



Venkatesh Mahajan Senior College

Osmanabad



Zero Tolerance Policy on Sexual Harassment

Prepared by

Internal Quality Assurance Cell

Venkatesh Mahajan Senior College
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(This policy has been approved by the IQAC)

I. Preamble

India's first legislation specifically addressing the issue of workplace sexual harassment is the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as "POSH Act") which was enacted by the Ministry of Women and Child Development, India in 2013. The said Act aims at providing 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.

UGC Regulations on curbing the menace of ragging in Higher Educational Institutions, 2009 were passed by the University Grants Commission in the year 2009 to curb the menace of ragging in the Universities in India.

Keeping in mind the ethics in higher education, fair conduct of research and prevention of misconduct, as per UGC (Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions) Regulations, 2018, students, researchers and faculty members should not perform any academic misconduct by the theft of intellectual property in any manner. Therefore, the proper attribution, seeking permission of the author wherever necessary, acknowledgement of source compatible with the needs and specificities of disciplines is essentially required.

II. Definitions (Key Terms)

- a) "Aggrieved woman" as under the POSH Act means— (i) in relation to workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment; (ii) in relation to dwelling place or house, a woman of any age who is employed in such a dwelling place or house;
- b) "Employer" as under the POSH Act means— (i) in relation to any department,

organization, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organization, 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;

c) “Sexual harassment” as under the POSH Act 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 favors; or

(iii) making sexually colored remarks; or (iv) showing pornography; or (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

d) “Workplace” as under the POSH Act includes—

(i) any department, organization, 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 organization or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organization, 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;

III. Scope:

POSH Act was enacted by Parliament to give effect to the Convention for protection of women against sexual harassment at workplace. The POSH Act covers sexual harassment resulting in any violation of the women's fundamental rights to equality under articles 14 and 15 of the Constitution of India and her right to life and 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 safe environment free from sexual harassment.

The UGC Regulations on curbing the menace of ragging in Higher Educational

Institutions, 2009 were passed by the University Grants Commission in the year 2009 to curb the menace of ragging in the Universities in India. The best part of these regulations is that they shall apply to all the institutions including:

(i) Universities under the Central/provincial/state act

(ii) Deemed university under the UGC Act, 1956

(iii) All other educational institutions

IV. Need of the policy:

The zero-tolerance policy on sexual harassment at workplace provides protection

against sexual harassment of women at workplace and the prevention and redressal of complaints of sexual harassment and matters related to it.

The need for a zero-tolerance policy on ragging is to ensure that the campus and accommodations facilities are free of the menace of ragging.

V. Objectives of the Policy:

The POSH Policy is meant to promote a healthy work environment that is free from harassment of all kinds for all those covered. To provide a safe and respectful work environment / establish an atmosphere for employees that is free from Harassment or discrimination against employees on the basis of race, color, creed, religion, gender, national origin, age, sexual orientation or gender identity, or physical or mental disability and outline the company's policy to protect all categories of employees (Direct and indirect) against sexual harassment in particular.

The main objectives of the anti-ragging policy shall be to generate awareness amongst the students of dehumanizing effect of ragging inherent in its perversity, to keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence, to promptly and stringently deal with the incidents of ragging brought to the notice and to generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.


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