचा तिसाही अहवाल संबंधीत विभागातील जिल्हा माहती व बाल कल्याण अधिकारी यांचेकडे प्रेषित केला जाई. तसेच त्याची एक प्रत प्रस्तुत कार्यालयामे देण्यात येई.

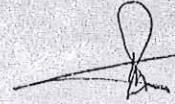

(डॉ. माहेश खैरनार)

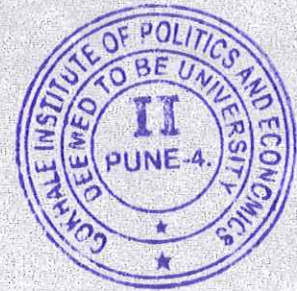
सहसंचालक, उच्च शिक्षण,

गुण विभाग, गुण

Prof. Anjanli Joskar

Pl. alicum

 26/12/2017







Gokhale Institute of Politics and Economics

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846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Ref: No. /4.22/923/2019

30.12.2019

NOTICE

Dear

A Meeting of the Committee for Prevention of Sexual Harassment of Women at Workspace of the Institute will be convened on **Friday, 3rd January 2020** in the conference hall adjacent to Directors room to consider the agenda given below.

I request you to make it convenient to attend the meeting.

Thanking you and with regards,

Yours sincerely,

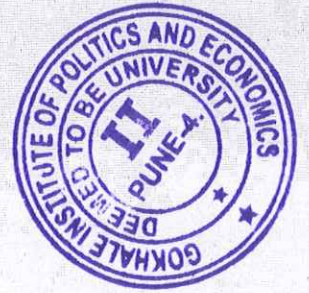
Ashwini A. Joglekar
Smt. Ashwini A. Joglekar
Member & Co-ordinator
(CPSHW), GIPE, Pune

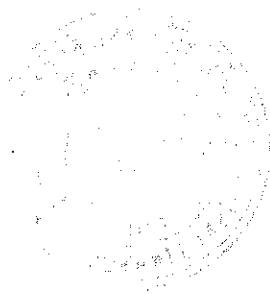
AGENDA

1. To take a review of the complaints if any, about sexual harassment / gender discrimination at the workplace, including hostels.
2. Any other matter with the permission of the chair.

Committee Members

1. Dr. Anjali Radkar
2. Dr. Lalitagauri Kulkarni
3. Dr Atryee Sinha Chakraborty
4. Dr. Anurag Asawa
5. Smt. Manasi Phadake
6. Smt. Mrinalini Phatak
7. Smt. A A Joglekar *Ashwini*
8. Smt. Swati Waghmare
9. Ms. Manisha Shinde





~

~



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PUNE - 411 004 (INDIA)

Minutes of the meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) held at the Conference hall, of Gokhale Institute of Politics and Economics, Pune 411 004 on Friday, 03.01.2020 @ 11.30 a.m.

Members present:

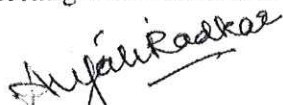
Dr. Anjali Radkar - Chairperson (CPSHW), GIPE, Pune
Dr. Atreyee Sinha Chakraborty - Member
Dr. Manasi Phadake - Member
Smt. Ashwini Joglekar - Member
Smt. Manisha Shinde - Member


Smt. Mrinalini Phatak, Dr. Lalitagauri Kulkarni, Dr. Anurag Asawa and Smt. Swati Waghmare could not attend the meeting due to their prior engagements.

The meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) held at the Conference hall of GIPE, Pune 411 004 on Friday, 03.01.2020 @ 11.30 a.m. and following points were discussed in the meeting:

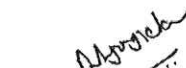
1. The Committee members took the review of the complaints during the last six months regarding sexual harassment / gender discrimination at the work place including hostel. It is noted that during the six months, no complaint has been received from the students and staff on this matter.
2. The Chairman informed about letter no. SASAN/USHI/PUBI/ PARI PATRAK/3506 dated 20.12.2019 received from the Joint Director of Education, Higher Education, Government of Maharashtra, Pune 411 001 regarding formation of committee namely POCSO, POSH at the institute. In this regard it is discussed that the CPSHW committee is already formed in the institute and is working since three years and is regularly dealing in the matters related to the grievances and Prevention of Sexual Harassment of Women. Further Institute has also arranged one training programme on 28.09.2018 for the awareness of the students and staff about the functions and working of the committee. The programme also focused on the rules and regulations about the probable issues in this matter that might occur in future. Committee also resolved that, all the mandatory and standard protocols required to be followed will be undertaken by the institute as per the suggestions of the Committee and it is decided to invite Ms Meghana Marathe, renowned Social Worker and Counselor to provide the guidance and consultation on this matter further and she will also be invited to attend the meeting of the Committee in March 2020.
3. It is also decided to submit the quarterly report of the proceedings of the committee to Government of Maharashtra and University Grants Commission.

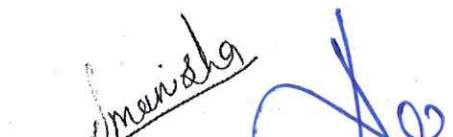
The meeting ended with thanks to chair.


Anjali Radkar


Mansi Phadake


Atreyee Sinha Chakraborty


Ashwini Joglekar


Manisha Shinde



Gokhale Institute of Politics and Economics
(Deemed to be University)
Pune 411 004

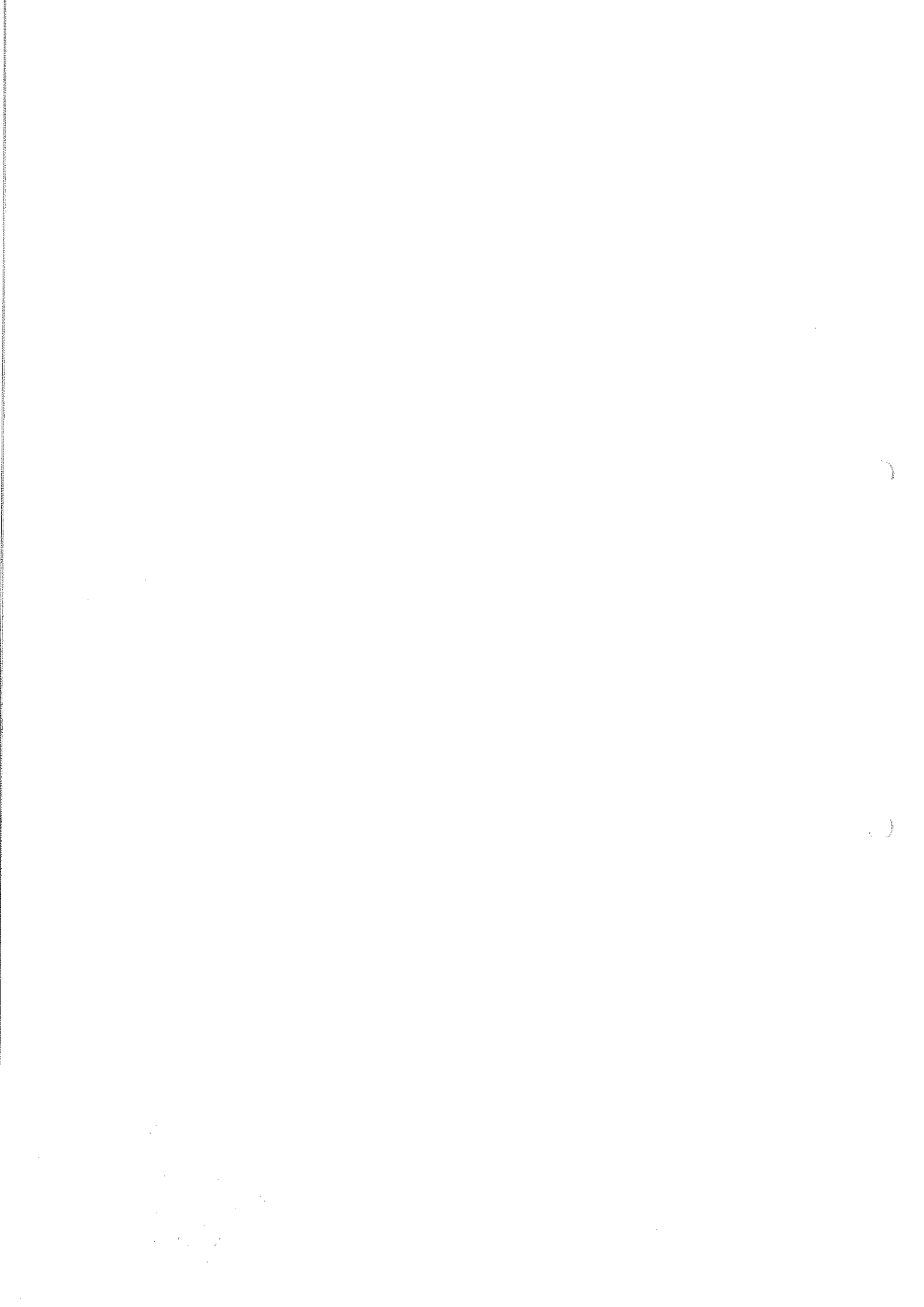
Meeting of the Committee for Prevention of Sexual Harassment of Women
at Workspace of the Institute

(Friday, 3rd January 2020 @ 11.30 a.m.)

Members Present

| Sr.No. | Name | Signature |
|--------|-----------------------|----------------|
| 1 | Manasi Phadke | <u>mshadke</u> |
| 2 | Abreyee Chakraborty | <u>abreyee</u> |
| 3 | Manika S. Shinde | <u>Manika</u> |
| 4 | Anjali Radkar | <u>ARJ.</u> |
| 5 | Ashwin S. A. Joglekar | <u>Ashwin</u> |
| 6 | | |
| 7 | | |
| 8 | | |
| 9 | | |







Gokhale Institute of Politics and Economics

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PUNE - 411 004 (INDIA)

हस्ते/ स्पीड पोस्ट

दिनांक: १७/०१/२०२०

संदर्भ: 422/39/२०२०

प्रति,
डॉ. मोहन खताळ
महाराष्ट्र शासन,
सहसंचालक, उच्च शिक्षण, पुणे विभाग
१७, डॉ. बाबासाहेब मार्ग,
पुणे - ४११ ००१

विषय: शाळा महाविद्यालय तसेच विद्यापीठातील विद्यार्थ्यांच्या सुरक्षिततेचा उपाय तातडीने विशाखा समिती, POSCO, POSH समितीची स्थापना करून कार्यान्वीत करणेबाबत.
संदर्भ: १.संचालनायुक्त पत्र क्र उशिस/माव-१/ विद्यार्थीनी सुरक्षा २०१९ १६२०३ दि. १९.१२.२०१९.
२.क्र.ससं/उशि/पुवि/परिपत्रक/२०१९/३५०६, दि. २०.१२.२०१९.

महोदय,

आपल्या वरील पत्रा अनुसार आपणांस कळविण्यात येत आहे की, आमच्या संस्थेमध्ये गेल्या चार वर्षा पासून Committee for Prevention of Sexual Harassment of Women at Workplace ही समिती स्थापन झालेली आहे. संदर्भ समिती कर्मचारी तसेच विद्यार्थी यांच्या POSH & POCSCO च्या नियमावलीनुसार कार्य करीत आहे.

२०१८-२०१९ आणि २०१९-२०२० मध्ये झालेल्या या समितीच्या सभेच्या इतिवृत्ताच्या प्रति तसेच या समितीच्या अद्ययावत सभासदाची यादी आपल्या माहितीस्तव जोडत आहोत. याखेरीज या संदर्भातील मुद्द्यांचा व सभांचा व इतिवृत्तांचा वार्षिक अहवाल विद्यापीठ आनुदान आयोगाला दर वर्षी संस्था सादर करते त्याची प्रत या पत्रा सोबत जोडत आहोत.

संस्थेने २८.०९.२०१८ रोजी कर्मचारी व विद्यार्थी यांचे करिता एक दिवसीय चर्चा सत्र तसेच प्रशिक्षण - कार्यशाळा आयोजित केली होती, त्यात मा.श्रीमती मृणालिनी फाटक यांनी POSH & POCSCO संदर्भातील बाबींचे सविस्तर मार्गदर्शन केले.

आपल्या वरील पत्राप्रमाणे या विषया संदर्भातील माहिती वेळोवेळी आपणास सादर करण्यात येईलच.

आभारी आहे.

आपली विश्वासू,

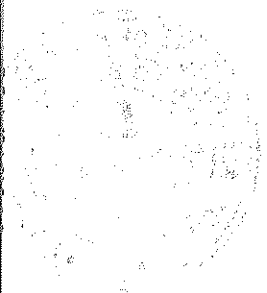
डॉ. अंजली राडकर
मंडळ अध्यक्ष

सोबत : वरीलप्रमाणे

20.7.2020

शिक्षण, माव-विकासक (उच्च शिक्षण)
पुणे विभाग, पुणे-१





Fwd: Submission of Annual Return on cases of Sexual Harassment - reg.

From: rajas parchure (rajasparchure@gmail.com)
To: anjaliradkar@gmail.com; ashwinijoglekar@yahoo.co.in
Date: Monday, 10 February, 2020, 05:21 pm IST

For necessary action please.

Rkp

----- Forwarded message -----

From: UGC New Delhi <ugc.iccgs@gmail.com>
Date: Mon, 10 Feb 2020, 16:32
Subject: Submission of Annual Return on cases of Sexual Harassment - reg.
To: <puvc@unipune.ac.in>, <vc@sndt.ac.in>, <vcoffice@unishivaji.ac.in>, <vcoffice.srtmun@gmail.com>, <vc@ycmou.digitaluniversity.ac>, <vc.ycmou@gmail.com>, <unikalidas@yahoo.com>, <misragirishwar@gmail.com>, <vc@muhs.ac.in>, <vcmafsu@gmail.com>, <dilipgode@yahoo.com>, <rbgrover@hbni.ac.in>, <vc@mgmuhs.com>, <sudhirkadam1947@gmail.com>, <maldar.nn@gmail.com>, <vc@sus.ac.in>, <gopalkrishna@cife.edu.in>, <director@cife.edu.in>, <vcdirdeccancollege@gmail.com>, <rajasparchure@gmail.com>, <director@iips.net>, <fram@iips.net>, <sparasuraman@tiss.edu>, <d_tilak@hotmail.com>, <kulguru@tmv.edu.in>, <tmvadm@gmail.com>, <director@iqidr.ac.in>, <sskadam.vc@gmail.com>, <vc@diat.ac.in>

Respected Sir/Madam,

This is to invite your attention to letter no. D. O. No. F. 91-3/2014(GS)/Pt. 1 dated 14th May 2019 (copy attached) regarding the submission of Annual Return on cases of Sexual Harassment.

In this connection, it is to inform you that the requisite information is still awaited in this office. Therefore, you are requested to kindly submit the Annual Return on cases of Sexual Harassment of your esteemed university as per attached format, latest by 15-12-2019 on ugc.iccgs@gmail.com and also instruct your affiliated college to submit the said details to the UGC.

University Grants Commission
Gender Sensitization Cell
35, Feroze Shah Road
New Delhi - 110001
Ph: 011-23604641



With the letter dated 14/5/19
we would like to state here that we have
already submitted the information on
22/11/19 vide our letter No.
4/22/825/2019. Copy of the same
is enclosed for your reference
Best Regards
10



Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road

PUNE - 411 004 (INDIA)

4.22

By Speed Post / Email

Date: 11.02.2020

Ref. No.: 4.22/107/2020

To
University Grants Commission
Gender Sensitization Cell
35, Feroze Shah Road,
New Delhi - 110 001
Ph: 011-23604641

Sub : Annual Return on cases of Sexual Harassment - reg.

Ref : 1. Your letter D.O.No.F.91-3/2014(GS)/Pt.1 dated:14-05-2019 and email dated 11-11-2019.
2. Institute letter no. 4.22/825/2019 dated 22.11.2019
3. Your Email Dated: 10th February 2020.

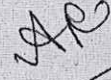
Sir/Madam,

With reference to the email dated 10.02.2020 and letter no. F.91-3/2014(GS) Pt 1 dated 14.5.2019 received from the Ministry.

We would like to inform to the UGC that, institute has already submitted the information on 22.11.2019 vide our letter No. 4.22/825/2019. Copy is the same is enclosed for your reference again.

