

Vishakha committee (women cell)

Bhairavnath vidnyan mahavidyalaya has developed a vishakha committee as per the order of supreme court ' Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013' with the aim of promoting gender equality and women empowerment student and staff members. Above 50% student in our college are girls. Under this cell, all grievances related to girls and women are resolved and a free environment is kept for them to move around campus.

Objectives:

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To advice complainants of means of resolution as specified by the legislation.
- To ensure fair and timely resolution of sexual harassment complaints.
- To provide counseling and support services on campus.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

The committee sought 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.

Function:

- **Complaint Redressal:** As per the act **The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013** appropriate action will be taken once the complaint is filed.
- **Dissemination of Information:** through production, distribution and circulation of materials, posters and handouts etc. to college campus.
- **Awareness Workshops:** for faculty, non-teaching staff and students with an aim to develop nonthreatening and non-intimidating atmosphere of mutual learning.
- **Counseling** – Confidential counseling service is an important service as the sexual harassment cases are rarely reported and are a sensitive issue. Counseling provides a safe space to speak about the incident and how it has affected the aggrieved woman.

Who can file the Complaint to the Internal Complaint Committee?

Any student, service provider, teaching, non-teaching staff may lodge a complaint against a student, service provider, teaching, non-teaching staff.

Committee member:

Sr. No.	Name of the Committee Members	Designation
1	Dr. Avinash Sangolekar	Chairman(principal)
2	Prof. Satav Dipti	Secretary(dept.of botany)
3	Prof. Divekar Y. B.	Member(dept.of chemistry)
4	Prof. Powale Shital	Member(dept.of botany)
5	Miss. Mohini Thorat	Alumni student
6	Miss. Komal Jhadav	T.Y.Bsc student
7	Miss. Kajal Waghole	S.Y.Bsc student