



MAHARASHTRA EDUCATION SOCIETY'S
GARWARE COLLEGE OF COMMERCE (AUTONOMOUS)

Empowering generations since 1967...

NAAC Re-Accredited 'A' Grade (CGPA 3.45)

Best College Award by Savitribai Phule Pune University

Dr. Kishor S. Desarda
Principal

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[Univ. I.D. No.: PU/PN/C/018/(1967)] • AISHE Code : C - 41864 • U-DISE Code : 27251401523 • Jr. College Code : 11.11.002

Prevention of sexual harassment Policy

- **Aim & Objective**

MES Garware College of Commerce strives to maintain a healthy, safe environment which is free from any discrimination on the basis of gender, race, religion etc. We have formulate an Internal Complaints Committee (ICC) under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The objective of this policy is to create an environment free from sexual harassment at the work place.

- **Scope**

The policy applies to all employees of the college

- **Definitions**

Complainant means a person who has formally filed a complaint or for whom a complaint has been filed.

Respondent means the person against whom the aggrieved person has made a complaint of sexual harassment.

Sexual Harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely –

- i. Physical demand or advances of sexual nature 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 nonverbal conduct of sexual nature.

- **The Internal Complaints Committee** is the committee established under the provisions of this Act.

- **Redressal Mechanism**

An aggrieved person shall make, in writing, a complaint of sexual harassment at workplace to the Internal Complaints committee providing the details of sexual harassment to which she has been subjected to by the respondent within a period of three months from the date of the incident or in case of a series of incidents within



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a period of three months from the last incident. The committee may, if sufficient grounds exists and after recording the reasons for the same in writing may extend the said period by three months. On receipt of the complaint, the committee shall decide the time and place for the hearing of the complaint and shall intimate the same to the aggrieved person and the respondent. While redressing the complaint the committee shall be guided by the Principles of Natural Justice.


Dr. Rohini Gote
Head, ICC


Dr. Kishor Desarda
Principal