



Chembur Trombay Education Society's
N. G. ACHARYA & D.K. MARATHE COLLEGE OF ARTS, SCIENCE & COMMERCE
N. G. Acharya Marg, Chembur, Mumbai-400071
(NAAC Accredited 'A' Grade)

Anti-Sexual Harassment

As per the Supreme Court Judgment and guidelines issued in the year 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging in colleges and universities. Keeping the above guidelines in mind the institution has constituted a Committee against Sexual Harassment.

Objectives

- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To work out details for the implementation these policies.
- To prepare a detailed plan of actions, both short and long term
- To organize gender sensitization awareness program.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

The cell considers sexual harassment to include unwelcoming sexually determined behavior whether directly or by implication such as

- A demand or request for sexual favors.
- Sexually colored remarks.
- Showing of pornography.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- Eve-teasing and Unsavory remarks.
- Jokes causing or likely to cause discomfort or embarrassment.
- Gender-based insults or sexist remarks.
- Physical confinement against one's will and any other act likely to violate one's privacy.



Principal

Dr. Vidyagauri Lele (Principal)