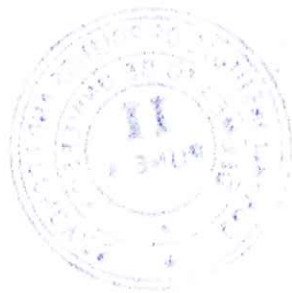
Thanking you and with regards,

Yours faithfully,


Dr. Anjali Radkar
Chairman CPSHW Committee

Encl: as above





NAHRD



Registrar / A/3/2020
Women Cell /
Internal Complaints Committee /
Sexual Harassment Committee / file
4/5/20
4/8/20
4/2/20

Email : info@nahrd.in
Website : www.nahrd.in
Ph. : (011) 41678044/45

420
402

Ref: SHW/06/20

24.02.2020

Chairperson (Women Cell/Internal Complaints Committee)
Prevention of Sexual Harassment of Women at Workplace
Gokhale Institute of Politics & Economics
BMCC Road, Deccan Gymkhana,
Pune, Maharashtra-411004

RESIDENTIAL WORKSHOP ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE AT LONAVALA, MAHARASHTRA

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Govt., State Govt., Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations across the country.

Ministry of Women & Child Development, Government of India has also recognized NAHRD as resource institute for imparting training programs/ workshop under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 vide its notification-dated 09.07.2018.

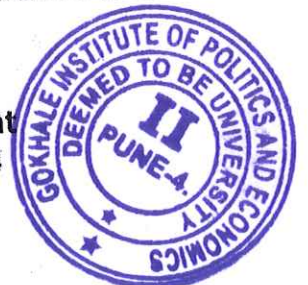
A residential workshop on Prevention of Sexual Harassment of Women at Workplace is being organized by NAHRD from **01.06.2020 to 03.06.2020** at **Lonavala, Maharashtra**.

The object of the workshop is to appraise the officers about successful implementation of relevant laws and guidelines on the subject. It will help officials, Members/ Chairperson of Internal Complaints Committee, HR/ Legal professionals to understand the legal preposition on the issue, how to handle sexual harassment complaints and maintain a positive work environment. The present workshop is design keeping in view mandatory requirements as provided under The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. After the workshop the participants shall have updated themselves in the following aspects:

- Concept and Importance of prevention of SHW
- Gender Issues, Dimensions & Types of SHW
- Quid Pro Quo, Hostile Work Environment, Legal Framework
- International Commitments and its current Scenario
- Vishakha Guidelines and other important judicial pronouncements
- Sexual Harassment of Women at Workplace Act, 2013
- Medha Kotwal Lele case and its implications
- Steps for conducting inquiry as per DoPT O.M. dated 16.07.2015
- Appeals and steps for preventing misuse of the Act
- Preventive Policies, Gender Budgeting, Role perception & Psychological aspects

The workshop will be organized on highly participative lines. The training methods will include lectures, group discussions, exercises, presentations, case studies, role-plays etc.

National Academy of Human Resource Development
Office : A-304, Ground Floor, Defence Colony, New Delhi-110024





Faculty

Sh. Mahabir Singh Kasana is former Joint Director of Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. He is accredited as the master trainer by Training Division of DoPT, Govt. of India to train trainers and help public authorities for capacity building. Till date he has conducted more than 400 workshops in which more than 10,000 officers from around 400 organizations have participated. He is also practicing as an Advocate at CAT and High Court of Delhi. He is having huge knowledge and experience on the present subject. He is also a member in various organizations' internal complaints committee formed under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

Mrs. Mayuri Raghuvanshi is an Advocate-on-Record, Supreme Court of India with LL.B. degree from Symbiosis Society's Law College, Pune. She is also holding a masters degree in law. She has earlier worked with Mr. Gopal Subramaniam, Senior Advocate and former Solicitor General of India. She represents a number of clients such as State of Uttar Pradesh, All India Judges Association, Bharat Heavy Electricals Ltd., Indian Overseas Bank, National Textile Corporation, Banaras Hindu University and many more. She is having huge experience in area of Gender Issues and Prevention of Sexual Harassment of Women at Workplace. She is external member of Internal Complaints Committee (ICC) formed under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 of a number of organizations such as Rashtrapati Bhawan, NTPC BHEL Power Projects, OTPC, Wildlife Crime Control Bureau, Symbiosis Law School Noida. She is a regular faculty on the present subject for a number of organizations such as Institute of Secretariat Training & Management (ISTM) under Department of Personnel & Training, Government of India, Judicial Training & Research Institute- Lucknow, Symbiosis Law School Noida and many more.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Engineers India Ltd, FSSAI, Tariff Authority of Major Ports, Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, Punjab National Bank, NABARD, DFCCIL, HUDCO, HAL, JNPT, Syndicate Bank, IDBI Bank, Quality Council of India, Telecom Regulatory Authority of India, Delhi University, Export- Inspection Council of India, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization, Directorate of Advertising & Visual Publicity, Border Security Force, GIC of India, EXIM Bank, Delhi Metro Rail Corporation, Mumbai Metro Rail Corporation, Election Commission of India, New India Assurance Co. Ltd., North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., KV Sangathan, Bureau of Indian Standards, etc.

Participation Fee:

Single Occupancy- Rs. 40,000/- plus GST @ 18% per participant

Twin Sharing* -Rs. 35,000/- plus GST @ 18% per participant

*Twin Sharing is available is available only for organizations nominating even number of participants.

The participation fee covers the cost of lodging, boarding, meals & study material of the participants. In case of single occupancy, spouse/ family members are welcome on additional all inclusive nominal charges.





Venue: The Fern Lonavala: Maval, Lonavala, Maharashtra: 410401

Check In- 01.06.2020 (2:00 P.M.)

Check Out- 04.06.2020 (12:00 P.M.)

The workshop will commence at 4:00 P.M. on 01.06.2020 and will conclude at 5:30 P.M. on 03.06.2020.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID alongwith cheque/DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

Bank: Kotak Mahindra Bank. A/c No. 8912179265. CA. IFSC Code. KKBK0004620

PAN: AAJFN7963N

GSTIN: 07AAJFN7963N1ZF

For further information or clarification kindly contact:

Rohit Agarwal

Email- rohit@nahrd.in
Phone- +91 9873057803

Vivek Manchanda

Email-vivek@nahrd.in
Phone-+91 9650745789

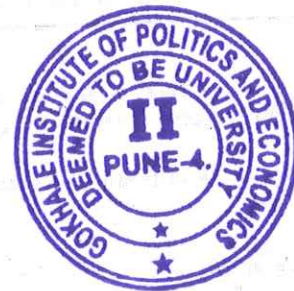
Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nomination participant(s) is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited. Limited seats available for the present workshop and hence the nominations will be accepted on first-cum-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date of accepting nominations is 18.05.2020.

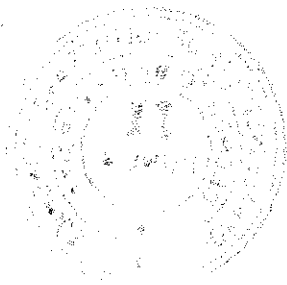
You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

In addition, we can also conduct in-house workshop on the above-mentioned subject for your organization based on your specific requirements. You are kindly requested to provide us with you requirements in this regard.

Thanks & Regards


For NAHRD





In addition, we also request you to consider nominating officers for our other workshops which are as under:

- Workshop on **Official Language (Rajbhasha)** from 11.05.2020 to 13.05.2020 at Mussoorie (Uttarakhand),
- Workshop on **Income Tax** from 11.05.2020 to 13.05.2020 at Mussoorie (Uttarakhand),
- Workshop on **Companies Act** from 14.05.2020 to 16.05.2020 at Mussoorie (Uttarakhand),
- Workshop on **Insolvency & Bankruptcy Code (IBC)** from 14.05.2020 to 16.05.2020 at Mussoorie (Uttarakhand),
- Workshop on **Information Technology Tools for PAs, Secretaries, Stenographers** from 14.05.2020 to 16.05.2020 at Mussoorie (Uttarakhand),
- Workshop on **Pay Fixation Rules, MACP & NPS** from 25.05.2020 to 27.05.2020 at New Delhi,
- Workshop on **Public Procurement with E- Procurement** from 25.05.2020 to 27.05.2020 at New Delhi.
- Workshop on **Right to Information Act** from 01.06.2020 to 03.06.2020 at Lonavala, Maharashtra,
- Workshop on **Prevention of Sexual Harassment of Women at Workplace** from 01.06.2020 to 03.06.2020 at Lonavala (Maharashtra);
- Workshop on **Work Life Balance & Leadership Development** from 01.06.2020 to 03.06.2020 at Lonavala (Maharashtra)
- Workshop on **HR Establishment Rules (Reservation, Promotion, Recruitment, DPC)** from 04.06.2020 to 06.06.2020 at Lonavala (Maharashtra),
- Workshop on **Disciplinary Rules & Procedures** from 04.06.2020 to 06.06.2020 at Lonavala (Maharashtra),
- Workshop on **Handling of Court Cases** from 04.06.2020 to 06.06.2020 at Lonavala (Maharashtra),
- Workshop on **Digital Transformation of Organizations & E- Governance** from 16.06.2020 to 18.06.2020 at Ooty (Tamil Nadu),
- Workshop on **Goods & Services Tax (GST)** from 16.06.2020 to 18.06.2020 at Ooty (Tamil Nadu),
- Workshop on **Labour Laws, Statutory Compliance & Court Cases** from 18.06.2020 to 20.06.2020 at Ooty (Tamil Nadu),
- Workshop on **Handling of Arbitration Proceedings** from 18.06.2020 to 20.06.2020 at Ooty (Tamil Nadu).

Further details about these workshops such as participation fees, details of venue, course content, profile of faculty members etc. can be obtained from our website (www.nahrd.in). You may also contact:

Rohit Agarwal
Email- rohit@nahrd.in
Phone- +91 9873057803

Vivek Manchanda
Email- vivek@nahrd.in
Phone- +91 9650745789



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3/6/2020

Yahoo Mail - Gender Champion

Shri. Kuber

Public in

CPSHW Ale.

Thanks

AR

6/3/2020

Gender Champion

From: Anjali Radkar (anjaliрадkar@gmail.com)

To: ugc.genderchamps@gmail.com

Cc: rajasparchure@gmail.com; ashwinijoglekar@yahoo.co.in

Date: Friday, 6 March, 2020, 03:13 pm IST

To

Dr Archana Thakur
Joint Secretary
University Grants Commission
Gender Sensitization Cell
35, Feroz Shah Road
New Delhi -110001

Dear Dr Thakur

This is with reference to the letter no. D.O.No. F.No. 91-3/2014 (GS) Pt.1 dated 7th January 2020, regarding the Gender Champions in all educational institutions across the country.

We have taken the necessary actions in this regard and conducted some activities of the students and selected Gender Champions.

I am attaching the details of the activities conducted regarding gender equality and selection of gender champions.

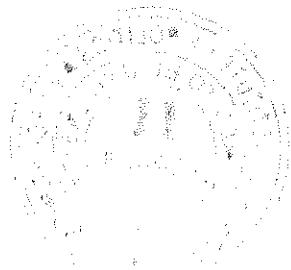
Thank you.

With regards,
Anjali Radkar
Professor
Gokhale Institute of Politics and Economics, Pune



Gender Equality Gender Champions.docx
2.5MB







Gokhale Institute of Politics and Economics

(Deemed to be University u/s 3 of UGC Act, 1956)

BMCC Road, Deccan Gymkhana

Pune - 411004

Maharashtra, India

Phone: +91-20-25650287/ 25679940

Implementation of 'Guidelines for Gender Champions in Educational Institutes'

Gender Champions of the Institute

With reference to the UGC Guidelines Gokhale Institute of Politics and Economics has appointed below mention members as a Gender champion and Nodal Teacher.

| Sr. No. | Name | Appointed as |
|---------|--------------------|--------------------------|
| 1 | Ms. Mahek Bajaj | Gender Champion (Female) |
| 2 | Mr. Rodhsi Singhal | Gender Champion (Male) |
| 3 | Dr. Hemangi More | Nodal Teacher |

Please find the enclosed application form for engagement as gender champion (Annexure -1).

Activities

Activities conducted for creating an environment that fosters equal treatment and gender socialization for both boys and girls are mentioned below.

Mr. Kaustubh Rajaram Joglekar, Social worker, who had been invited as an expert to deliver the speech and conduct various activities related to Gender Equality. His bio note is attached (Annexure - 2).

1) Seminar on Gender Equality

During the seminar following topics were covered: Mr Kaustubh Jogalekar (activist, counsellor and trainer) working with NGO Pankh and associated with Nari Samata Manch conducted a Seminar on Gender Equality.

This seminar was attended by students, faculty members and other staff members of the institute. He discussed many numerous aspects of gender equality, including,

- The difference between sex and gender
- Men-Women work and responsibilities



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- Definition of Gender and Associated Myths
- How do you recognize Gender in society
- Reproductive System and Sex
- Helping to achieve gender equality in society
- Natural Gender and Social Gender
- Elements of Equality
- Characteristics of Women and Man
- Discrimination is man-made and based on falsehood
- Important factors for Equality
- Restriction on men and women

Post seminar he conducted certain activities that are listed below.

2) Group Discussions:

- Topics covered for group discussion include,
- Beti Bachao Beti Padhao: Will it abolish the orthodox mind-set?
 - Selfie with Daughter: Motivating initiative
 - Gender discrimination in Family
 - Gender discrimination in Society
 - Gender discrimination at workplace
 - Gender discrimination in politics
 - Gender discrimination in policy level

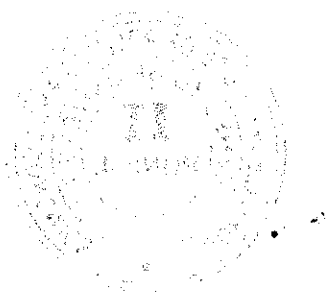
3) Debate

- Topics covered for debate include:
- Women's Reservation is needed or not
 - Benefit of gender equality?
 - Men are more aggressive than women
 - Working mothers hinder their children's development
 - "jobs for men" and "jobs for women"
 - Women empowerment

4) Poster making Competition

- Topics covered for posters include:
- Restrictions on women
 - Be a man
 - बुरी औरत
 - बुरा मर्द
 - Being a man (expectations from society)
 - Celebrating womanhood





5) **Awareness Campaign (Police Raising Day)** by Mr Rajesh Puranik, Police Inspector, Pune City.
Mr Rajesh Puranik guided about the do's and don'ts of cybercrime and also educated about precautions to be taken regarding road safety. He discussed police - community connect in order to provide a secure environment for women, senior citizens, minorities and underprivileged. The police officers urged the participants to inform police about any illegal activity in their area, as citizens support is of utmost importance

6) **Other Initiatives:** Popularize the police helpline & Women helpline and advised all students to save the helpline numbers in the mobile contact list.

Here are the glimpses of the participants engrossed in the activities.

