



Bharati Vidyapeeth (Deemed to be University)

NEW LAW COLLEGE, PUNE

ACCREDITED WITH 'A++' GRADE (2024) BY NAAC

CATEGORY - I' UNIVERSITY STATUS BY UGC



WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwanted sexual behaviour that makes someone feel upset, scared, offended or humiliated, or is meant to make them feel that way. Sexual harassment is a type of sexual violence – the phrase we use to describe any sexual activity or act that happened without consent.

You can even ask for help online on SHE-Box.

WHAT IS SHE-BOX?

Sexual Harassment electronic Box (SHe-Box) is an effort of GoI to provide a single window access to every woman, irrespective of her work status, whether working in organised or unorganised, private or public sector, to facilitate the registration of complaint related to sexual harassment. Any woman facing sexual harassment at workplace can register their complaint through this portal. Once a complaint is submitted to the 'SHe-Box', it will be directly sent to the concerned authority having jurisdiction to take action into the matter.

ABOUT SHE-BOX:-

The Government of India (GoI) has enacted The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with the objective to create a safe and secure workplace for women free from sexual harassment. This Act caters to women working both in organised and unorganised sector and establishes a redressal mechanism for the disposal of their complaints.

This Act is unique in its broad coverage which includes all women irrespective of their work status, whether working in organised or unorganised, public or private sectors, regardless of hierarchy.

- Helpline email :- grievances.lawcollege@bharatividyaapeeth.edu
- SHE-Box Page Link:- <https://shebox.wcd.gov.in/>
- OR: Can contact women Helpline Number - 181
- OR: Contact Emergency Response Support System Number - 112
- OR: If you are in College, then contact the College ICC



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Victim as well as offender can be of ANY gender

Unwelcome verbal, visual or physical conduct of a sexual nature constitute as sexual harassment and creates a hostile environment for everyone

**STOP
SEXUAL
HARASSMENT**



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WHAT IS ZERO-TOLERANCE POLICY?

A zero-tolerance policy refers to a strict approach in which no form of deviation or violation is acceptable and will result in immediate disciplinary action. This policy is commonly implemented in compliance and risk management to establish a culture of accountability and enforce adherence to regulations, laws, and ethical standards.

ZERO-TOLERANCE POLICIES IN GRC:

Ensuring Ethical Behavior In Governance, Risk, and Compliance (GRC), a Zero-Tolerance Policy is critical in maintaining ethical standards and managing risks related to non-compliance, unethical behavior, and potential legal violations. By establishing zero-tolerance rules, organizations can proactively address issues like fraud, corruption, and misconduct, ensuring that these behaviors are not tolerated at any level of the organization.

BENEFITS OF ZERO-TOLERANCE POLICIES IN GRC

Consistency in Enforcement: With a clear, non-negotiable stance on unacceptable behavior, organizations can ensure consistency in enforcing rules, reducing the possibility of favoritism or subjective decision-making.

Clear Expectations: Employees and stakeholders understand exactly what is expected of them, which helps foster a professional and ethical work culture.

Risk Mitigation: By immediately addressing violations, zero-tolerance policies reduce the risk of potential legal and financial consequences, ensuring that compliance is always maintained.

Cultural Integrity: Organizations that adopt zero-tolerance policies often experience stronger ethical cultures, where employees feel encouraged to report misconduct, knowing that it will be taken seriously and addressed appropriately.

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ELIMINATION OF VIOLENCE ON CAMPUS

All human's are
born free and
equal in dignity
and rights.

