



Maratha Vidya Prasarak Samaj's
Karmveer Kakasaheb Wagh Arts, Science and Commerce College, Pimpalgaon (B),
District-Nashik. Affiliated to SPPU, Pune

Women's Anti-sexual Harassment Cell (WASHC)

MVP Samaj's K.K. Wagh Arts, Science and Commerce College, Pimpalgaon (B) , Taluka- Niphad, District-Nashik is committed in moulding a generation which safeguards the virtues of gender equality and equity. The institution attempts to uphold the constitutional mandate ensuring the human rights of all those who fall within its jurisdiction. As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Cell was established in **K.K. Wagh Arts, Science and Commerce College, Pimpalgaon (B)** to provide a healthy and congenial atmosphere to the staff and students of the College.

The Cell meets the following objectives:

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To provide information regarding counselling and support services in 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 which encourages and foster a respectful and safe campus environment
- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To work out details for the implementation of the policy.
- To prepare a detailed plan of actions, both short and long term.

- To organize gender sensitization awareness programmes.

DEFINITION

According to THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013, sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- Physical contact and advances; or
- A demand or request for sexual favors; or
- Making sexually colored remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- Any act falling under the purview of following cases will be considered as an incident of sexual harassment

Women's Anti-sexual Harassment Cell (WASHC) OR Internal Complaints Committee (ICC)

Complaints Committee was duly formed in the college to look into, and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees in the institution. To that end the college has been vigilant about instances of gender discrimination, victimization and abuse, and acts promptly to address/redress any issues that violated the provisions of the said Act. Moreover, it plays a proactive role in averting instances of sexual harassment by motivating students to attend the programmes organized by the Women's Cell of the college on gender discrimination, and sexual harassment.

Women's Anti-sexual Harassment Cell (WASHC) Committee

S.N.	Name of the Faculty	Designation
01	Offi. Prin. Dr. D.T. Dhage	Chairman
02	Prof. (Dr.) N.U. Patil	NAAC Co-ordinator
03	Mr. B. N. Kadlag	IQAC Co-ordinator
04	Dr. N. M. Gavit	CEO and Co-ordinator
05	Dr. C. B. Bhoj	Member
06	Dr. Deepa Kuchekar	Member
07	Dr. Sulabha Lalasare	Member
08	Dr. Y. R. Shelke	Member



Dr. D.T. Dhage
(Principal)