



Gokhale Education Society's
SIR DR. M. S. GOSAVI POLYTECHNIC INSTITUTE

Nashik-Pune Highway, Nashik Road, Nashik-422101 Ph. 0253-2451547

E-mail: principal@gespoly.org, Website: www.gespoly.org

Approved by AICTE, DTE & Affiliated to MSBTE



10/07/2024

ORDER

Women's Grievance Redressal and Counselling Cell

Sr. No.	Name of the Member	Status	Position	Contact No.
1	Dr. Mrs. Shraddha Deshpande	Chairman	Principal	9850883854
2	Prof. M. N. Rane	Vice Chairman	Staff- Electrical	8007705250
4	Prof. D. P. Patil	Member	Staff – Electrical	8975650673
5.	Prof. L. K. Waghulde	Member	Staff – Civil	7276783750
6	Prof. S. P. Wakchaure	Member	Staff – Civil	8308998843
7	Mrs. G. P. Borade	Member	Staff – Library	9403498768
8	Ms. Rutuja Plave	Student Member	Third Year Student	8530960762
9	Ms. Prerana Dhanawade	Student Member	Third Year Student	9975796658
10	Ms. Snehal Deore	Student Member	Third Year Student	7972670957
11	Ms. Shravni Jagtap	Student Member	Third Year Student	8055695729
12	Ms. Anjali Gaikwad	Student Member	Third Year Student	9404431608



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Objectives of the Women's Grievance Redressal and Counselling Cell

- The cell will deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the institute.
- The cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the Government Act.
- The cell shall be accountable to the Secretary of the Society
- More than 70% of the members of the cell shall be women
- The cell will provide assistance to the faculty / institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The principal of institute will be ex-officio chairman of the cell and he / she will appoint members of the cell.
- The cell may form / review the guidelines / policy of redressal of the grievance as per required from time to time, which may be in accordance with the government agencies.

Definition of Sexual Harassment

- Sexual Harassment includes any unwelcome sexually determined behavior (whether directly or by implication) and includes physical contact and advances, a demand or request for sexual favors, sexually colored remarks, showing pornography or any other physical, verbal or non-verbal conduct of sexual nature.

Explanation: The sexual harassment shall include, but will not be confined to the following:

- When submission to unwelcome sexual advances, request for sexual favors, a verbal or physical conduct of a sexual nature are made, either explicitly or implicitly, as a term or condition for instruction, employment, participation or evaluation of a person's engagement in any of the institute activity.
- When unwelcome sexual advances and verbal, non-verbal or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, SMS, MMS, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature have the purpose or the effect of



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interfering with individual's performance or of creating an intimidating hostile or offensive institute environment.

- Where any form of sexual assaults is committed where a person uses body or any of it or any of the object as an extension of the body in relation to another person without the latter's consent or against the person's will, and
- When any such conduct as defined above is committed by the third party or outsider in relation to a member of the community or vice versa.

Grievance Procedure

- Any woman employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting a complaint in the complaint box which is placed in the institute office.
- The complaint box will be opened once in a week by the coordinator of the cell and the complaint is to be informed to the chairman and vice chairman of the cell.
- The complaint will be afforded full confidentiality at this stage.
- After receiving the complaint, the chairman shall convene the meeting of the cell.
- The chairman will appoint an investigation committee, Coordinator will convene the meetings.
- The investigation committee shall then decide the course of action to proceed.
- The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by complainer / her representative.
- In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee, heard and if satisfied that a warning is just and proper, he will be warned about his behavior and non-occurrence of it.
- In case the complainer requests that the complaint should be proceeded with beyond mere a warning, the same may be proceeded with the manner prescribed hereafter.

Procedure for Investigation



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- If the complainer wishes to proceed beyond a mere a warning to the accused, the accused shall be given in writing by the investigation committee an opportunity to explain within one week why he should not be, for good and sufficient reasons, be punished for the act of sexual harassment on his part.
- If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offence deserves a minor penalty or a major penalty.
- In the event that the investigation committee deciding that the accused be imposed a minor penalty, the said penalty will be recommended by the investigation committee to the chairman of the cell for decision.
- If the investigation committee comes to a conclusion that the accused in case if his guilt proved, should be imposed a major penalty, it shall make a recommendation of action. If the accused is an employee, he may be placed under suspension under the provision of act.
- If a person is charged with physical molestation or rape on college / society's premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of Indian penal code.

Punishment for Sexual Harassment

- Any member of the institute fraternity (student/ employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government / university rules.
- A student guilty of sexual harassment shall be liable for any of the following penalties
 - Warning or reprimand.
 - Suspension from university / college for a period up to one month.
 - Debarment from appearing for the examination for a period of up to three years.
 - Rustication from the university as the case may be.
 - Any other punishment as defined by the government / university act.



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Protection against Victimization

- In the event of the complainer being a student and the accused being a teacher, during the pendency of the investigation and inquiry and even after such an inquiry if the teacher is found to be guilty, the accused will not act as an examiner for any examination for which the student appears.
- In the event the complainer and the accused both being employees, during the pendency of the investigation and enquiry even after such an enquiry if the accused is found to be guilty, the accused shall not write the condition reports of the complainer, if it is otherwise authorized.

Action Plan for the Academic year 2024-25

- Power point presentation for the Women Grievance Redressal and Counselling Cell, its role and importance in the campus. Objectives, functions, create awareness in women fraternity.
- Display mobile number and e-mail id for the women cell to help the women to complain to cell.
- Conduct regular meetings with the student representatives at least once in a month and keep records of the proceedings.
- Celebrate the international Women's Day on 8th March every year.
- Organize writing contest for the girl students on some relevant topic.
- Screening of a documentary film on any relevant topic.
- Arrange seminars on the awareness of eminent personalities in the institute.
- Enlighten the women students about their legal rights and strive for empowerment of the women through proactive women counseling cell.
- The Cell shall coordinate in regard with the local/district/state/national level agencies.

Principal