



D. P. Gavit Ayurved College and Hospital

At Pathrai, Post Dhamdai, Tal. Dist. Nandurbar-425412

Policy Document Prevention of Sexual Harassment Cell

The Sexual Harassment committee, at D P Gavit Ayurved college is been established in 2025, in view of mandate by Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It helps the girl students and female staff of the College to address their grievances regarding violence & harassment cases, if any.

The Prevention Sexual Harassment cell is committed to

- Observing the law on Sexual Harassment
- Sensitizing the community on gender issues
- Assisting internal Complaint Committee
- Addressing complaints from victims
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The law on sexual harassment

The Central government has enacted a law in 2013 for providing safe environment for women at workplace and addressing the cases of sexual harassment at workplace. The Act may be called as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and it extends to whole of India. The university has taken view of the Act and used to follow all the necessary provisions in spirit.

According to the Section 2(n) of the Act the term "sexual harassment" includes any one or more of the following acts:

- Physical contact and advances; or
- A demand or request for sexual Favors: or
- Making Sexually coloured remarks; or
- Showing pornography: or
- Any other unwelcome physical, verbal or non- verbal conduct of sexual nature
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

In view of mandatory provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 following procedure is used to be followed whenever any case of harassment is reported in the College:

- There shall be an internal complaints committee which shall consists of a presiding officer and such other members as the employer appoint time to time. However, presiding officer shall be a woman and other members must have experience in social work or legal knowledge.
- The aggrieved woman may make a complaint in writing regarding sexual harassment to the internal committee.
- However, if woman is not able to a complaint, her legal heirs and any other person on behalf can make a complaint.
- The complaint committee before initiating enquiry may resolve the matter through conciliation at the request of woman.
- Where settlement has been arrived through conciliation, the committee record the settlement and forward the same to the employer. In such case no further inquiry is required.
- In case conciliation process has not been worked out, the committee shall proceed with the inquiry as per the service rules applicable to him or if the prima facie case exists forward the complaint to the police.
- For the purpose of conducting the inquiry the principles of natural justice shall be observed.

- On the completion of inquiry if respondent is found responsible the employer may take any or both of the following actions against him:
 - Take action for sexual harassment as a misconduct in accordance with the service rules applicable to him.
 - To deduct from the salary of respondent such amount as the committee considers appropriate and shall be paid to the victim.

Deals with the complaints received from all over the country including those relating to deprivation of rights of women and involving injustice to women U/S 10 of the National Commission Act, 1990

Scrutiny of Complaints

The complaints received are scrutinised as per Commission's mandate and adopted procedure to handle complaints

The complaints of the following nature are summarily dismissed: -

1. Complaints which are illegible or vague, anonymous or pseudonymous;
2. The issue raised relates to civil dispute between the parties;
3. The issue raised relates to service matters;
4. Matter is sub judice before a Court/Tribunal;
5. Complaints which are already pending before a State Commission or any other Commission
6. Complaints only endorsed to the Commission
7. Complaints involving no deprivation of women rights

Heads Under Which Complaints Are Registered

1. Rape / Attempt to rape
2. Acid Attack
3. Sexual Assault
4. Sexual harassment
5. Stalking / Voyeurism
6. Trafficking / prostitution of women
7. Outraging modesty of women / Molestation
8. Cybercrimes against women
9. Police Apathy against women
10. Harassment of married women / Dowry Harassment
11. Dowry Death
12. Bigamy / Polygamy
13. Protection of women against Domestic Violence
14. Women's right of custody of children / Divorce
15. Right to exercise choice in marriage / Honour Crimes
16. Right to live with dignity
17. Sexual Harassment of women at workplace
18. Denial of maternity benefits to women
19. Gender discrimination including equal right to education and work
20. Indecent representation of women
21. Sex Selective Abortions; Female Foeticide / Amniocentesis
22. Traditional practices derogatory to women rights like Sati Pratha, Devdasi Pratha and Witch Hunting
23. Free legal aid for women

Composition Of Prevention of Sexual Harassment Cell

- Chairperson -Director Female
- Convenor-Principal
- Member- Female HoD or Teaching staff
- Member- Female Students every year two
- Member-Girls Hostel warden
- Member- Boys Hostel Warden
- Member- Advocate Male or Female
- Member-Non-Teaching Female Member
- Member- Teaching Hospital Female Staff



Principal

Damji Posla Gavit Ayurved College & Hospital,
Pathrai Tal.&Dist.Nandurbar