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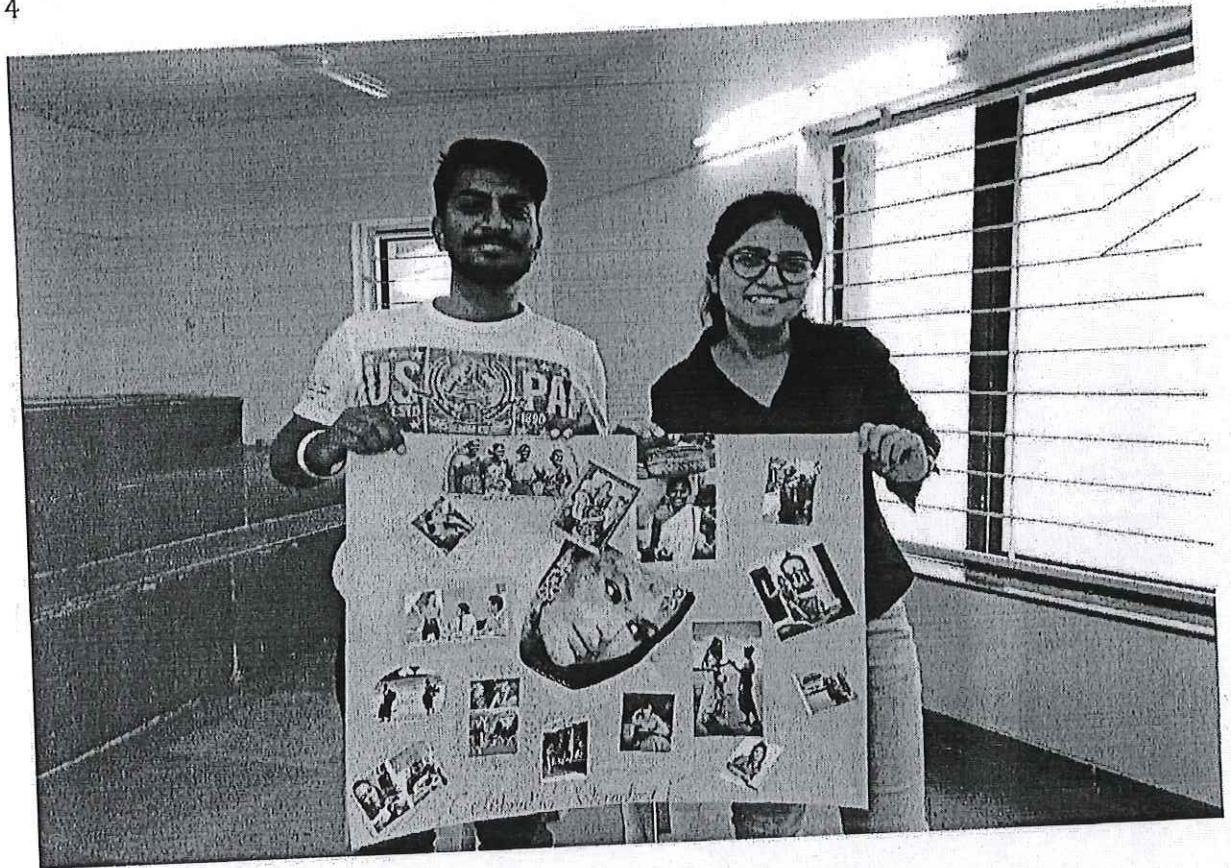


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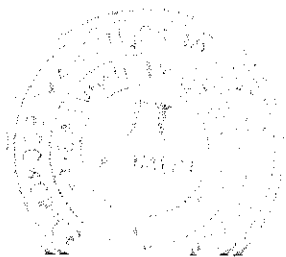


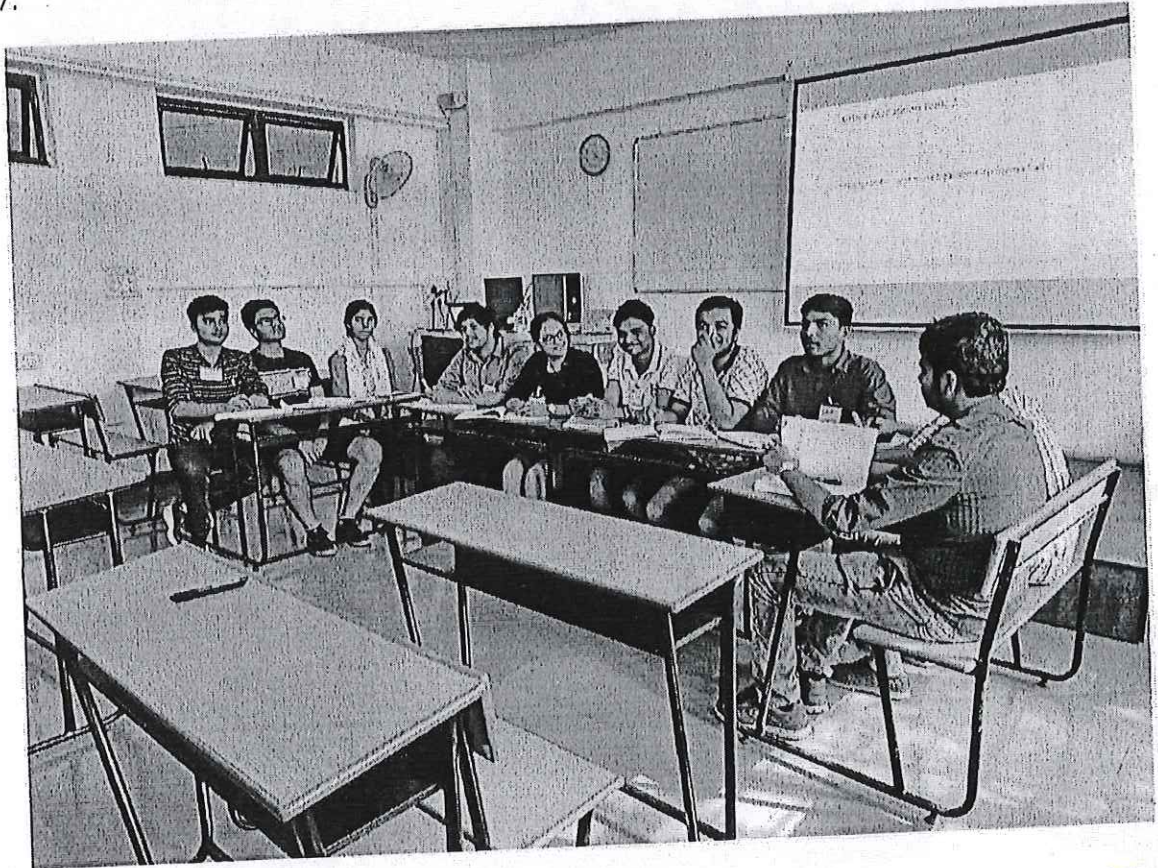
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ANNEXURE - 1
GENDER CHAMPIONS

Gokhale Institute of Politics and Economics, Pune



MS. MAHEK BAJAJ

Application Form for Engagement as Gender Champion

1. Name (in Block letters): Mahek Bajaj

2. Sex (Male/Female): Female

3. Date of Birth (DD/MM/YY): 10/09/01
(Attach valid proof of Date of Birth)

4. Parent/Guardian's Name: Ramchand Bajaj

5. Residential Address: A-801, Laxmi Angan, Near Lotus Hospital, Shiv Sai Lane, Pimple
Saudagar, Pune - 411027

6. Mobile Number: 9545612731

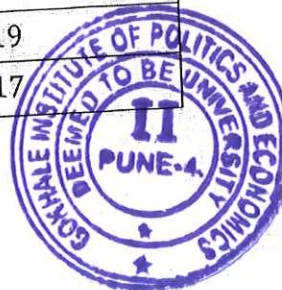
7. Email Address: mahek.19-22@gipe.ac.in

8. Community (SC/ST/General): General

9. Educational Qualifications: (Please add additional diploma/any other additional qualifications, if any)



| Degree/ Class | Stream/ Discipline | Aggregate Marks (in % only) or Grade of the last exam passed | Name of Board/ University | Year of Passing |
|------------------|-----------------------|--|------------------------------|--------------------|
| XII | Science | 89% | CBSE | 2019 |
| X | - | 96% | ICSE | 2017 |



10. Computer Skills: MS Office

11. Languages Known: Hindi, English, Sindhi, German

12. References:

Prof. Anjali Radkar
Dr. Anurag Asawa
Dr. Lalitagauri Kulkarni

13. Why do you want to become a Gender Champion (not more than 250 words)?

For a long time our society has been a patriarchal one & this everlasting gender disparity needs to be dwindled; a task long overdue. I would like to take up this initiative working in accordance with the ministry of women and child development to strive towards gender equality.

There have been instances where in women are assaulted/harassed due to the apparent "masculinity" that is prevalent. We need to initiate change processes at a young age to shape attitudes and transform behaviours. Doing so is important as students spend most of their time engaged with peers. We need to promote gender equality by critically assessing the attitude of boys towards girls (change existing gender norms such as "girls are meant to sit at home while boys go to work", etc.)

All this global change can be made possible by taking a small step in respective schools and colleges. Thus Gender Champion is an association which is appropriate for this cause and I wish to be a part of it.

Declaration

I hereby declare that the statements made in the application are true and complete to the best of my knowledge and belief. I understand that the action can be taken against me in the event of any of the said information furnished by me being found false or incorrect.

mahekbajaj

Signature of Applicant

Date: 28 February 2020

Place: Pune

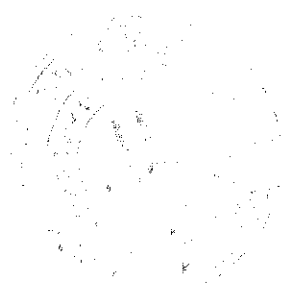




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MR. RODHSI SINGHAL

Application Form for Engagement as Gender Champion



1. Name (in Block letters): RODHSI SINGHAL
2. Sex (Male/Female): MALE
3. Date of Birth (DD/MM/YY): 21/12/2000
(Attach valid proof of Date of Birth)
4. Parent/Guardian's Name: Samidha Singhal
5. Residential Address: 84 Sopan Baug Society ,kavde mala near empess garden.
6. Mobile Number: 8554811850
7. Email Address: rodhsi2000@gmail.com
8. Community (SC/ST/General): General
9. Educational Qualifications: (Please add additional diploma/any other additional qualifications, if any)

| Degree/ Class | Stream/ Discipline | Aggregate Marks (in % only) of the last exam passed | Name of Board/ University | Year of Passing |
|------------------|-----------------------|--|------------------------------|--------------------|
| 10th | - | 79% | CBSE | 2017 |
| 12th | Commerce | 76% | CBSE | 2019 |

10. Computer Skills: Excel(spreadsheets), R,
11. Languages Known: English, Hindi.
12. References:

Prof. Anjali Radkar
Dr. Anurag Asawa
Dr. Lalitagauri Kulkarni



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13. Why do you want to become a Gender Champion (not more than 250 words)?

Gender inequality has been around for quite some time now and must be dealt with new and different ways in order for effective elimination. At a time when young adults are stepping in college, going through both mental and physical changes in their body and having abundant cross-gender social interaction on a regular basis, it is highly important to be in harmony with the opposite gender and treat one and other with utmost respect. College is where young minds are developing and also where self-confidence is acquired or (sadly) lost.

Somewhere down the line, we end up discriminating (especially on the basis of gender) on a daily basis without even realising because that's the way we have seen things and let them grow into us. This makes it extremely vital to break the old grown norms and behavioural patterns and change young boys' and girls' perspective towards each other.

It's high time we step out of the box and start taking steps and measures to end gender discrimination. Only when we act in unity and treat the opposite gender with respect and equality (especially women), will our nation make true progress in every single aspect and produce real champions in every field.

Thus, the best way to deal with the prevailing situation is to start with youth. Spreading the message of gender equality - starting from colleges. This would be most effectively conducted by the students among themselves instead of the typical classroom methods. I would sincerely take up the project of being a gender champion and carry out the activities dutifully towards building a society of mutual respect and equality.

Declaration

I hereby declare that the statements made in the application are true and complete to the best of my knowledge and belief. I understand that the action can be taken against me in the event of any of the said information furnished by me being found false or incorrect.

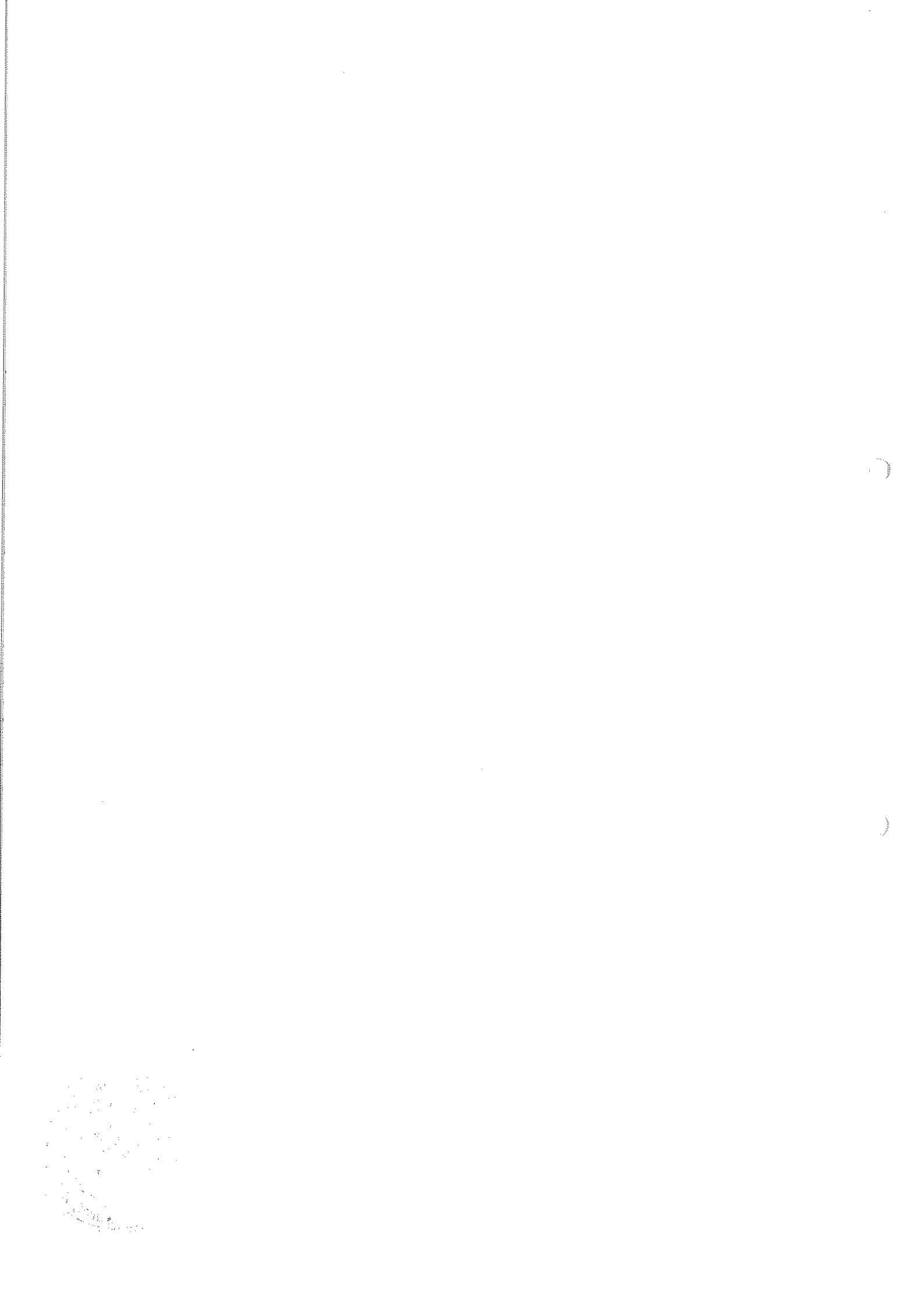
Rodhsi

Signature of Applicant

Date: 28 February 2020

Place: Pune







भारत सरकार
Government of India



रोधसी सिंघल
Rodhsi Singhal
जन्म तारीख / DOB : 21/12/2000
पुरुष / Male



9382 9335 3382



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CamScanner

माझे आधार, माझी ओळख





Annexure - 2

About the Resource Person...

Mr. Kaustubh Rajaram Joglekar

M.A. Sociology | Masters in Social Work | Diploma in Counselling

Mr. Kaustubh Rajaram Joglekar is an activist, gender-sexuality workshop facilitator, trainer, counsellor and a columnist whose work is focused on mentoring and enabling adolescents, youth, women, men, educators groups towards gender equality and a violence-free society.

He is an active member of the Nari Samata Manch, Stree Mukti Sanghatana. He believes in a form of advocacy that combines feminist theory and community action. And has extensively worked with adolescents, youth from low income communities in Pune, often using posters, plays and other non-literary methods to get through to communities with low literacy rates.

He has always maintained that in order to usher effective change, sloganeering must be accompanied by community mobilization. Having travelled extensively across Maharashtra, he has served for last 18 Years as a facilitator and counsellor to many noted organisations such as Sassoon Hospital Pune where he worked as a Research Assistant, Youth Program Coordinator at Family Planning Association India, Counsellor representing Stree Mukti Sanghatana for Pune Municipal Corporation School, Coordinator for Youth Programs at Jan Vikas Pratishthan in Maval, Counsellor at Nari Samata Manch's Family Advisory Centre and as a Coordinator at Dr. Satyaranjan Sathe Samvad Centre of Nari Samata Manch. And currently working with Pankh NGO in Pune.

Mr. Joglekar is involved in conceptualising, contextualising and conducting ToT (Training of the Trainer) on gender, sex education, men-women equality, stress free life and drug de-addiction as a facilitator with different groups since 1998. In last few years he has been actively working with Zilla Parishad Schools on training Teachers as facilitator on gender and also as a counsellor has mentored adolescent boys and as a facilitator had session with young people on gender. And also is a visiting faculty from last two years at M.E.S. Community College, Pune where he is teaching the subject of Counselling.

Mr. Kaustubh Joglekar has been instrumental in writings columns in Purush Uvach, Purush Spandan magazines. He is associated with various research initiatives, exploring issues around gender, and reproductive health rights in India.







Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

COMMITTEE FOR PREVENTION OF SEXUAL HARRASSMENT AT WORKPLACE

Internal Complaints Committee (ICC) Standard Operating Procedure (SOP)

1. **Introduction.** The Internal Complaints Committee (ICC) is established in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, [2013], and the rules framed thereunder. The purpose of this SOP is to provide guidelines for the functioning of the ICC in handling complaints related to sexual harassment at the workplace.

2. **Composition of the ICC.** The ICC shall comprise the following members:

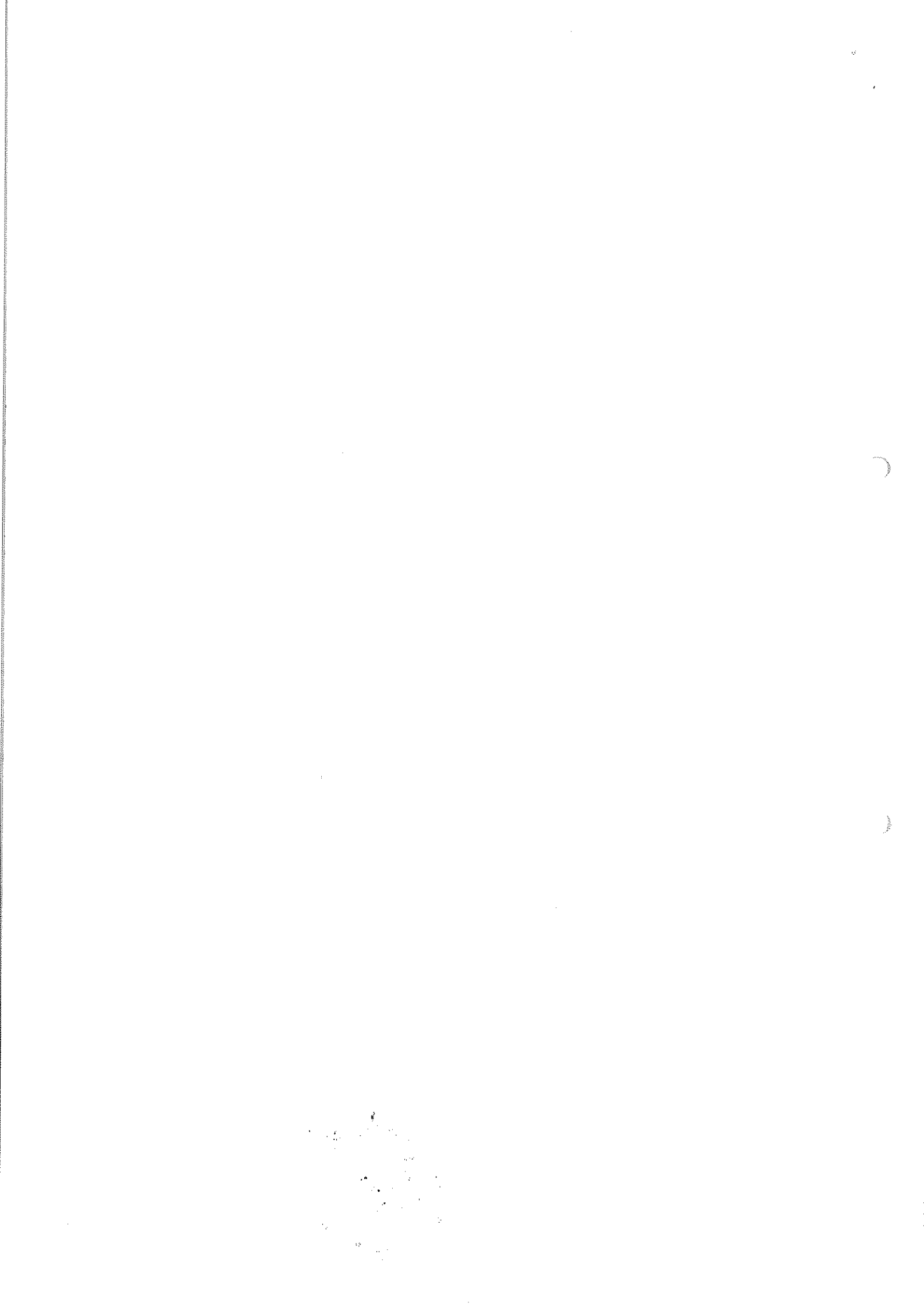
- ✓ Chairperson (Senior female professor nominated by the VC)
- ✓ Two faculty members
- ✓ Two non teaching employees
- ✓ Three students as Invitees if matter involves students
- ✓ Atleast one external expert member preferably from an NGO

3. **Functions of the ICC.**

- To receive complaints of sexual harassment at the workplace from employees.
- To conduct inquiries into complaints in a fair and impartial manner.
- To recommend appropriate action to the employer based on the findings of the inquiry.
- To maintain confidentiality throughout the inquiry process.
- To provide support and assistance to the complainant and the respondent during the inquiry process.
- To monitor the implementation of the recommendations made by the ICC.

4. **Procedure for Filing Complaints.** Any employee who has been subjected to sexual harassment or is aware of any incident of sexual harassment may file





a written complaint with the ICC. Complaints shall be submitted in writing or email or verbal communication to the Chairperson or any member of the ICC. The complaint shall include details of the incident, names of the parties involved, and any supporting evidence, if available.

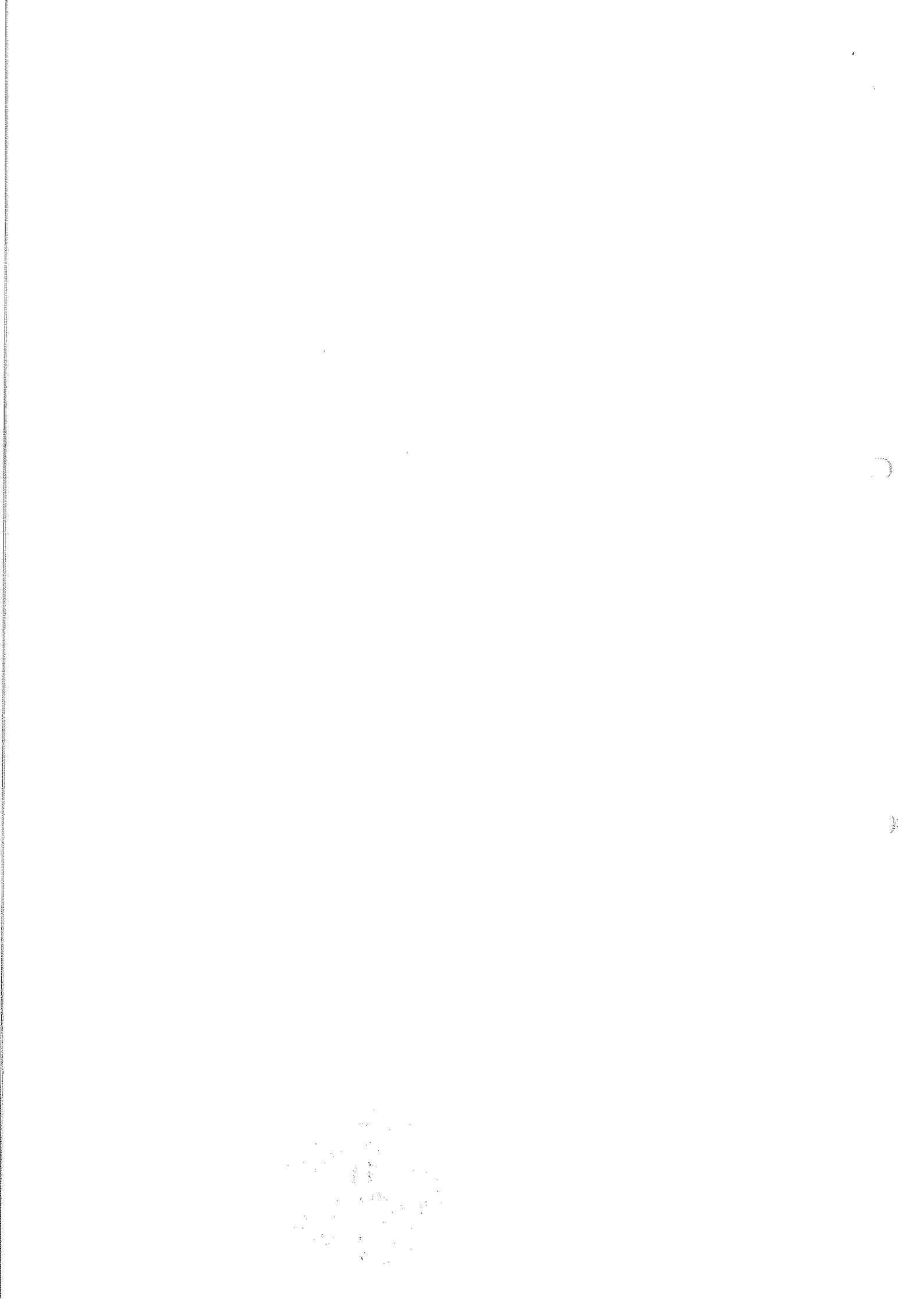
5. **Inquiry Process.** Upon receipt of a complaint, the ICC shall conduct a preliminary inquiry to determine the prima facie case. If the complaint is found to have merit, the ICC shall proceed with a detailed inquiry, providing both the complainant and the respondent with an opportunity to present their case and provide evidence. The ICC shall ensure that the inquiry is conducted in a timely manner and in compliance with the principles of natural justice. The ICC may seek assistance from external experts or legal counsel, if necessary.

6. **Recommendations and Actions.** Based on the findings of the inquiry, the ICC shall make recommendations to the employer for appropriate action, which may include disciplinary action against the respondent. The employer shall be responsible for implementing the recommendations of the ICC within the stipulated timeframe. The ICC shall follow up with the employer to ensure compliance with its recommendations.

7. **Confidentiality.** The ICC shall maintain strict confidentiality throughout the inquiry process to protect the privacy of the parties involved. Information related to complaints, inquiries, and recommendations shall be disclosed only on a need-to-know basis and in accordance with the law.

8. **Record Keeping.** The ICC shall maintain records of all complaints received, inquiries conducted, and recommendations made, including minutes of meetings and relevant documents. Records shall be kept confidential and securely stored for a minimum period of [specify timeframe] as per legal requirements.







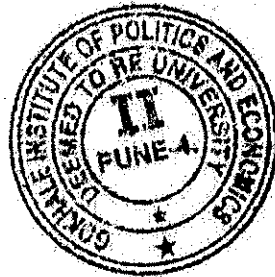
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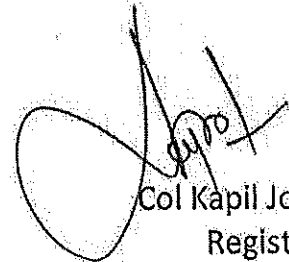
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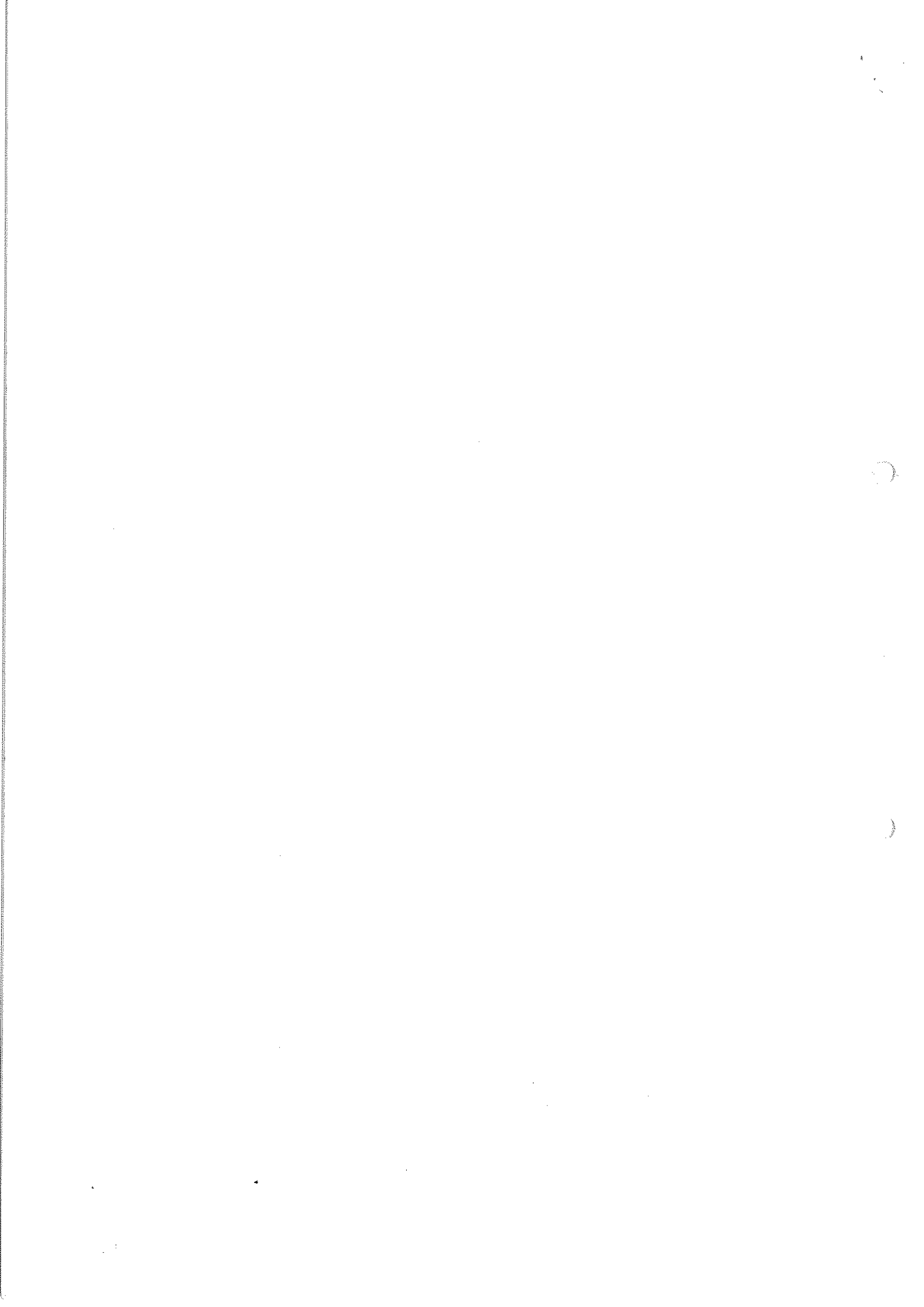
9. **Training and Awareness.** The ICC shall conduct regular training sessions for employees to raise awareness about sexual harassment at the workplace and the process for filing complaints. Training shall also be provided to ICC members to ensure they are equipped to handle complaints effectively and sensitively.

10. **Review and Amendment.** This SOP shall be reviewed periodically and amended as necessary to ensure its effectiveness and compliance with legal requirements.

11. **Conclusion.** This SOP outlines the procedures for the functioning of the Internal Complaints Committee in addressing complaints of sexual harassment at the workplace. All employees are expected to adhere to these procedures and cooperate with the ICC in creating a safe and respectful work environment.




Col Kapil Jodh
Registrar



- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा./53]

जसपाल एस. संघु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:—

1. Short title, application and commencement.—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

(2) They shall apply to all higher educational institutions in India.

(3) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions.—In these regulations, unless the context otherwise requires,—

(a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(b) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);

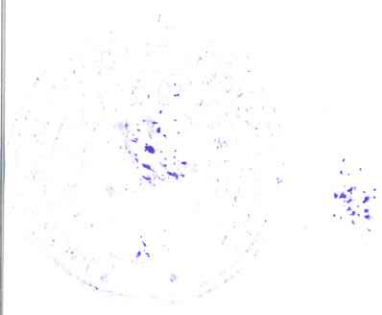
(c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI.





- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;



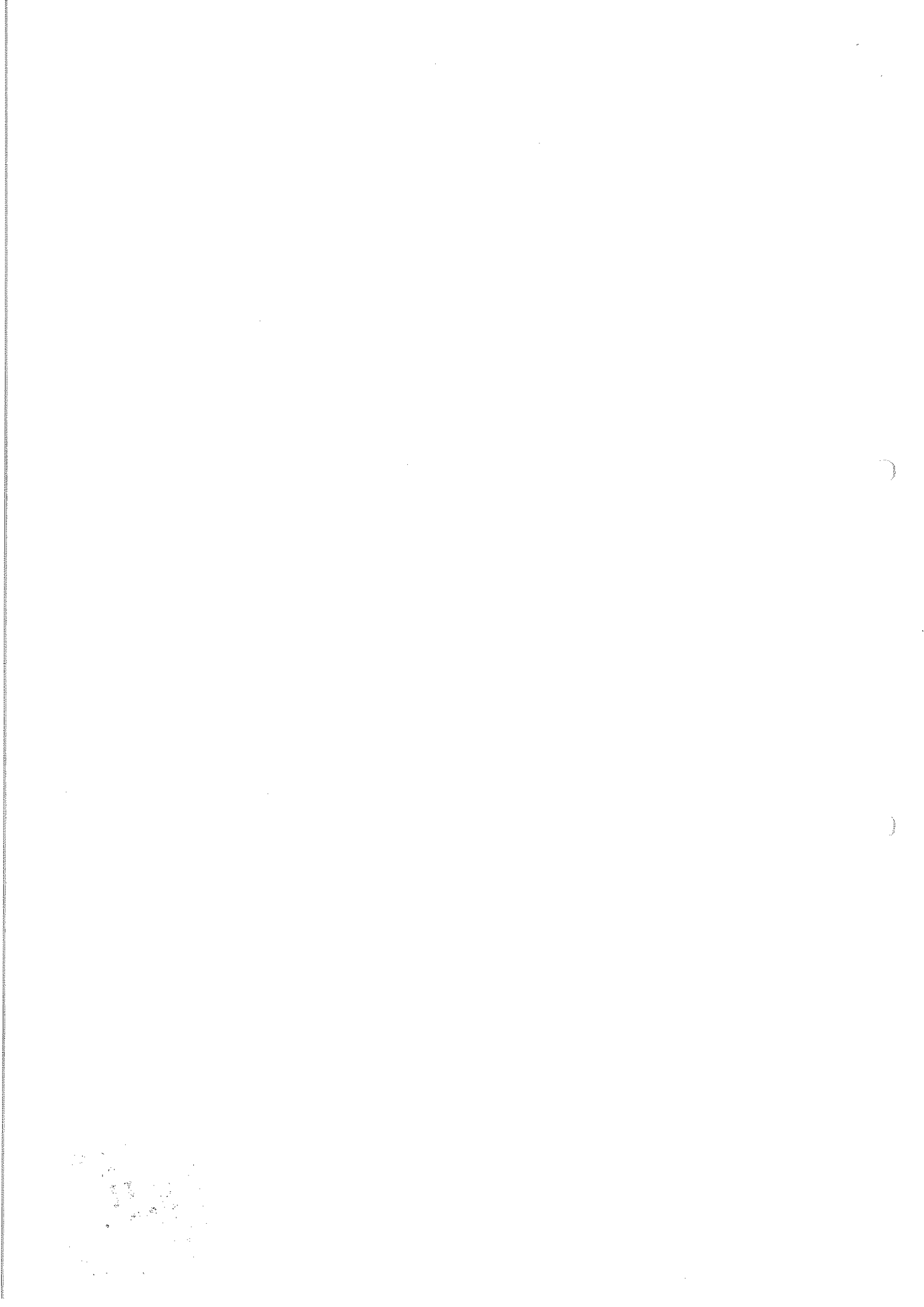


- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

3. **Responsibilities of the Higher Educational Institution-** (1) Every HEI shall,-

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual





harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC; Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 Supportive measures.—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

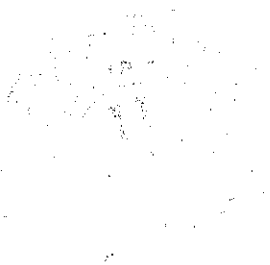
(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.





- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC-SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.
4. Grievance redressal mechanism.—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-





- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;”

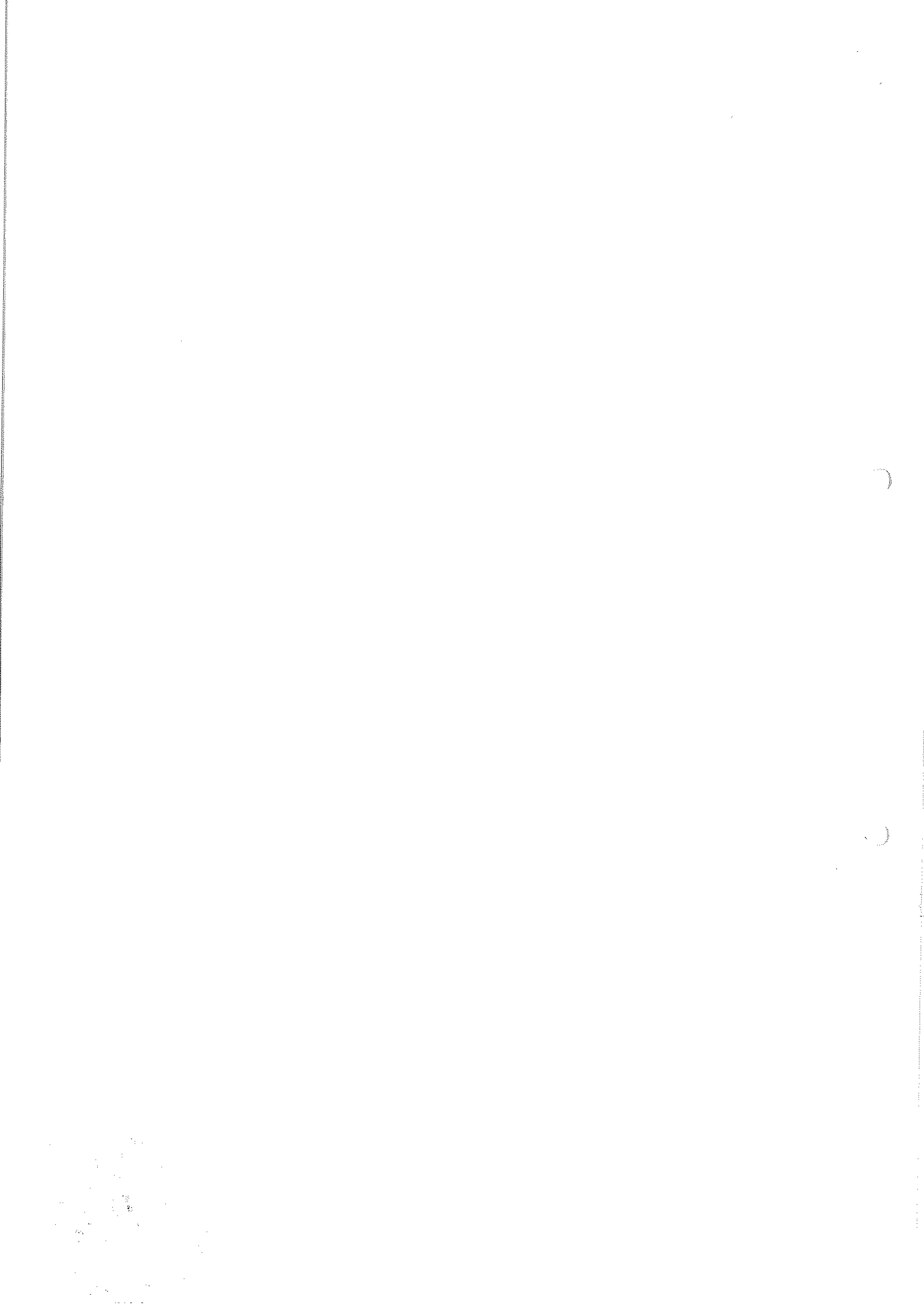
- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels, respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.”

5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:
- (a) provide assistance if an employee or a student chooses to file a complaint with the police;





- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. **The process for making complaint and conducting Inquiry** - The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. **Process of making complaint of sexual harassment** - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. **Process of conducting Inquiry**- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.
(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

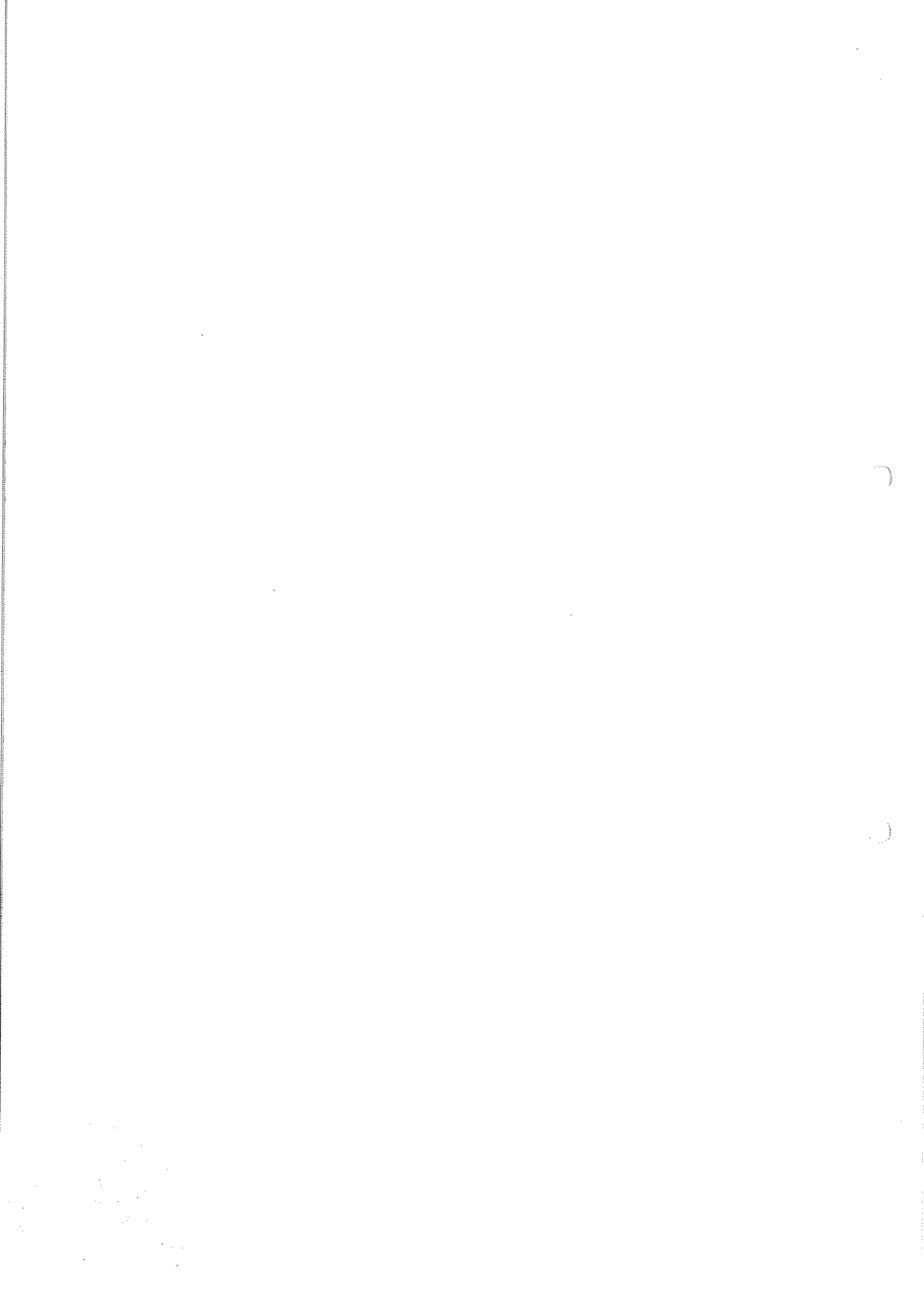
(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the





case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim redressal-The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

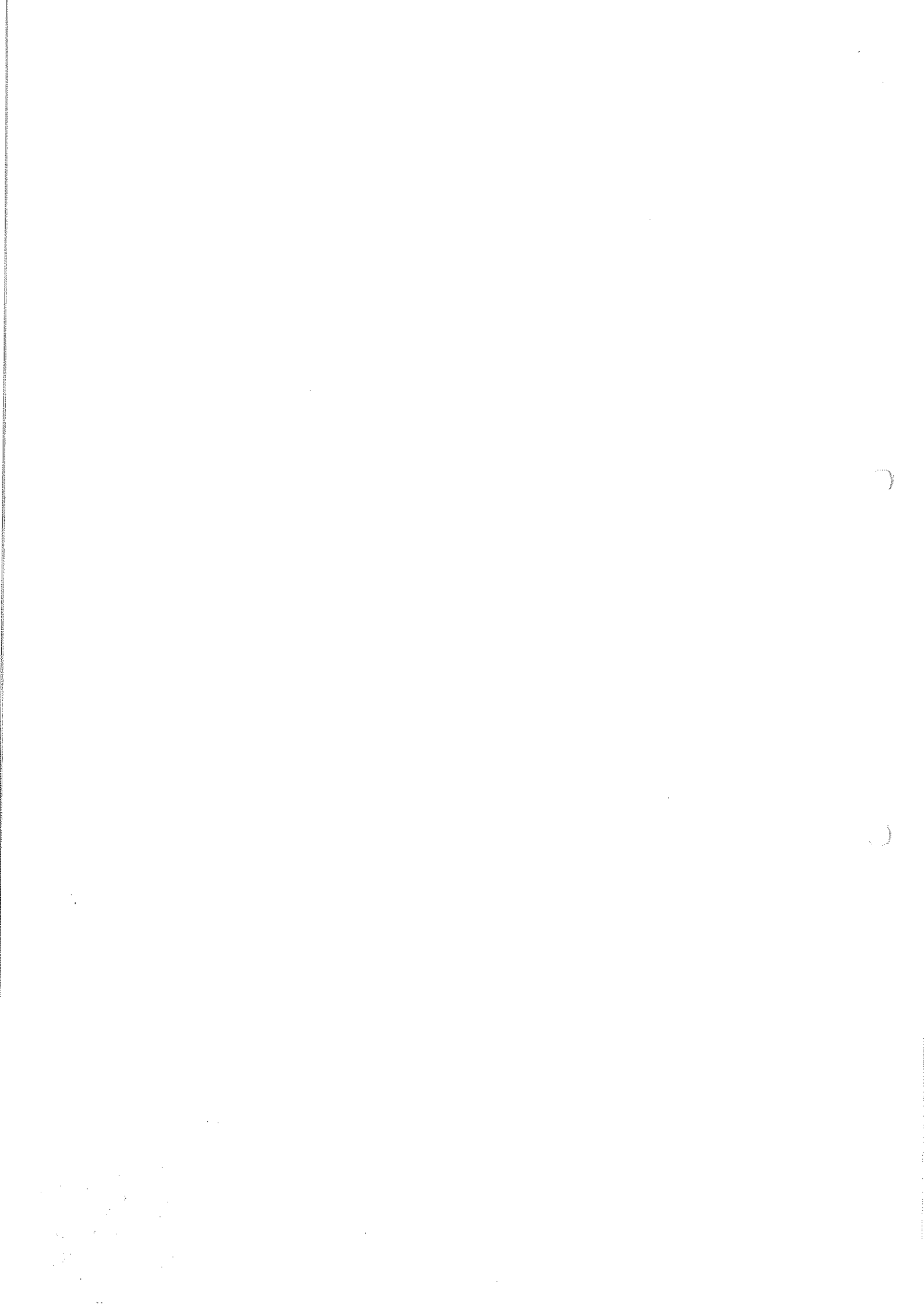
10. Punishment and compensation- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
 - (b) suspend or restrict entry into the campus for a specific period;
 - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
 - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
 - (b) the loss of career opportunity due to the incident of sexual harassment;
 - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
 - (d) the income and status of the alleged perpetrator and victim; and
 - (e) the feasibility of such payment in lump sum or in instalments.

