Policy and Procedure

Internal Complaints Committee

RayatShikshanSanstha'sRajarshiChhatrapatiShahu College,
Kolhapur

[Pick the date]

RayatShikshanSanstha's

Rajarshi Chhatrapati Shahu College, Kolhapur

Internal Complaints Committee

Policy Statement:

According to Indian Constitution Article 15, discrimination on grounds of religion, race, cast, sex or place of birth is prohibited. Any employee, student,person privileged to work or to study at the Rajarshi Chhatrapati Shahu College,Kolhapur who violates this policy will be subject to disciplinary action.

This policy is applicable to every member of the institute. Staffs, Faculty, students, alumni at all levels are responsible for maintaining safe and healthy environment for study and work. The Rajarshi Chhatrapati Shahu College,Kolhapur supports the principle that harassment represents a failure in professional and ethical behaviour that will not be condoned.

Work with dignity in a safe environment, protection from sexual harassment, equal treatment at workplace is not only the women rights but also human rights. Therefore, this policy and procedure is intended to facilitate an atmosphere in which staff, faculty and students have the right to raise the issue of any kind of harassment as well as grievances related to infrastructural and academic facilities without fear of recrimination and to ensure that violations are fully redressed.

The institution is committed to providing staff, faculty and students the opportunity to pursue excellence in their academic and professional field. This can only be possiblewhen each member of the institute is assured an atmosphere of safe and mutual respect.

Internal Complaints Committee

The institution has formed Internal Complaints Committee to control unlawful activities against women faculty and girl students and to keep healthy and friendly atmosphere in the college campus. The committee is formed as per 'The Sexual Harassment of women at workplace (Prevention Prohibition and Redressal) Act 2013.'

The Constitution of the Committee

Sr. No.	Name with contact details	Designation
1	Prin. Dr.Kadam L. D. Mobile No. 9881092530	Chairman
2	Prof. Dr. Desai Madhura B. Mobile No. 9604824613	Presiding officer
3	Prof. Dr.AwaleSindhu J. Mobile No. 9767249999	Member
4	Smt. MulaniSayara P. Mobile No. 9762838428	Member
5	Dr.KannadeMamata K. Mobile No. 9923952291	Member
6	Dr.LavekarSampada S. Mobile No. 9921647455	Member
7	Smt. MalvekarDeepali A. Mobile No. 8855930223	Member
8	Adv. Smt. SurmanjiriLatkar Mobile No.9970704841	Legal Advisor
9	Prof. Dr.UshaPatil Mobile No. 9423265485	Social Activist
10	Miss. Vaibhavi Nipane Mobile No. 9623470134	Student representative

Policy Terms:

Unwelcoming acts such as physical contact and advanced demand or request for sexual favours sexuality-coloured remarks, any other unwelcoming physical verbal or non-verbal conduct of sexual nature when:

