



गुरुवार, दिनांक २१ जून, २०१२  
अधिसूचना

क्र.७७/२०१२

दिनांक २१/६/२०१२

## विषय : स्त्रियांना सन्मानपूर्वक वागणूक देण्याकरिताचे Code of Conduct

सर्व सामान्यांचे माहिती करिता अधिसूचित करण्यात येते की, विद्यापीठ अनुदान आयोगाने सुचविल्याप्रमाणे तसेच मा.कुलगुरुंनी गठीत केलेल्या समितीने स्त्रियांना सन्मानपूर्वक वागणूक देण्याच्या दृष्टीने तसेच लैंगिक मनःस्ताप टाळण्याच्या दृष्टीने गठीत केलेल्या समितीने तयार केलेले Code of Conduct विद्यापीठाचे शैक्षणिक विभाग/प्रशासकीय विभाग व संलग्नीत महाविद्यालये ह्यांचे माहितीस्तव प्रसिध्द करण्यात येत आहे.

## GRIEVANCE REDRESSAL CELL FOR SEXUAL HARASSMENT

### PREAMBLE:

At work-place where women and men are considered equal by authorities, colleagues, juniors, students and employees which contributes to healthy environment, the output of the work is satisfactory, and the institution gets support to reach the desired objectives: In a longer way it influences the Socio economic status of the Nation positively. In an effort to promote the well-being and to maintain dignity of all women at workplace and to prevent sexual harassment of women at workplace which is a criminal offense and violation of human rights standards, the following code of conduct has been prescribed.

### CLAUSE 1

- 1.1 "Educational Institutions" means the Sant Gadge Baba Amravati University, Amravati and the affiliated Colleges.
- 1.2 "Sexual Harassment" means
  - (a) Commission of any verbal, physical or other conduct including comment, gesture or conduct of sexual nature, individually or collectively by men against women and includes
    - (i) eve-teasing
    - (ii) unwelcome remarks
    - (iii) jokes causing or likely to cause awkwardness or embarrassment
    - (iv) innuendos and taunt
    - (v) gender based insults or sexist remarks
    - (vi) unwelcome sexual overtone in any manner such as over telephone and the like
    - (vii) touching, or brushing against the body and the like
    - (viii) displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
    - (ix) forcible physical touch or molestation
    - (x) physical confinement against one's will and other acts in tentative to violate one's privacy without authority.
  - (b) denial of equal opportunity in pursuit of education/career development or
  - (c) otherwise making the study/work environment hostile or intimidating for students/employees.
- 1.3 "Head of the Institution" means, the Head of the Educational Institutions whether known as Vice-Chancellor/Principal of Colleges.
- 1.4 "Management" means
  - (i) in relation to University-Management Council
  - (ii) in relation to affiliated colleges-Trustees or Managing or governing body as defined in section 2(20) of Maharashtra University Act, 1994.

