



Shri Gajanan ShikshanSanstha's  
**SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING  
SHEGAON – 444203, DIST. BULDHANA (MAHARASHTRA STATE), INDIA**

“Recognized by A.I.C.T.E., New Delhi” Affiliated to Sant Gadge Baba Amravati University, Amravati  
“Approved by the D.T.E., M.S. Mumbai”

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## **ANTI – SEXUAL HARASSMENT POLICY**

### **Objective:**

Shri Sant Gajanan Maharaj College of Engineering is committed to maintaining a safe and respectful environment for all individuals associated with it. The Sexual Harassment Policy has been established to prevent and address incidents of sexual harassment within our community. This policy applies to students, faculty, staff and any other individuals connected with the institution.

### **Scope:**

This is applicable to all employees in the organization including any gender

### **Guidelines for Addressing and Preventing Sexual Harassment**

SSGMCE is committed to cultivating an environment where collaboration among teaching and non-teaching staff, as well as students, thrives without the presence of sexual violence, harassment, exploitation, or intimidation. In adherence to the guidelines set forth by the Supreme Court of India, notably in the landmark judgment of August 1997 (Vishaka & others vs. the State of Rajasthan & others), our institution has taken proactive steps to establish the Internal Complaints (IC) Cell. This dedicated cell is designed to actively prevent incidents of sexual harassment, reinforcing our commitment to creating a safe and respectful environment for all individuals associated with our institution.

### **ROLE OF THE CELL :**

Promote gender amity among students and employees to prevent discrimination and sexual harassment against women.

Address cases of discrimination and sexual harassment against women promptly, with the goal of providing support services to victims and putting an end to the harassment.

Ensure swift and appropriate actions are taken against offenders.

Guarantee that victims and witnesses are not subjected to victimization or discrimination due to their complaints.

Proactively initiate measures to sensitize the working and learning community on gender issues, aiming to create an excellent workplace for all.

### **Reporting Procedure**

Individuals who experience or witness sexual harassment are encouraged to promptly report the incident to Internal Complaint Cell.



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The institution will make efforts to resolve the matter through informal means, ensuring the confidentiality and privacy of all parties involved.

### **Investigation and Resolution:**

The Internal Complaints Committee will conduct a prompt, thorough, and impartial investigation.

Both the complainant and respondent will have an opportunity to present witnesses and evidence.

The findings will be communicated to both parties, and appropriate corrective action will be taken if the complaint is substantiated.

### **Disciplinary Measures for Sexual Harassment**

The IC, if deemed appropriate, may recommend the following actions

#### **i) Employee**

- Issuing a written apology
- Imposing a warning, reprimand
- Termination from service
- Withholding of promotion, pay rise, or increments

#### **ii) Students**

- Warning
- Written Apology
- Bond of good behaviour
- Debarring entry into a hostel/ campus
- Suspension for specified period of time
- Debarring from examinations for a specified period of time
- Expulsion from institute

### **Prevention and Awareness:**

The institution is committed to preventing sexual harassment through awareness programs, training, and regular review of policies.



  
PRINCIPAL  
Shri Sant Gajanan Maharaj  
College of Engineering, Shegaon.