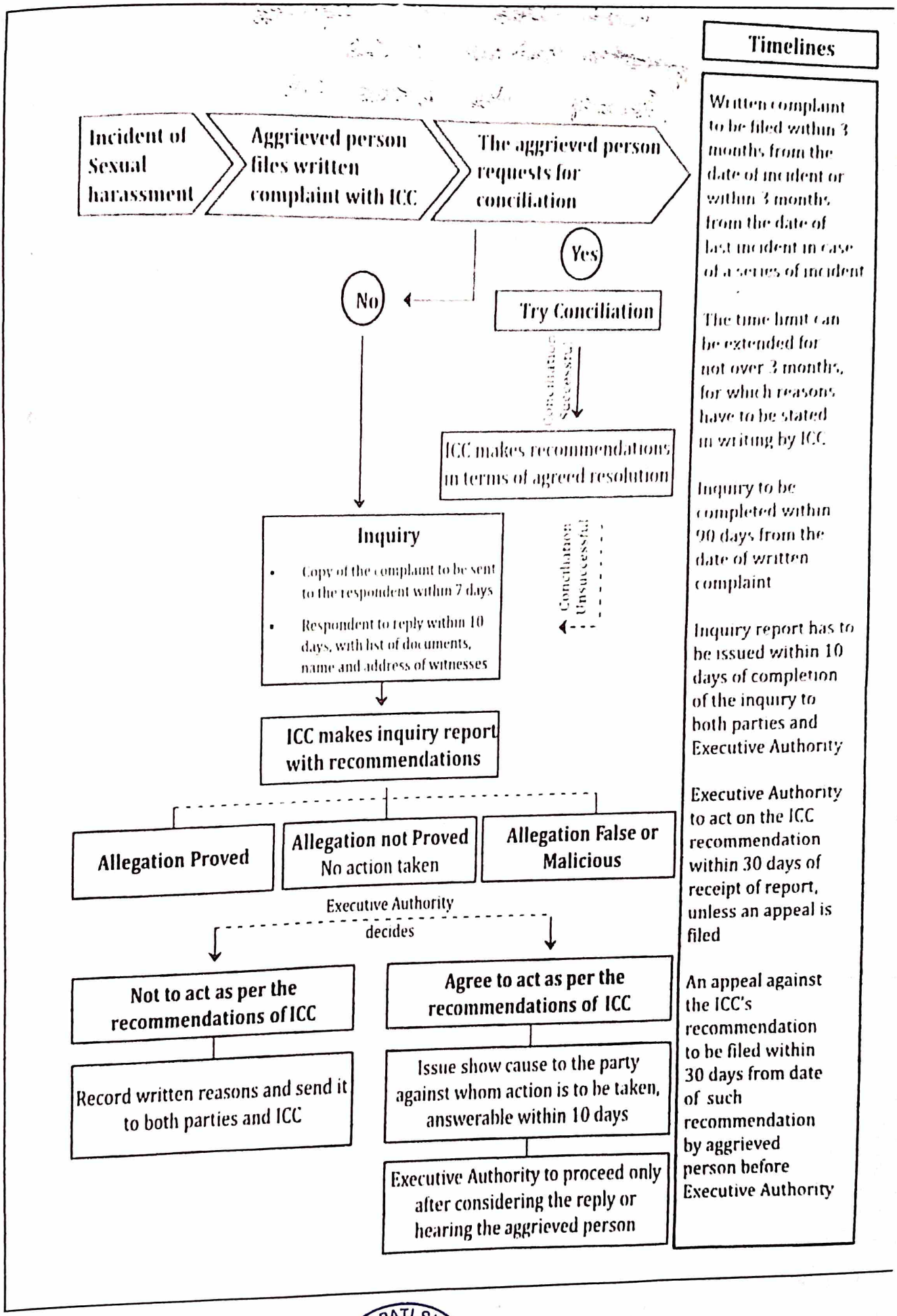
- submission to such conduct is made either implicitly or explicitly as a term or condition of an individual's employment or status in a course, program or activity;
- submission or rejection of such conduct by an individual is used as a basis for condition of an individual's employment or status in a course, program or activity;
- such conduct has the purpose or effect of unreasonably interfering with the individual's work or educational performance;
- of creating an objectively intimidating, hostile or offensive working or learning environment;
- of unreasonably interfering with or limiting one's ability to participate in or benefit from an educational program or activity;
- both men and women as well as persons of the same gender may be either the initiators or victims of sexual harassment;

Mechanism:

The names of the committee members with contact details and women help line numbers are displayed at easily visible place in the porch. The Nirbhaya suggestion box is kept in front of the office for collecting complaints regarding sexual harassment.The committee unlocks the Nirbhaya Suggestion Box at the end of each month and discusses about complaints(if received) and its redressal is done.

The committee organizes awareness lectures, workshops for the staff, students and faculty.The institution inculcates moral and ethical values among the staff, faculty and students. Therefore, there is not a single case of sexual harassment till date.

Principal,
Rajarshi Chh. Shahu College
Kolhapur.



CHHATRAPATI SHAHU COLLEGE KOLHAPUR