



Smt. Taisaheb Kadam Sevabhavi Foundation & Research Center, Sonai's

YASH INSTITUTE OF PHARMACY

AURANGABAD (CHHATRAPATI SAMBHAJI NAGAR)

Accredited with Grade B++ by NAAC

An ISO 9001:2015 certified Organisation

Approved by Pharmacy Council of India, New Delhi.

Permanently affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad



DTE code : PH2153

Ref.

Date :

Policy number: SS-SWG-10-2023/V00 W. e. f: 10/02/2024

Anti sexual harrasment and Women's Internal Complaints Redressal (WICC) Policy

Introduction

The Yash Institute of Pharmacy (YIP) is committed to creating a safe, respectful, and inclusive environment for all members of its community. This policy is in compliance with *The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013* (POSH Act) and the University Grants Commission (UGC) guidelines for the prevention and redressal of sexual harassment in higher education institutions.

Objectives

1. To prevent sexual harassment in all forms within the institution.
2. To establish a mechanism for addressing complaints in a fair and transparent manner.
3. To ensure awareness and sensitization among all stakeholders about sexual harassment and its consequences.
4. To foster a culture of mutual respect and gender equality.

Scope

This policy applies to all students, faculty, staff, visitors, and any individuals associated with YIP, irrespective of gender or hierarchical position. It covers incidents occurring within the campus, during off-campus events, and online activities related to the institution.

Definition of Sexual Harassment

Sexual harassment includes any unwelcome sexually determined behavior, whether directly or indirectly, such as:

- Physical contact and advances.
- Demand or request for sexual favors.
- Sexually colored remarks.

- Display of pornographic material.
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Policy Guidelines

Prevention Measures

1. Conduct regular awareness programs and workshops on gender sensitivity and prevention of sexual harassment.
2. Display anti-sexual harassment guidelines prominently across campus.
3. Ensure inclusion of this policy during orientation sessions for students, faculty, and staff.

Internal Complaints Committee (ICC)

1. Establish an Internal Complaints Committee (ICC) in accordance with the POSH Act.
2. The ICC will consist of:
 - A presiding officer (a senior woman employee or faculty member).
 - At least two members from the faculty or staff with knowledge of issues related to sexual harassment.
 - One external member from an NGO or an expert in the field.
 - At least half of the ICC members will be women.

Complaint Mechanism

1. Complaints can be submitted in writing to the ICC within three months of the incident.
2. ICC will acknowledge receipt of the complaint and initiate an inquiry within seven working days.
3. Both the complainant and respondent will be given equal opportunities to present their cases.

Confidentiality and Fairness

1. All complaints and proceedings will be treated with the utmost confidentiality.
2. ICC will ensure a fair and unbiased investigation process.

Time Frame

1. The ICC will complete the inquiry within 90 days of receiving the complaint.

2. The final report will be submitted to the institution's management within 10 days of inquiry completion.
3. Actions recommended by the ICC will be implemented within 30 days.

Disciplinary Action

1. Disciplinary actions may include a written apology, counseling, reprimand, suspension, or termination, depending on the severity of the offense.
2. False or malicious complaints will also attract appropriate disciplinary measures.

Support and Rehabilitation

1. Provide counseling services to complainants and respondents as needed.
2. Offer academic and workplace support to complainants during and after the investigation.

Monitoring and Review

1. The ICC will submit an annual report on the number of cases received, resolved, and pending to the management and relevant authorities.
2. This policy will be reviewed annually to ensure its alignment with updated laws and guidelines.

Awareness Programs

1. Organize sensitization workshops for all stakeholders regularly.
2. Promote awareness about the consequences of sexual harassment and the redressal mechanisms available.

Compliance with Legal Frameworks

This policy adheres to:

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
2. UGC Regulations on *Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions, 2015.*

Contact and Reporting

For any queries or to report an incident, individuals may contact the ICC at [vandana2609@gmail.com] or approach the presiding officer in person.

Policy Review and Updates

The policy will be updated periodically based on amendments to relevant laws and institutional feedback.

This Anti-Sexual Harassment Policy is an integral part of YIP's commitment to a safe and respectful environment. Its successful implementation requires cooperation and support from all members of the YIP community.



Dr. Vandana P. Patil



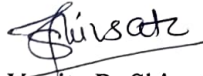
Ms. Suwarna H. Kale



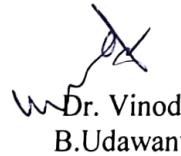
Mrs. Dipali
M. Kulkarni

Adv. Archana V.
Gondhalekar

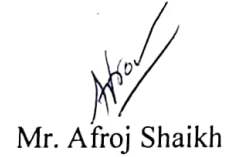
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