



Sanjeevani Multipurpose Foundation's

Dr. Deepak Patil Ayurvedic Medical College & Research Center

Borpadale Phata (Nebapur), Kolhapur-Ratnagiri Road, Tal- Panhala, Dist. Kolhapur, Pin - 416213, Maharashtra State, India.

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Recognized By Central Council of Indian Medicine, New Delhi & Govt. of India, Ministry of Health & Family Welfare, Department of AYUSH, New Delhi & Govt. of Maharashtra, Medical Education & Medicine Dept.

Affiliated to Maharashtra University Of Health Sciences, Nashik.

Vishakha Committee Policy

1. Introduction:

The Vishakha Committee is constituted in alignment with the Supreme Court's Vishakha Guidelines (1997) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The committee ensures a safe and conducive environment for women, free from sexual harassment. This policy serves as a framework to uphold gender equality and create a respectful and dignified atmosphere for all stakeholders of the institution, including students, staff, and faculty.

2. Aims and Objectives:

Aims:

- To provide a secure environment for women free from discrimination and harassment.
- To encourage women to work and study with dignity and confidence.

Objectives:

- Establish mechanisms for the prevention, prohibition, and redressal of sexual harassment.
- Educate the institution's community about sexual harassment and related laws.
- Ensure timely resolution of complaints in a confidential and unbiased manner.
- Promote gender sensitization programs across the institution.

3. Vision and Mission:

Vision:

- To create a gender-sensitive, equitable, and harassment-free campus environment that upholds respect and dignity for all.

Mission:

- Foster an institutional culture of respect and inclusivity.
- Implement preventive strategies to minimize instances of harassment.
- Address complaints promptly, ensuring justice and confidentiality.



4. Definition of Sexual Harassment:

As per the Vishakha Guidelines and the Sexual Harassment of Women at Workplace Act, 2013, sexual harassment includes any unwelcome act or behavior, such as:

- Physical contact and advances.
- Demand or request for sexual favors.
- Making sexually colored remarks.
- Showing pornography.
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

5. Roles and Functions of the Vishakha Committee:

Prevention:

- Conduct awareness programs and workshops on sexual harassment and gender equality.
- Display guidelines and helpline information prominently across the campus.

Prohibition:

- Establish policies to prohibit sexual harassment.
- Encourage students and staff to report incidents without fear of retaliation.

Redressal:

- Receive complaints, investigate, and resolve cases of harassment promptly
- Ensure confidentiality and fairness during proceedings.
- Recommend penalties or corrective measures as per institutional and legal provisions.

6. Members of the Vishakha Committee:

The committee shall consist of:

1. **Presiding Officer:** A senior woman employee.
2. **Members:** At least three members, including faculty and non-teaching staff.
3. **External Member:** A member from an NGO or association committed to women's rights.
4. **Student Representatives:** Students from senior batches to represent their peers.

All members shall undergo regular training to understand their roles and responsibilities.

7. Complaint Redressal Mechanism:

1. Filing a Complaint:

- Any woman experiencing harassment may file a complaint in writing within three months of the incident.
- Complaints can be submitted to any committee member or via email to a designated address.

2. Inquiry Process:

- The committee will review the complaint and conduct a fair and confidential inquiry.
- Both the complainant and the accused will be heard during the proceedings.



3. Resolution and Recommendations:

- If harassment is proven, appropriate action will be recommended, including penalties, suspension, or legal action.
- Counseling support shall be offered to the victim.

8. Employer's Responsibilities:

Provide necessary support and assistance to the complainant.

Facilitate a safe working environment.

Implement the committee's recommendations promptly.

Conduct regular training for all employees and students on gender sensitization.

9. Expected Outcomes:

Increased awareness about sexual harassment and the means to address it.

A safer, more respectful workplace for women.

Enhanced trust in the institution's mechanisms for redressal.

10. Further Work Ahead:

Expanding awareness campaigns to the broader community.

Collaborating with NGOs and experts to improve policies.

Conducting regular audits of the workplace environment.

11. Conclusion:

The Vishakha Committee at Dr. Deepak Patil Ayurvedic Medical College and Research Centre aims to uphold the dignity and safety of women, ensuring a harassment-free environment. By adopting a zero-tolerance policy towards sexual harassment and fostering a culture of respect and equality, the institution commits itself to the holistic development of every individual on campus.

This comprehensive policy will serve as a guiding document for all stakeholders in achieving a safe, inclusive, and equitable academic environment




Principal
Dr. Deepak Patil Ayurvedic Medical College
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Vishakha Committee

Sr. No.	Designation	Name	Sign.
1	Chairman	Dr. Nitin Tatpuje	
2	President Officer	Dr. Rashmi Bhawane	
3	Legal Adviser	Mr. Vijay Patil	
4	Member Secretary	Dr. Smita Patil	
5	Member	Dr. Archana Abhrange	
6	Member	Dr. Sameer Jamadar	
7	Member	Dr. Shamim Jamadar	
8	Member	Dr. Snehal Jagadale	



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