

Department of  Collegiate Education  
**GOVERNMENT FIRST GRADE COLLEGE, BHALKI**  
Opp to BKIT College, Near RTO Bhalki  
(NAAC Accredited with 'B' Grade)

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## ANTI-SEXUAL HARASSMENT CELL: 2020-21

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Cell has been established by our College to provide a healthy and congenial atmosphere for the staff and students of the College.

The cell has well-developed guidelines and norms for a policy to uphold zero tolerance towards sexual harassment. The college has entrusted the task of developing principles and procedures for combating sexual harassment to this cell. Cell promotes measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment, and other acts of gender-based violence by organising awareness programmes and campaigns for the benefit of all members of the College.

### Objectives

- ✓ To develop guidelines and norms for policies against sexual harassment
- ✓ To develop principles and procedures to combat sexual harassment
- ✓ To work out details for the implementation these policies.
- ✓ To prepare a detailed plan of actions, both short and long term
- ✓ To organize gender sensitization awareness programme.
- ✓ To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

### Role and Responsibility:

The committee has to ensure enough steps are taken to create awareness on the topic. If in case any person approaches any of the committee member, the member is immediately required to inform others. A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible. In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students.

### Following are the Guidelines to be strictly followed:

- ✓ The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell

- ✓ The counsellor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- ✓ The members of the Cell will discuss the complaint
- ✓ If the case falls outside the purview of the Cell, the complainant will be informed to Director
- ✓ If the case comes under the purview of the Cell, an enquiry committee will be set up
- ✓ The Committee will submit a report and recommend the nature of action to be taken at the earliest by Director
- ✓ If any legal action is required with the help of advocate member of the cell complaint is forwarded to police

**Committee Composition:**

- |                            |             |
|----------------------------|-------------|
| 1. Mr Mallikarjun T Kamble | Chairman    |
| 2. Dr. Meenakumari Patil   | Coordinator |
| 3. Smt Vijayalakshmi       | Member      |
| 4. Dr Rajkumar Benne       | Member      |

**Principal**

**Mallikarjun T Kamble**

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### **ANTI-SEXUAL HARASSMENT CELL: 2019-20**

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