

BHARATI VIDYAPEETH (Deemed to be) UNIVERSITY

NEW LAW COLLEGE, PUNE

Zero Tolerance Policy Against Sexual Harassment

At Bharati Vidyapeeth (Deemed to be University) - New Law College, Pune, we are committed to fostering a safe, respectful, and inclusive environment for all individuals, regardless of gender. Our Zero Tolerance Policy against Sexual Harassment is gender-neutral, ensuring that every member of our community—students, staff, and faculty—is protected from any form of sexual harassment. We believe in creating a campus where everyone feels safe, respected, and empowered to report misconduct without fear of discrimination or retaliation.

What is Sexual Harassment?

Sexual harassment includes any unwelcome sexual behavior—whether verbal, visual, or physical—that makes someone feel upset, scared, offended, or humiliated. It creates a hostile environment and is strictly prohibited under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. However, at Bharati Vidyapeeth, we recognize that sexual harassment can affect any individual, regardless of gender, and our policies are designed to protect everyone.

Gender-Neutral Policy

Bharati Vidyapeeth follows a gender-neutral approach in addressing sexual harassment. We understand that sexual harassment is not limited to any specific gender and can impact anyone. Our policies and procedures are designed to ensure that all complaints, regardless of the gender of the victim or the perpetrator, are handled with the same level of seriousness, sensitivity, and confidentiality.

Key Principles of Our Gender-Neutral Policy:

- **Inclusivity:** Our policies protect all individuals, including students, staff, faculty, and visitors, regardless of gender identity or sexual orientation.
- **Equal Protection:** Everyone is entitled to a safe and harassment-free environment, and all complaints are treated equally.

- **Non-Discrimination:** We do not discriminate based on gender when addressing complaints or providing support to victims.
- **Awareness and Sensitization:** We conduct regular awareness programs to educate our community about the importance of a gender-neutral approach to preventing sexual harassment.

Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) at New Law College is responsible for addressing grievances related to sexual harassment. The ICC ensures that all complaints are handled promptly, confidentially, and with sensitivity. The committee provides the following services:

- **Grievance Redressal:** Addressing complaints of sexual harassment from any individual, regardless of gender.
- **Counseling Services:** Offering support and counseling to victims, ensuring their well-being.
- **Awareness Programs:** Conducting sensitization and prevention programs to promote a gender-neutral approach.
- **Consultation Services:** Providing guidance and support to colleges and departments on handling complaints.

ICC Composition

The ICC is composed of representatives from various segments of the college community, including faculty, non-teaching staff, students and an NGO representative. The current members of the ICC are:

S.No	Name	Designation	Contact Details
1	Dr. Smita Vedpathak	Presiding Officer	smita.vedpathak@bharativedyapeeth.edu
2	Dr. Anisa Shaikh	Faculty Member	anisa.shaikh@bharativedyapeeth.edu
3	Dr. Jayashree Khandare	Faculty Member	jayashree.khandare@bharativedyapeeth.edu

S.No	Name	Designation	Contact Details
4	Mr. Yogesh Kamble	Non-Teaching Staff Representative	yogesh.kamble@bharativedyapeeth.edu
5	Mrs. Shubhada Havane	Non-Teaching Staff Representative	shubhada.havane@bharativedyapeeth.edu
6	Mr. Abhyuday Chauhan	Student Representative (Undergraduate)	abhyudaytheniks@gmail.com
7	Ms. Hrucha Dhamdhare	Student Representative (Postgraduate)	dhruha@gmail.com
8	Ms. Priyanka Chokhare	Student Representative (Research Scholar)	sumansatviki999@gmail.com
9	Ms. Anjali Deshpande	NGO Representative	anjali@madhurbhav.com

How to File a Complaint

If you are experiencing sexual harassment or wish to report an incident, you can take the following steps:

1. **Email:** Send an email to the ICC at grievances.lawcollege@bharativedyapeeth.edu.
2. **Government Portal:** Register your grievance on the SHE-Box portal: <https://shebox.wcd.gov.in/>.
3. **Helpline Numbers:** Contact the Women's Helpline at 181, 112, or 1091.
4. **College Security:** Call the College Security Office at 8788098182.

Punishments for Sexual Harassment

Under the Sexual Harassment of Women at Workplace Act, 2013 and UGC Regulations, 2015, anyone found guilty of sexual harassment will face strict disciplinary action, including:

- For Employees: Punishment in accordance with service rules.
- For Students:

- Withholding privileges such as access to the library, auditorium, or scholarships.
 - Suspension or restriction from campus.
 - Expulsion and removal from the institution.
 - Mandatory counselling or community service.
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Action Against False Complaints

If the ICC concludes that a complaint is false, malicious, or untrue, the complainant may face penalties per the POSH Act 2013 and UGC Regulations provisions 2015.

Zero Tolerance Policy

Our Zero Tolerance Policy ensures that no form of sexual harassment is tolerated. This policy is designed to:

- **Promote Consistency:** Ensure fair and consistent enforcement of rules.
- **Set Clear Expectations:** Clearly define acceptable behavior and consequences for violations.
- **Mitigate Risks:** Reduce the risk of legal and financial consequences by addressing violations immediately.
- **Foster a Safe Environment:** Encourage a culture of respect and integrity where everyone feels safe to report misconduct.

Emergency Helplines

- **Women's Helpline: 1091 | 181 | 112**
 - **Police: 100**
 - **College Security: 8788098182**
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Your Safety Matters

At Bharati Vidyapeeth (Deemed to be University) New Law College, we believe in equality and respect for all. If you witness or experience any form of sexual harassment, do not hesitate to

report it. If you see something, say something. Together, we can create a campus free from violence and harassment.

For more information, please contact the Internal Complaints Committee (ICC) at grievances.lawcollege@bharativedyapeeth.edu or visit the SHE-Box portal: <https://shebox.wcd.gov.in/>.

Bharati Vidyapeeth (Deemed to be University)
New Law College, Pune
Accredited with 'A++' Grade by NAAC (2024)
Category-I University Status by UGC
NIRF Ranking: 78th