

GOVT. POSTGRADUATE COLLEGE, GUNA

Affiliated to Jiwaji University, Gwalior (M.P.)

Phone No.: 07542-251641

Email : hegpgcgun@mp.gov.in

Website : <https://pgcollegeguna.in/>



POSH POLICY

Background

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, was passed by the Indian government to protect against sexual harassment and abuse of women in the workplace. The Act codified the guidelines laid down by the Supreme Court in the case of Vishakav State of Rajasthan. The Act requires employers to set up Internal Complaints Committee (ICC) in their respective organisations to address complaints of sexual harassment. In pursuance of the Act, Govt PG College, Guna has set up an Internal Complaints Committee to deal with complaints related to sexual harassment at workplace.

Objectives

- To create a safe and secure working environment for all employees and students of the institute.
- To create awareness about the Act and conduct gender sensitisation workshops, seminars, etc.
- To provide a safe forum for redressal of complaints related to sexual harassment at workplace.

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What constitutes Sexual Harassment ?

According to the Act, “sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

- (i) physical contact and advances; or
- (ii) a demand or request for sexual favours; or
- (iii) making sexually coloured remarks; or
- (iv) showing pornography; or
- (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

Constitution of the Committee

A committee has been constituted in accordance with the requirements of Section 4 of the Act. The committee consists of 5 staff members and 3 student representatives. It is presided by a senior woman faculty member.

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Who can file a complaint?

- A student, against another student as well as any employee of the institute.
- Any employee of the institute against another employee.

Here, employee includes any person employed at the institute for any work on regular, temporary, ad hoc or daily wage basis, and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

Steps for Redressal of Complaints

- Any aggrieved woman may file a complaint in writing with the committee.
- The committee, before initiating an inquiry, and at the request of the aggrieved woman may take steps to settle the matter between her and the respondent through conciliation. If any settlement is arrived at, the Committee will record the settlement and forward it accordingly.
- If no settlement is reached/requested, then the Committee will conclude the inquiry within a month, and furnish a report within a period of 10 days from the completion of inquiry to the principal. The inquiry report will be made available to the concerned parties.
- The principal shall act on the recommendation of the inquiry report within a month of the receipt of the report by him/her.

