



PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA
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ZERO TOLERANCE POLICY ON SEXUAL HARASSMENT

Padmabhushan Vasanttraodada Patil Mahavidyalaya, Kavathe Mahankal is committed to providing a safe and inclusive environment for all members of the college community. Sexual harassment is a serious violation of an individual's rights, dignity, and well-being. It is our policy to maintain a zero-tolerance approach towards any form of sexual harassment.

Definition of Sexual Harassment:

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or any other verbal, non-verbal, or physical conduct of a sexual nature. It encompasses both explicit actions, as well as subtle or implicit behavior that creates a hostile, intimidating, or offensive environment.

Reporting an Incident:

Any student who believes they have experienced or observed an incident of sexual harassment has the right to make a complaint. Complaints can be filed by completing a formal written report or through the designated grievance redressal on college website or directly through the college email address. Anonymous complaints will be investigated to the extent possible, but please note that it may limit the ability to take remedial action.

Confidentiality:

All complaints and reports of sexual harassment will be handled with the utmost confidentiality and sensitivity. The identity of the complainant, witnesses, and others involved will be protected to the extent possible, as permitted by law and the requirements of a thorough investigation.

Investigation Process:

Upon receipt of a complaint, [College Name] will initiate a prompt and impartial investigation. The investigation will be conducted by a dedicated committee consisting of trained members who are impartial and fair. During the investigation, all parties involved will be afforded the opportunity to present their side of the story, provide evidence, and identify witnesses, if any.

Disciplinary Action:

If sexual harassment is substantiated, appropriate disciplinary action will be taken against the accused, which may include but is not limited to:

1. Disciplinary warning or reprimand
2. Suspension or expulsion from the college

3. Termination of employment for employees

4. Legal action, if required

The severity of the disciplinary action will depend on the nature and gravity of the offense, as well as any prior instances of misconduct.

Support and Remedial Measures:

Our college is committed to providing support and assistance to victims of sexual harassment. We will offer counselling services, medical support, academic accommodations, and any necessary measures to ensure the well-being and safety of the complainant. It is essential to take immediate action to prevent further harm and provide a safe environment for everyone involved.

False Accusations:

Any complaint found to be intentionally false, malicious, or made in bad faith will be subject to disciplinary action, in accordance with college policies and guidelines.

Awareness and Education:

Our college takes a proactive approach to prevent gender and sexual harassment by implementing various programs to spread awareness and education among students. Here are some program names and descriptions that can be conducted

1. "Respect and Consent Workshop Series":

This workshop series aims to educate students about consent, boundaries, and healthy relationships. It covers topics such as recognizing and preventing sexual harassment, understanding the importance of communication and consent, and promoting respectful behavior.

2. "Bystander Intervention Training":

This program focuses on empowering students to intervene and prevent instances of gender and sexual harassment. It provides participants with the tools and strategies to safely intervene and support others who may be experiencing harassment or discrimination.

3. "Safe Space Ally Training":

This program trains students to become allies and create safe and inclusive spaces for individuals who identify as LGBTQ+. It addresses issues related to gender and sexual harassment and offers resources and support for LGBTQ+ students on campus.

4. "S.A.F.E. (Support, Awareness, Freedom, Empowerment) Week":

This week-long event includes a series of workshops, panel discussions, and awareness campaigns centred around creating a safe and inclusive campus environment. It covers topics such as consent, bystander intervention, and resources available for victims of sexual harassment.

5. "Guest Speaker Series on Gender and Sexuality":

This program invites experts, activists, and professionals to speak to students about the importance of gender and sexual equality, consent, respect, and creating a culture of inclusivity on campus.

6. "Peer Educators Program":

This program trains a select group of students to serve as peer educators who

promote awareness and education about gender and sexual harassment. These peer educators conduct workshops, engage in peer-to-peer discussions, and provide resources and support to their fellow students. These programs, among others, help college student foster a culture of respect, equality, and understanding on campus and ensure that students are knowledgeable and empowered to prevent gender and sexual harassment.

Conclusion:

Our college strongly condemns sexual harassment and is ready to take proactive and stringent measures to prevent and address such behaviour. We endeavor to foster a campus culture that promotes respect, equality, and dignity for all individuals.


Internal Quality Assurance Cell
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