


Shram Safalya Education Society's  
**Pandit Jawaharlal Nehru College of Social  
Work, Amalner**  
Dist. Jalgaon (MS) -425401

Report of  
**Prevention of Sexual Harassment (PoSH)  
Committee**

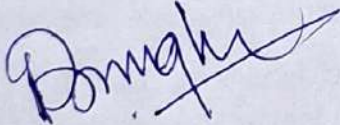


**Submitted By**

**Dr. Asmita Dhanwant Saravaiya**

Coordinator





**Prof Vijaykumar B. Waghmare**  
IQAC Coordinator



**Dr. P. S. Patil**  
Principal

**Acting Principal**  
**Jawaharlal Nehru College**  
**Social Work, Amalner**

**2024-25**

REPORT OF  
**Prevention of Sexual Harassment (PoSH)  
Committee 2024-25**

**Introduction:**

The Vishaka guidelines are a set of guidelines that were instituted by the Supreme Court of India to ensure the safety of women at workplaces and lays down the guidelines for dealing with the cases that are related to sexual harassment at the workplace. The Prevention of Sexual Harassment (PoSH) at Workplace Act of India mandates every organization to define their sexual harassment policies, prevention systems, procedures and service rules for its employees. In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee

Conforming to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the college constituted an Internal Complaints Committee or Vishaka Committee to prevent sexual harassment of women in the campus. Indirect harassment occurs when the act was not aimed at the employee but creates a toxic atmosphere, or if simply put, a secondary victim is offended by an unwelcome conduct. This can manifest in several ways. A person is subjected to indirect harassment if he/she: Overhears an offensive joke or remark.

**Roles and Responsibilities of Anti-Sexual Harassment Committee:-**

Pandit Jawaharlal Nehru College of Social Work, Amalner has constituted a committee against sexual harassment. Guidelines issued from the University Grants Commission (UGC) with regard to the Supreme Court Judgment and guidelines to provide for the effective enforcement of the basic human right of gender equality and guarantee to combat sexual harassment, abuse and violence against women, more particularly against harassment at work places. The committee deliberates on the issues and document the minutes of the meeting.

1. To provide an environment free of gender-based discrimination.
2. To ensure equal access of all facilities and participation in activities of Pandit Jawaharlal Nehru College of Social Work, Amalner

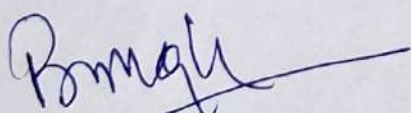


3. To collect the undertaking form from the students at the time of orientation programme.
4. Measures to be taken for security of girl's students/woman employees.
5. Monitoring and counselling of any case if arise.
6. The committee shall decide whether the facts contained in the complaint make out a case of "sexual harassment" or not.
7. The committee shall recommend the penalties/action to be taken against any person found guilty of having sexually harassed the
8. Complainant, up to and including termination, from of job.
9. The committee shall recommend the penalties/action to be taken against any person found guilty of having retaliated against/
10. Victimized the complainant or any other person assisting her.
11. The committee shall monitor the follow-up action to be taken by the organization on receipt of the report of committee.

#### **Members of the Prevention of Sexual Harassment (PoSH) Committee 2024-25**

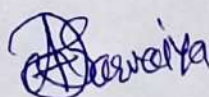
Sr. No.	Name of Committee Members	Designation	Position	Contact No
01.	Prin. Dr. P. S. Patil	<b>Principal</b>	<b>Chairperson</b>	<b>9890287337</b>
02.	Shri Abhijitbhai S Bhandarkar	Director	Member	9422374527
03.	Dr Anita M Khedkar	Assistant Professor	Member	9503606306
04.	Prof Vijaykumar B Waghmare	Assistant Professor	Member	9421542229
05.	Dr. Asmita Dhanvant Sarvaiya	Assistant Professor	<b>Coordinator</b>	<b>9823490849</b>

**In the year 2024-25, the report is null as no complaint of any kind of ranting was received.**



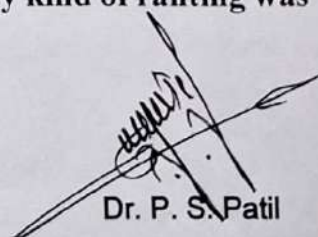
**Prof Vijaykumar B. Waghmare**

IQAC Coordinator



**Dr. Asmita Dhanvant Sarvaiya**

Coordinator



**Dr. P. S. Patil**

Principal