11. Action against frivolous complaint.—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)





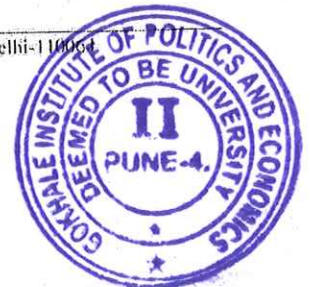
of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. **Consequences of non-compliance.**—(1) The Commission shall, in respect of any institution that will fully contravene or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

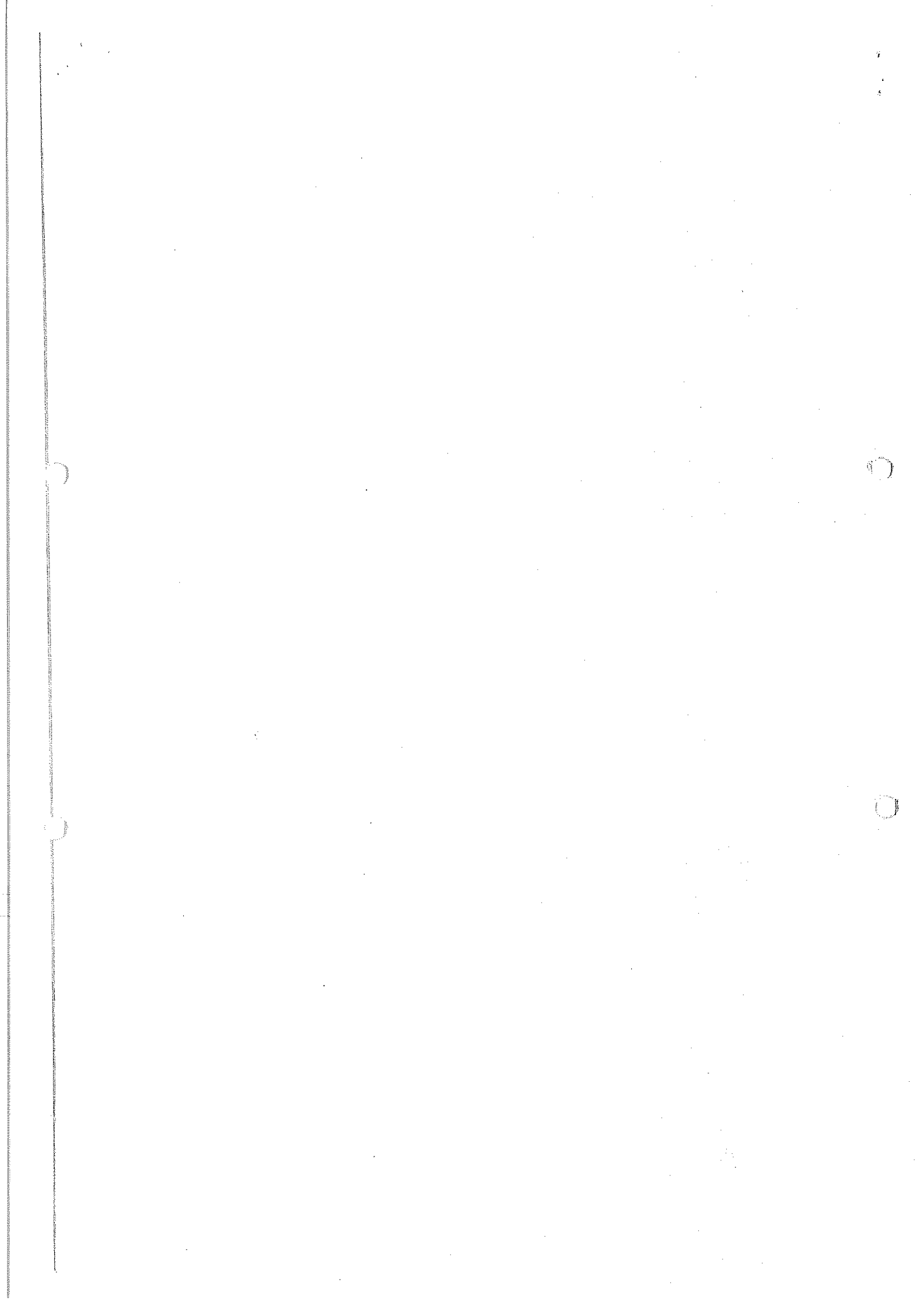
- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC









THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

ARRANGEMENT OF SECTIONS

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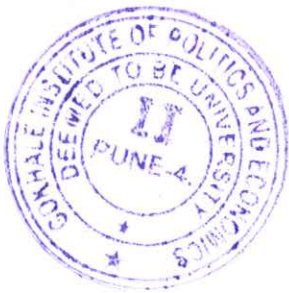
19. Duties of employer.

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21. Committee to submit annual report.
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THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

ACT NO. 14 OF 2013

[22nd April, 2013]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.

BE it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

1. Short title, extent and commencement.—(1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date¹ as the Central Government may, by notification in the Official Gazette, appoint.

2. Definitions.—In this Act, unless the context otherwise requires, —

(a) “aggrieved woman” means—

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) “appropriate Government” means—

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly—

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

1. 9th December, 2013, vide notification No. S.O. 3606(E), dated 9th December, 2013, see Gazette of India, Extraordinary, Part II, sec. 3(ii).



(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means—

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.

Explanation. —For the purposes of this sub-clause "management" includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) "Internal Committee" means an Internal Complaints Committee constituted under section 4;

(i) "Local Committee" means the Local Complaints Committee constituted under section 6;

(j) "Member" means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) "prescribed" means prescribed by rules made under this Act;

(l) "Presiding Officer" means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) "respondent" means a person against whom the aggrieved woman has made a complaint under section 9;

(n) "sexual harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:—

- (i) physical contact and advances; or
- (ii) a demand or request for sexual favours; or
- (iii) making sexually coloured remarks; or
- (iv) showing pornography; or
- (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) "workplace" includes—

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation by the employer for undertaking such journey;

(vi) a dwelling place or a house;

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

3. Prevention of sexual harassment.—(1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:—

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

4. Constitution of Internal Complaints Committee.—(1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":



Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committees shall consist of the following members to be nominated by the employer, namely: —

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section(1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.

(5) Where the Presiding Officer or any Member of the Internal Committee, —

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

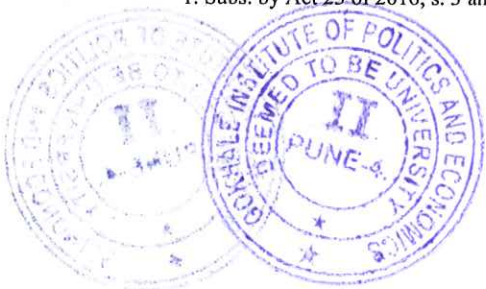
CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. Notification of District Officer.—The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

6. Constitution and jurisdiction of ¹[Local Committee].—(1) Every District Officer shall constitute in the district concerned, a committee to be known as the “¹[Local Committee]” to receive complaints of

1. Subs. by Act 23 of 2016, s. 3 and the Second Schedule, for “Local Complaints Committee” (w.e.f. 6-5-2016).



sexual harassment from establishments where the ¹[Internal Committee] has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned ²[Local Committee] within a period of seven days.

(3) The jurisdiction of the ²[Local Committee] shall extend to the areas of the district where it is constituted.

7. Composition, tenure and other terms and conditions of ²[Local Committee].—(1) The ²[Local Committee] shall consist of the following members to be nominated by the District Officer, namely: —

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.

(3) Where the Chairperson or any Member of the ²[Local Committee]—

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

(4) The Chairperson or Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

8. Grants and audit.—(1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central

1. Subs. by Act 23 of 2016, s. 3 and the Second Schedule, for "Internal Complaints Committee" (w.e.f. 6-5-2016).
2. Subs. by s. 3 and the Second Schedule, *ibid.*, for "Local Complaints Committee" (w.e.f. 6-5-2016).



Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

9. Complaint of sexual harassment.—(1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing:

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

10. Conciliation.—(1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:

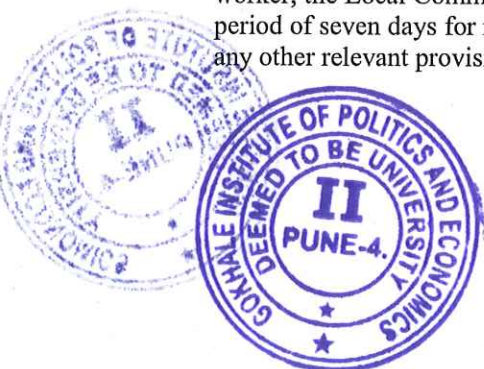
Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. Inquiry into complaint.—(1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code (45 of 1860), and any other relevant provisions of the said Code where applicable:



Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code (45 of 1860), the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court the Code of Civil Procedure, 1908 (5 of 1908) when trying a suit in respect of the following matters, namely:—

- (a) summoning and enforcing the attendance of any person and examining him on oath;
 - (b) requiring the discovery and production of documents; and
 - (c) any other matter which may be prescribed.
- (4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

CHAPTER V

INQUIRY INTO COMPLAINT

12. Action during pendency of inquiry.—(1) During the pendency of an inquiry on a written request made by the aggrieved woman, the Internal Committee or the local Committee, as the case may be, may recommend to the employer to—

- (a) transfer the aggrieved woman or the respondent to any other workplace; or
- (b) grant leave to the aggrieved woman up to a period of three months; or
- (c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

13. Inquiry report.—(1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.



(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be—

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provide that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or as, the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

14. Punishment for false or malicious complaint and false evidence.—(1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. Determination of compensation.—For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to—

- (a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;
- (b) the loss in the career opportunity due to the incident of sexual harassment;
- (c) medical expenses incurred by the victim for physical or psychiatric treatment;
- (d) the income and financial status of the respondent;
- (e) feasibility of such payment in lump sum or in instalments.



16. Prohibition of publication or making known contents of complaint and inquiry proceedings.—Notwithstanding anything contained in the Right to Information Act, 2005 (22 of 2005), the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. Penalty for publication or making known contents of complaint and inquiry proceedings.—Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

18. Appeal.—(1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations.

CHAPTER VI

DUTIES OF EMPLOYER

19. Duties of employer.— Every employer shall—

(a) provide a safe working environment at the workplace with shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;

(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code (45 of 1860) or any other law for the time being in force;

(h) cause to initiate action, under the Indian Penal Code (45 of 1860) or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place;



(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

20. Duties and powers of District Officer.—The District Officer shall, —

(a) monitor the timely submission of report furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

21. Committee to submit annual report.—(1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

22. Employer to include information in annual report.—The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

23. Appropriate Government to monitor implementation and maintain data.—The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

24. Appropriate Government to take measures to publicise the Act.—The appropriate Government may, subject to the availability of financial and other resources, —

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace;

(b) formulate orientation and training programmes for the members of the ¹[Local Committee].

25. Power to call for information and inspection of records.—(1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,—

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. Penalty for non-compliance with provisions of Act.—(1) Where the employer fails to—

(a) constitute an Internal Committee under sub-section (1) of section 4;

1. Subs. by Act 23 of 2016, s. 3 and the Second Schedule, for "Local Complaints Committee" (w.e.f. 6-5-2016).



(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to—

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. Cognizance of offence by courts.—(1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. Act not in derogation of any other law.—The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

29. Power of appropriate Government to make rules.—(1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—

(a) the fees or allowances to be paid to the Members under sub-section (4) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (4) of section 7;

(d) the person who may make complaint under sub-section (2) of section 9;

(e) the manner of inquiry under sub-section (1) of section 11;

(f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;

(g) the relief to be recommended under clause (c) of sub-section (1) of section 12;

(h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;

(i) the manner of action to be taken under sub-sections (1) and (2) of section 14;

(j) the manner of action to be taken under section 17;

(k) the manner of appeal under sub-section (1) of section 18;



(l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and

(m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

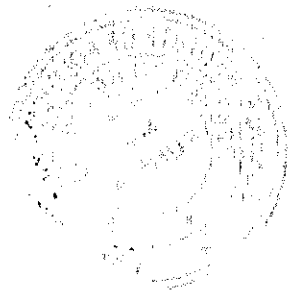
(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

30. Power to remove difficulties.— (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.



**Vishaka Guidelines
against
Sexual Harassment at Workplace**

**Guidelines and norms laid down by the Hon'ble Supreme Court in
Vishaka and Others Vs. State of Rajasthan and Others (JT 1997 (7)
SC 384)**

HAVING REGARD to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

TAKING NOTE of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

Duty of the Employer or other responsible persons in work places and other institutions

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

Definition

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

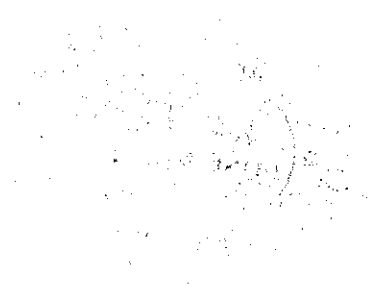
- a) Physical contact and advances;
- b) A demand or request for sexual favours;
- c) Sexually coloured remarks;
- d) Showing pornography;
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature



12

13

14



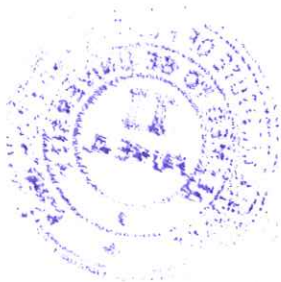
Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Preventive Steps

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**





Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Complaint Mechanism

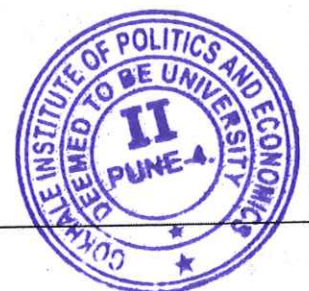
Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

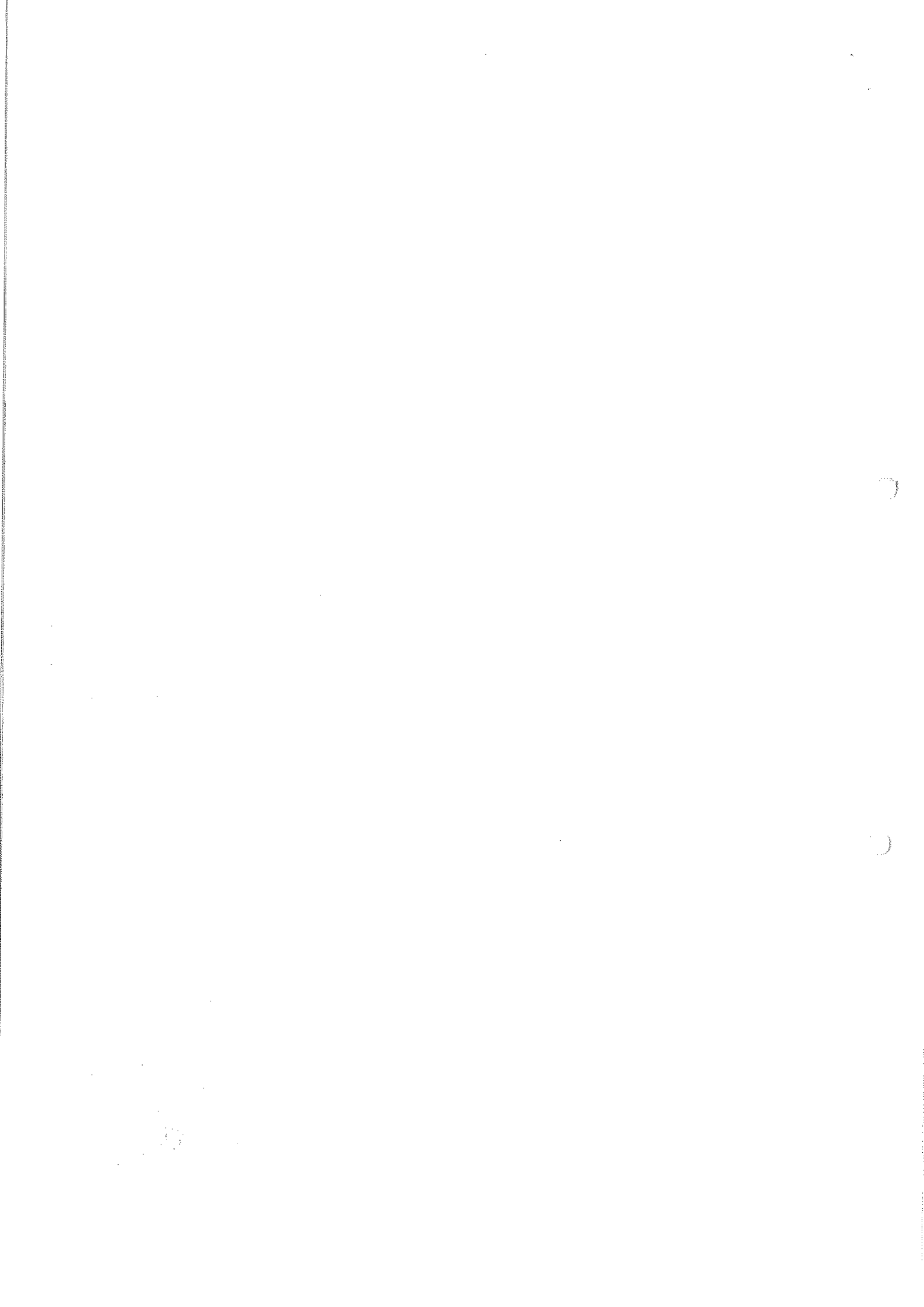
Complaints Committee

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.





