

**Zero Tolerance Policy**  
**AGAINST SEXUAL HARASSMENT**  
**CODE OF CONDUCT**

Anyone who violates this policy of zero tolerance is subject to appropriate disciplinary action.

Nashik Shikshan Prasarak Mandal's Late Bindu Ramrao Deshmukh Arts, Commerce and Science Mahila Mahavidyalaya, Nashik Road promotes *zero tolerance* towards sexual harassment.

We follow the policy of the National Commission for Women and the POSH Act 2013. The college is concerned about the safety and well-being of its employees and students, and is committed to provide an environment that is free from sexual harassment.

The institution strictly prohibits all forms of unlawful sexual harassment and sexual violence.

**I) Sexual Harassment Defined**

As defined by the Supreme Court of India in the guidelines given in Vishakha and others vs. State of Rajasthan and others (1997) sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

**II) Scope and Application of the Vishakha Guidelines:**

1. All Government, Private Sector and Unorganised Sector;
2. Every Woman, who draws regular salary, receives an honorarium

**III) Rights of Working Women**

1. Work with dignity in a safe and secure environment.
2. Prevention from sexual harassment.
3. Obtain hearing and relief from Complaint Committee.
4. Seek their own or perpetrator's transfer.

  
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#### IV) Employers Responsibilities

- Prioritise Prevention and Deter acts of sexual harassment.
- Amend organisation Rules and Regulations to recognise sexual harassment as Misconduct and provide Penalty for the same.
- Formulate a sexual harassment policy based on the Vishakha guidelines to demonstrate zero tolerance to sexual harassment.
- Strict and mandatory implementation of the Vishakha guidelines.
- Prominent notification of the Vishakha guidelines at workplace.
- Organize and conduct worker's meetings employer- employee meetings about sexual harassment periodically.

#### V) Complaints Redressal Mechanism

- Complaints Committee shall have a woman as the chairperson, fifty percent women members, an NGO or external familiar and oriented towards sexual harassment as an issue.
- Complaints Committee will function as the Enquiry Authority as per interim order given by the Supreme Court in Medha Kotwal vs. Union of India, 2004.
- Complaints Committee members shall be accessible, approachable, committed, sensitive and understanding. Complaints Committee shall be time bound and done confidentially.

To report any violations contact us on 0253- 2465967 or email on [nspmacmm@yahoo.co.in](mailto:nspmacmm@yahoo.co.in)



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