

**MGM**  
Institute of Management & Research  
N-6, CIDCO, Aurangabad- 431003

## Women Anti –harassment Cell



Men of  
**quality**  
respect  
women's  
**equality**

# MGM

## Institute of Management & Research

### Women Anti-harassment Cell



In 1997, the Supreme Court recognized and addressed the issue of sexual harassment at the workplace. The judgment created mandatory sexual harassment prevention guidelines for the workplace, applicable all over India. The knowledge and information about it can lead to a workplace free of sexual harassment for all persons.

Ministry of law and justice recently published “The sexual harassment of woman at workplace (prevention, prohibition and redressal)” Act on 22<sup>nd</sup> April 2013, as per this act it is mandatory for every organization to have internal complaints committee.

This document is to be read in conjunction with “Sexual harassment of women at workplace (Prevention, prohibition and redressal) act-2013 (copy attached) hereafter referred to as the ‘act’

Sexual harassment injects the most demeaning sexual stereotypes into the general work environment and always represents an intentional assault on a person’s innermost privacy.

#### **What is Sexual Harassment?**

According the Supreme Court order, sexual harassment is any unwelcome:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks
- Display of pornography

- Any other unwelcome physical, verbal and non-verbal conduct of a sexual nature.

Basically it is any unwelcome words or actions of sexual nature.

#### **Examples:**

- Denial of payment or official approval in the absence of sexual favors
- Pornographic pictures/messages displayed on desks or sent by email
- Remarks made about personal appearance and dress
- Colored jokes shared in the office that make others present feel uncomfortable.

#### **Cell against Harassment and Atrocities Against Women, MGM Institute of Management**

In keeping with the Supreme Court guidelines, MGM Institute of Management established a Cell against harassment and atrocities against Women at the workplace.

#### **Functions of the Cell**

The office of the Cell is an educational resource as well as an internal complaint centre for the members of the faculty, staff and students of the IOM. Its mandate is

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed;
- To advise complaints of the informal and formal means of resolution as specified by the Cell;
- To ensure the fair and timely resolution of sexual harassment complaints;
- To provide information regarding counseling and support services on our campus
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault;
- To promote awareness about sexual harassment through educational initiatives that encourage and foster a respectful and safe campus environment.

The Cell seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do then we can create a campus that is free of sexual harassment. Simple respect for all on the campus community is thus the focus.

The Cell seeks to achieve these goals through:

**Dissemination of Information** – through production, distribution and circulation of printed materials, posters and handouts

**Awareness Workshops** – about sexual harassment for faculty, non-teaching staff and students. The aim is to develop a non-threatening and non-intimidating atmosphere of mutual learning.

**Counseling** – Confidential counseling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported and is a sensitive issue.

**Functioning of the Cell: The Complaint Mechanism Procedure to file/report a complaint:**

- The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell. Procedure that should be followed according to clause no 9 of act.
- The counselor 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.

**Current Members of the Cell:**

- a) Dr.(Col) Pardeep Kumar, Director

**Internal complaints Committee**

- b) Dr. Pooja Deshmukh, Presiding officer
- c) Mr. Ganesh Sagare
- d) Adv. Archana Gondhalekar (NGO, Member)

**Director**