The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.

Worker's Initiative

Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

Awareness

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

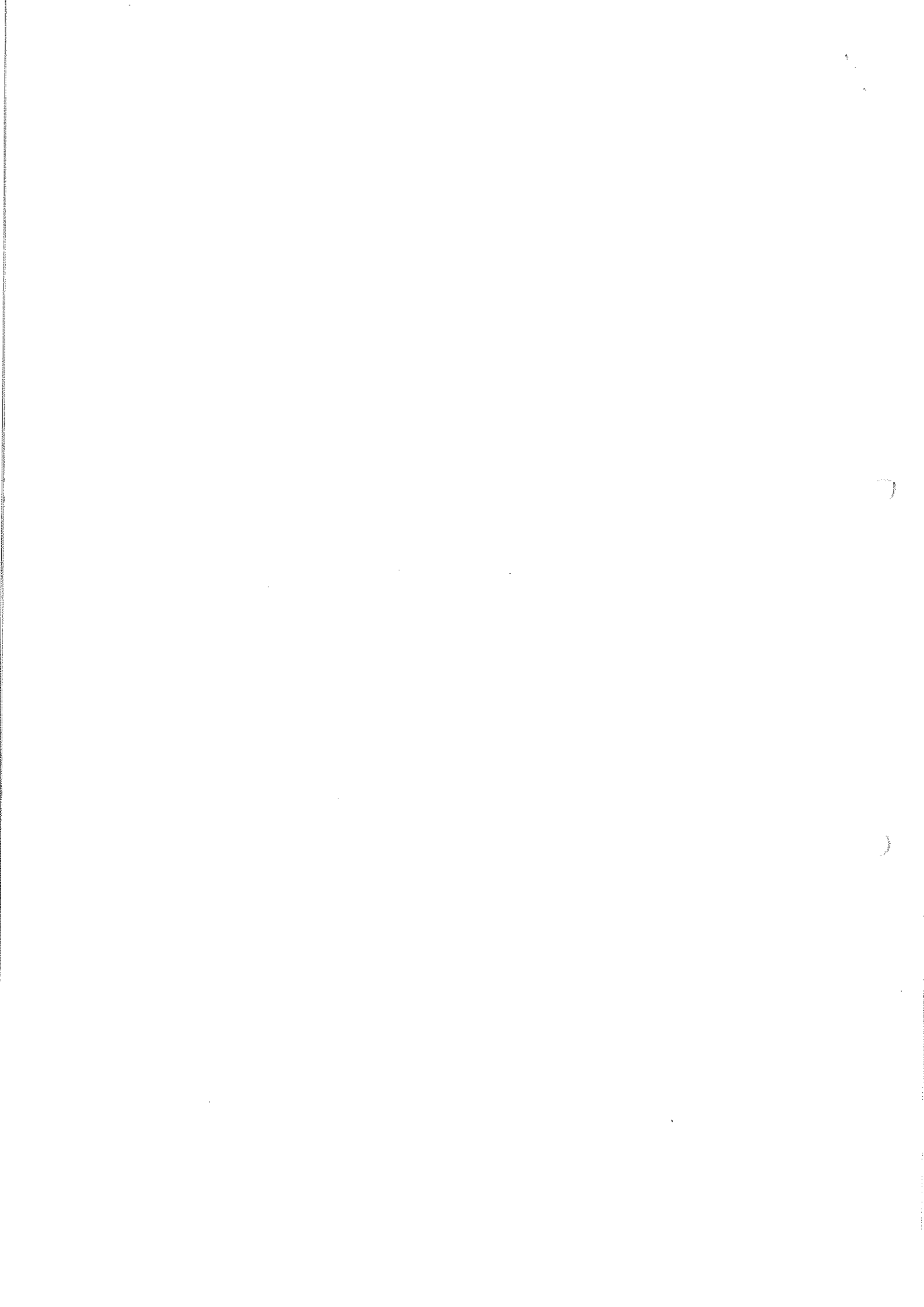
Third Party Harassment

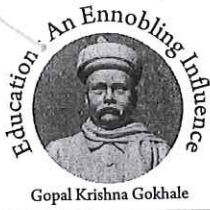
Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.







Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Ref. 4.8/745 /2017

August 21, 2017

CIRCULAR

COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW)

The tenure of membership of the following members on the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW) at Gokhale Institute of Politics and Economics (Deemed University), Pune is hereby extended for another period of 2 years from 01-08-2017 to 31-07-2019.

| | |
|-----------------------------------|-------------|
| 1. Dr. Anjali Radkar | Chairperson |
| 2. Dr. Lalitagauri Kulkarni | Member |
| 3. Smt. Atreyee Sinha Chakraborty | Member |
| 4. Smt. A. A. Joglekar | Member |
| 5. Smt. Swati Waghmare | Member |
| 6. Smt. Manisha Shinde | Member |

Further it is decided to opt Smt. Manasi Phadke, Visiting Professor, Symbiosis University as additional Expert Member on the Committee.

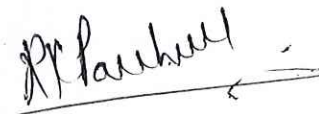
In addition to above members, as suggested by UGC Review Committee during their visit from 25th to 27th July 2017, Dr. Anurag Asawa, Assistant Professor, the male Member is included in the above committee w.e.f. 01-08-2017 to 31-07-2019 for the period of 2 years.

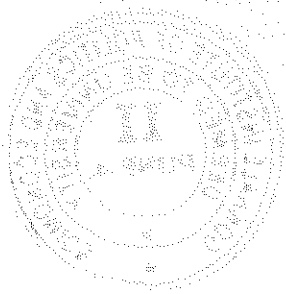
Now, the Constitution of the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW) formed with following members from 01-08-2017 to 31-07-2019.

| | |
|----------------------------------|-------------|
| 1. Dr. Anjali Radkar | Chairperson |
| 2. Dr. Lalitagauri Kulkarni | Member |
| 3. Dr. Atreyee Sinha Chakraborty | Member |
| 4. Smt. A. A. Joglekar | Member |
| 5. Smt. Swati Waghmare | Member |
| 6. Smt. Manisha Shinde | Member |
| 7. Dr. Anurag Asawa | Member |
| 8. Smt. Manasi Phadke | Member |

The above Committee shall hold office for a period of two years w.e.f. 01-08-2017 and shall receive and inquire into complaints, if any about sexual harassment/gender discrimination at the workplace, including hostels.




Rajas Parchure
Officiating Director



GOKHALE INSTITUTE OF POLITICS AND ECONOMICS
(Deemed University)

BMCC Road, Deccan Gymkhana, Shivajinagar, Pune - 411 004
Ph. No.: 020-25650287, 25654288, 25654289, 25675008

Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW)
(INTERNAL COMPLAINTS COMMITTEE) (ICC)

| Sr. No. | Name | Designation | Office Extn. No./ Mobile No. | E-mail id |
|---------|-------------------------------|----------------------|---------------------------------|--|
| 1 | Prof. Anjali Radkar | Chairperson | 204 9422009758 | anjiliradkar@gipe.ac.in |
| 2 | Dr. Lalitagauri Kulkarni | Member | 106 9822477474 | lalitakulkarni@gipe.ac.in |
| 3 | Dr. Atreyee Sinha Chakraborty | Member | 225 9970173569 | sinhaatr@gipe.ac.in |
| 4 | Dr. Anurag Asawa | Member | 219 9764902051 | asawaanurag@yahoo.co.in |
| 5 | Smt. Manasi Phadake | Member | 9850199670 | Manasi.phadake@gmail.com |
| 6 | Smt. Mirinalini Phatak | Member | 9819126168 | Mirinalini.phatak@gmail.com |
| 7 | Smt. Ashwini Joglekar | Member & Coordinator | 211 9890999693 | ashwinijoglekar@yahoo.co.in |
| 8 | Smt. Swati Waghmare | Member | 605/606 9850224696 | swati@gipe.ac.in |
| 9 | Smt. Manisha Shinde | Member | 303 7774003359 | manisha@gipe.ac.in |

2018-19







Gopal Krishna Gokhale

Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

4.22

Ref. No. 4.22/447/2018

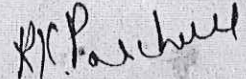
June 1, 2018

Smt. Mrinalini Phatak
901, Akash Darshan
Lane Number 17, Mahatma Society
Kothrud
Pune - 411 038
Mob :- 9819126168

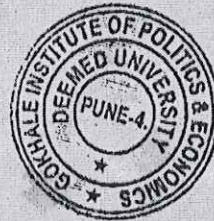
Dear Madam,

I would like to inform you that you are hereby appointed as External Member on the COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (CPSHW) at Gokhale Institute of Politics and Economics (Deemed University), Pune - 411 004 for the period of two years from 01-06-2018 to 31-05-2020.

The further details and communications with respect to committee meetings will be informed to you in due course.


Rajas Parchure
Officiating Director

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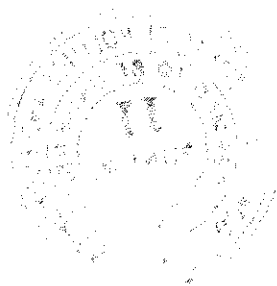


Received
M.M. Phatak
7.06.2018
(Adv. M.M. Phatak)

Fax No. : (020) 25652579
Website : www.gipe.ac.in
E-mail : gokhaleinstitute@gipe.ac.in

Telephone : (020) 25650287, 25654288/89, 25675008
25661367, 25661369/70







मान-विकास विभाग

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

DO.No.F.91-3/2014(GS)Pt.1

2nd July, 2018

Dear Sir/Madam,

This has reference to UGC's letters of even number dated 28.01.2015, 15.06.2015, 23.07.2015, 01.10.2015, 28.07.2016 and 06.06.2017 requesting the universities/colleges to constitute an Internal Complaint Committee (ICC) and a Special Cell in their respective institutions to deal with the issues of gender based violence and to conduct gender sensitization programme. Copies of these letter are available on UGC website: www.ugc.ac.in.

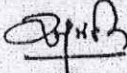
You are requested to ensure that ICC constituted in your esteemed university is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

You are also requested to kindly send the Annual Return on cases of Sexual Harassment as per the enclosed performa for the period from 01.04.2017 to 31.03.2018 and send the details of constitution of ICC to the UGC on email ugc.iccgs@gmail.com **latest by 31.07.2018** to enable UGC to compile and furnish the information to the Government of India. You are requested to kindly ensure the compliance of the above in affiliated colleges also.

This may be accorded Top Priority

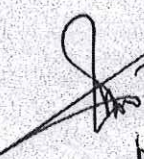
With kind regards,

Your sincerely,

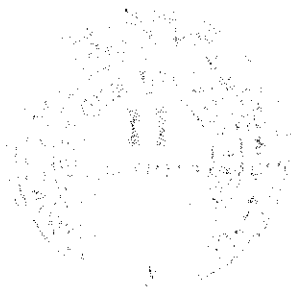

(Rajnish Jain)

Encl: As Above.

The Vice-Chancellors of all the universities.


3/7/2018
Dr. Ravi Kulk / Dr. Ravi Kulk
Top priority!
RPP
3/7/18







Gokhale Institute of Politics and Economics

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(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

4.22

Ref. No. 4.22/609/2018

July 23, 2018

To,
Rajnish Jain
Secretary
University Grants Commission
Bahadur Shah Zafar Marg
New Delhi 110 002

Ref: Your Letter No. DO No. F.91-3/2014(GS)Pt.1 dated July 2, 2018

Dear Sir,

Gokhale Institute of Politics & Economics, Pune have constituted Internal Complaint Committee (ICC).
Please find below proforma required by you:

Annual Return on Cases of Sexual Harassment

Period: 1st April, 2017 to 31st March, 2018

Name of the University: Gokhale Institute of Politics & Economics, Pune

| Sl. No. | | Number of Cases* |
|---------|--|------------------|
| 1 | Number of complaints of sexual harassment received in the year | Nil |
| 2 | Number of complaints disposed off during the year | Nil |
| 3 | Number of cases pending for more the 90 days | Nil |
| 4 | Number of workshops on awareness programming against sexual harassment conducted during the year | Nil |
| 5 | Nature of action | Nil |

Note:

- Information is to be provided in consolidated form in respect of University as a whole (including affiliated/constituent colleges).

With regards,


REGISTRAR







Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Ref: No. /4.22/ 757 /2018

07.09.2018

NOTICE

Dear All,

A Meeting of the Committee for Prevention of Sexual Harassment of Women at Workspace of the Institute will be convened on **Wednesday, 12th September @ 11.00 a.m.** in the conference hall adjacent to Directors room to consider the agenda given below.

I request you to make it convenient to attend the meeting.

Thanking you and with regards,

Yours sincerely,

Smt. Ashwini A Joglekar
Member & Coordinator CPSHW, GIPE, Pune

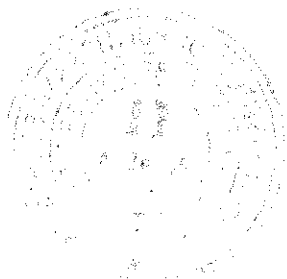
AGENDA

1. To introduce and welcome Smt. Mrinalini Phatak who has been appointed as the external member in the Committee for Prevention of Sexual Harassment of Women at work place (CPSHW) for two years w.e.f. 01.06.2018 to 31.05.2020.
2. To take a review of the complaints if any, about sexual harassment / gender discrimination at the workplace including hostels.
3. Any other matter with the permission of the chair.

Committee Members

1. Dr. Anjali Radkar
2. Dr. Lalitagauri Kulkarni
3. Dr. Atryee Sinha Chakraborty
4. Dr. Anurag Asawa
5. Smt. Manasi Phadake
6. Smt. Mrinalini Phatak
7. Smt. A A Joglekar
8. Smt. Swati Waghmare
9. Ms. Manisha Shinde





11

Gokhale Institute of Politics and Economics
(Deemed to be University)
Pune 411 004

Meeting of the Committee for Prevention of Sexual Harassment of Women
at Workplace of the Institute

(Wednesday, 12th September 2018 at 11.00 a.m.)

Members Present

| Sr.No. | Name | Signature |
|--------|-------------------------|--|
| 1 | Anjali Radkar |  |
| 2 | Adv. Mainalini Phatak |  |
| 3 | Mr. Ashwini A. Jagdekar |  |
| 4 | Swati Waghmare |  12/9/18 |
| 5 | Manisha Shinde |  |
| 6 | Amrutesh Asawar |  |
| 7 | Ashree Chakraborty |  |
| 8 | Lalitagauri Kulkarni |  |
| | | |







Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Minutes of the meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) held at the Conference hall, of GIPE, Pune 411 004 on 12.09.2018 @ 11.00 a.m.

Members present:

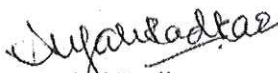
Dr. Anjali Radkar - Chairperson (CPSHW), GIPE, Pune
Dr. Anurag Asawa - Member
Dr. Atreyee Sinha - Member
Dr. Lalitagauri Kulkarni - Member
Smt. Ashwini Joglekar - Member
Smt. Swati Waghmare - Member
Smt. Manisha Shinde - Member


Smt. Manasi Phadake could not attend the meeting due to their prior engagements.

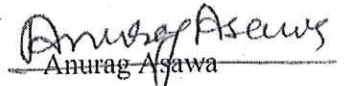
The meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) held at the Conference hall, of GIPE, Pune 411 004 on 12.09.2018 @ 11.00 a.m. and following points were discussed in the meeting:


1. The Chairperson informed about the agenda to the members.
2. The Chairperson introduced the newly appointed external member Smt. Mrinalini Phatak - Advocate to all the Committee members. Her appointment has been made as per the resolution of the earlier committee meeting about appointment of one external member having legal and / or social background with some experience in handling issues related to women harassment at the workplace may be added in the committee. Accordingly, Smt. Phatak's appointment has been made for 2 years membership w.e.f. 01.06.2018 to 31.05.2020.
3. Smt. Phatak shared the information about the act that one training session about awareness of the Act and functioning of the committee to staff and students of the institute. Accordingly, it is resolved to conduct one training session on Friday, 28th September 2018 @ 4.30 p.m. at Kale Hall of the institute for all the staff and students of the institute.

The meeting ended with thanks to chair.

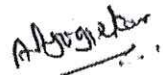

Anjali Radkar


Mrinalini Phatak

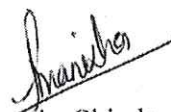

Anurag Asawa


Atreyee Sinha

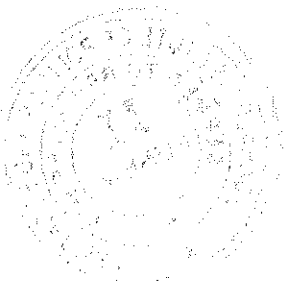

Lalitagauri Kulkarni


Ashwini Joglekar


Swati Waghmare


Manisha Shinde







Gokhale Institute of Politics and Economics

(Founded by Rao Bahadur R.R. Kale, Satara)
(Deemed to be University u/s 3 of the UGC Act, 1956)
846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Ref: No. /4.22/ 809 /2018

21-9-2018

CIRCULAR

Dear All,

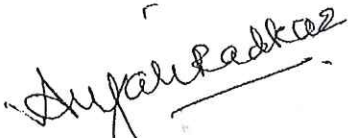
Teaching and Non-Teaching Staff and All the students of the Gokhale Institute of Politics & Economics, Pune 411 004

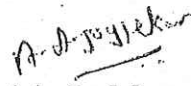
The training session is scheduled on **Friday, 28th September 2018** for awareness about the Act and formation of the Committee by the Institute for Prevention of Sexual Harassment of Women at Workspace at the Institute, its functions and responsibilities for all the Staff members and students of the Institute.

All the staff members and students of Part I and Part II batches of all the courses are hereby informed to be present for the session. Smt. Mrinalini Phatak, Advocate and member of CPSHW of the Institute will deliver the introductory guidance on the same.

Venue : Kale Hall of the Institute
Timings: 4.30. p.m.

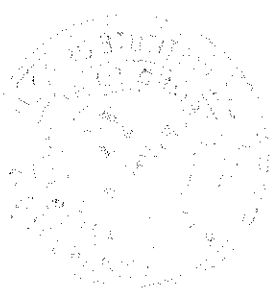
We on behalf of all the members of the Committee invite you to attend the session.


Dr. Anjali Radkar
Chairperson CPSHW, GIPE


Smt. Ashwini A. Joglekar
Member & Coordinator CPSHW, GIPE,

Copy : Notice Board
Office File
Library
UGC Building
Classrooms
Academic Section - Dear Swati, Please inform and circulate to the students.
Girls & Boys Hostel
All the members of CPSHW of GIPE





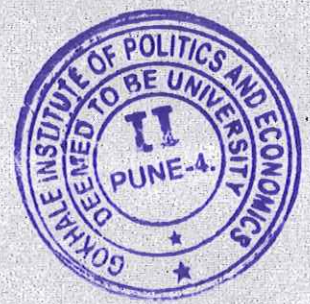
Prevention of Sexual Harassment at Work Place for women
 by Adv. Mrinalini Phatak

nr. 28/9/2018

- 1) Usha sathle - Am
- 2) Sunil Bhosale - Bhul
- 3) Anand Meshram - Am
- 4) S.S. Dete - Dy
- 5) Hema S. Kurup - K
- 6) Medhavinnee Watve - मेनवाटे
- 7) Rupal Mahadam - R
- 8) Prashik P.P - Am
- 9) Ulhas V. Dangot - Dangot
- 10) Nanaji chawale - चवले
- 11) Navestk Bodkhe - बोडके
- 12) Abreyee Sinha Chakraborty - ABE
- 13) Anjali Radkar - AR
- 14) Jayanti Kajale - Kajale
- 15) Ashwini Jogalekar - (Ashwini)
- 16) Anurag Aswaa - Anurag
- 17) Manisha Shinde - Manisha
- 18) Smiti Waghmare - Smiti
- 19) Suchita Shinde - Suchita
- 20) Amruta Sujarwanshi - Amruta
- 21) Radhika Mankar - Radhika
- 22) Ashwini Pawar - Ashwini
- 23) Padma Revagam - Revagam
- 24) Savita Kulkarni - Kulkarni
- 25) KULDEEP KUMAR KULDIP
- 26) अनिल अजारे
- 27) शिवाजी
- 28) Shrikant Kalkar
- 29) Inamdar Nagar Ali
- 30) Vilas Barnode
- 31) Gopal Thorat

- 32) Buddhabhushan - Bhushan
- 33) Ramesh Kadam - R

→
P.T.O.

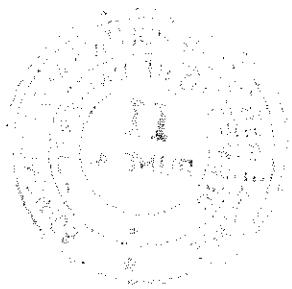




- 34) Mahesh G. Binwalkar — Binwalkar
- 35) Milind V. Inamdar — m v Inamdar
- 36) Pranav Aondkar
- 37) Debasish Nandy — Nandy
- 38) Rajput V.B. — Rajput
- 39) Rajendra Patil — Rajendra
- 40) S.D. Jadhav. civil — Jadhav
- 41) P. N. Joshi — Joshi
- 42) Kunal S. Rajput — Rajput
- 43) Ganesh Kadam — Kadam
- 44) Ankush Wakude — A.S. Wakude



... .. 1997



vention of sexual Harassment at work place for women:

by Adv. Mrinalini Phatak
Date: 28/09/2018.
2nd year

- 1) Ganesh Lohar MSc-ECC
- 2) Vaibhav Padghane MSc-ECC
- 3) DEEPIKA SANTHANAKRISHNAN MSc Agribusiness
- 4) Harshada Samant MSc Agribusiness 1st year
- 5) Bharti Kumari MSc. Agribusiness 1st year
- 6) Abhishek Raghwanishi M.Sc. Agribusiness 1st year
- 7) Surojban Singh M.Sc. Agribusiness 1st year
- 8) Ujjwal S Kose MSc ECO 1st year
- 9) Manojkumar Dhaygude M.Sc. EG-1712 II
- 10) Haripandit S. Shirsath M.Sc. Economics -1734
- 11) Sanjivani M.Sc. Agribusiness
- 12) Sunny Kamble M.S. Agribusiness
- 13) Makmal Panlay' Kabadi MA ECO-I
- 14) Hossain Isqzade MSc Economic
- 15) Buddhahshan Hiw

Date
Shirsath
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(Pm)
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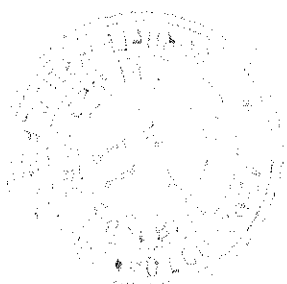


INTRODUCTION TO PREVENTION OF SEXUAL HARRASSMENT **ACT ALSO KNOWN AS THE POSH ACT**

Advocate Mrinalini Phatak

B. Com., LL.B.

Friday, 28.09.2018 - G.I.P.E., Pune 411 004



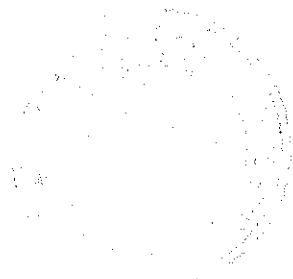
Executive summary

Brief history

Definition of the Sexual Harassment
at workplace

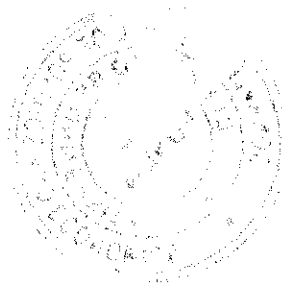
Implementation of POSH





Brief History



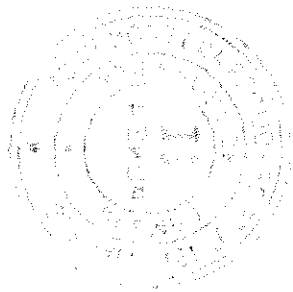


United Nations passed resolution in 1979 –
called CEDAW.

Supreme Court judgment in 1997 that the
sexual harassment at the workplace (teasing
and sexual advances etc.) violates of the
constitutional rights of women

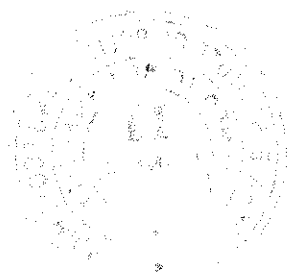
POSH / POSCO Act in India was passed in 2013





Definition of Sexual Harassment at the workplace

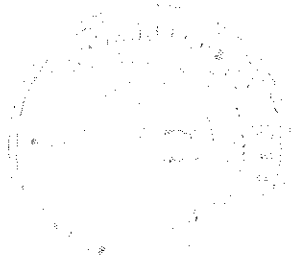




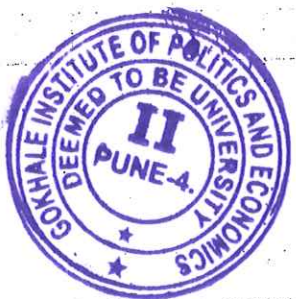
Any of the following directly or by Implication shall mean sexual harassment

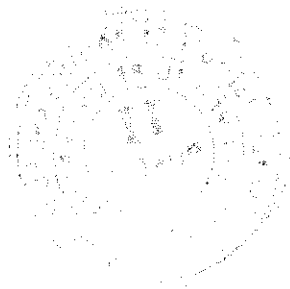
1. Physical Contact and advances
2. Demand or request sexual favors
3. Making sexually colored remarks
4. Showing pornography
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
6. Implied or explicit promise of preferential treatment, Implied or explicit detrimental treatment, Implied or explicit threat about present or future employment status, interference with work or creating intimidating work environment
7. Humiliating treatment





Implementation of the POSH at the workplace

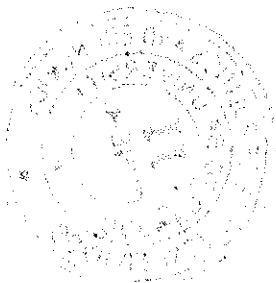




Form a POSH committee

1. Formation of POSH committee – called as IC – Internal Committee
2. Minimum members – 4 internal and 1 external member as the minimum strength
3. 50% should be women
4. Should have a presiding officer – to be a woman at senior level
5. Display the committee members names and contact details by means of posters
6. Establish other awareness programs for the students





Guidelines / Mechanism for filing and hearing the complaints from victims

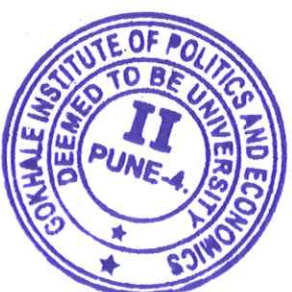
The victim may approach any committee member within 3 months

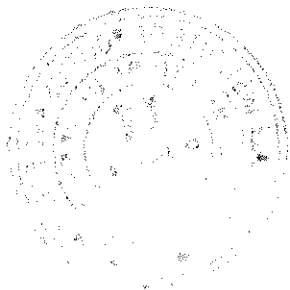
The complaint can verbal

The committee member helps the victim in making a written statement

Victim's identity is protected during the initial stages

The committee consists of an external expert on POSH related issues or a lawyer





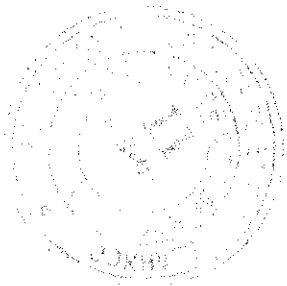
Summary

Women and Girls – the POSH law is with you!

Boys and men – beware of the implication of your behavior

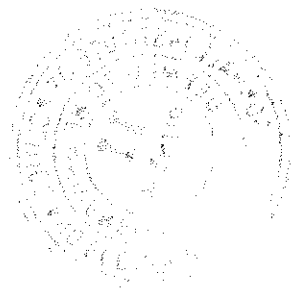
College POSH committee – it is your responsibility to create a safe environment for women





Thank you!





Ref: No. /4.22/ 183 /2019

11th March 2019

NOTICE

Dear

A Meeting of the Committee for Prevention of Sexual Harassment of Women at Workspace of the Institute will be convened on **Tuesday 19th March 2019 @ 11.00 a.m.** in the conference hall adjacent to Directors room to consider the agenda given below.

I request you to make it convenient to attend the meeting.

Thanking you and with regards,

Yours sincerely,

Ashwini A Joglekar
Smt. Ashwini A Joglekar
Member & Co-ordinator
(CPSHW), GIPE, Pune

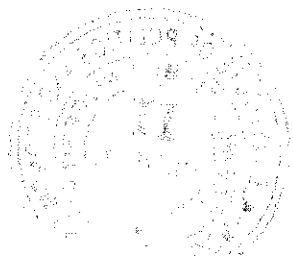
AGENDA

1. To take a review of the complaints if any, about sexual harassment / gender discrimination at the workplace, including hostels.
2. Any other matter with the permission of the chair.

Committee Members

1. Dr. Anjali Radkar *AR*
2. Dr. Lalitagauri Kulkarni *LK*
3. Dr Atryee Sinha Chakraborty *AS*
4. Dr. Anurag Asawa
5. Smt. Manasi Phadake *Manasi Phadake*
6. Smt. Mrinalini Phatak *Mrinalini Phatak*
7. Smt. A A Joglekar
8. Smt. Swati Waghmare
9. Ms. Manisha Shinde *Manisha Shinde*



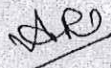

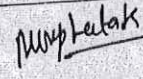
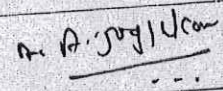
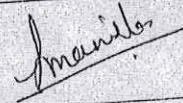
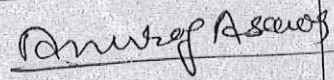


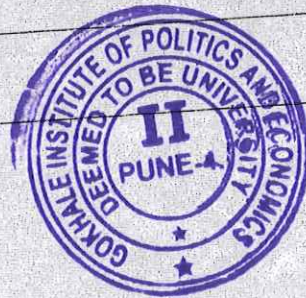
Gokhale Institute of Politics and Economics
(Deemed to be University)
Pune 411 004

Meeting of the Committee for Prevention of Sexual Harassment of Women
at Workspace of the Institute

(Tuesday 19th March 2019 at 11.00 a.m.)

Members Present

| Sr.No. | Name | Signature |
|--------|------------------------|---|
| 1 | Anjali Radkar |  |
| 2 | Swati Waghmare |  |
| 3 | Adv. Mrinalini Phatak |  |
| 4 | Dr. Ashwini A. Jogekar |  |
| 5 | Monika Sham Shinde |  |
| 6 | Amuraj Asawar |  |
| 7 | | |
| 8 | | |
| 9 | | |





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846, Shivajinagar, B.M.C.C. Road
PUNE - 411 004 (INDIA)

Minutes of the meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) held at the Conference hall, of GIPE, Pune 411 004 on 20.03.2019 @ 11.00 a.m.

Members present :

Anjali Radkar - Chairperson (CPSHW), GIPE, Pune
Dr. Anurag Asawa - Member
Smt. Mrinalini Phatak - Member
Smt. Ashwini Joglekar - Member
Smt. Swati Waghmare - Member
Ms. Manisha Shinde - Member

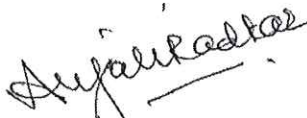
Dr. Lalitagauri Kulkarni & Dr. Manasi Phadake could not attend the meeting due to her prior engagements.

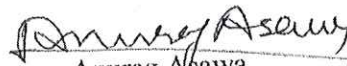
The meeting of the Committee for Prevention of Sexual Harassment of Women at Workplace (CPSHW) held at the Conference hall, of GIPE, Pune 411 004 on 20.03.2019 @ 11.00 a.m. and following points were discussed in the meeting:


The Chairman informed about conduction of the training session at the Institute on Friday, 28th September 2018 for awareness about the Act and formation of the Committee by the institute for Prevention of Sexual Harassment of Women at Workspace at the Institute, its functions and responsibilities for all the Staff members and students of the institute. She gave special thanks to Smt. Mrinalini Phatak for delivering the lecture during the training and presentation of some of the important points about the awareness.

1. The Committee members took the review of the complaints during the last six months regarding sexual harassment / gender discrimination at the work place including hostel. It is noted that during the last year, no complaint has been received from the students and staff regarding this matter.

The meeting ended with thanks to chair.


Anjali Radkar


Anurag Asawa


Mrinalini Phatak


Ashwini Joglekar


Swati Waghmare


Manisha Shinde

