



CNCVCW TRUST'S
COLLEGE OF NON-CONVENTIONAL
VOCATIONAL COURSES FOR WOMEN,
KOLHAPUR (CNCVCW)

POLICY ON PREVENTION OF SEXUAL HARASSMENT

PREAMBLE:

The Chhatrapati Shahu Institute of Business Education & Research Trust under which the College of Non-conventional Vocation Courses for Women (CNCVCW), University Road, Kolhapur has been established has committed itself to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation and intimidation. This includes all forms of Gender violence, sexual harassment and discrimination on the basis of gender. Every member is expected to be aware of the examination to the right to freedom of expression and association it strongly supports gender equality and opposes any form of gender discrimination and violence.

The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & Others vs. the State of Rajasthan & Others) stated that every instance of sexual harassment is a violation of "Fundamental Rights" Under Articles 14, 15 and 21 of the Constitution of India and amounts to a violation of the "Rights to Freedom" under Article 19(1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated and sexually harassing behavior "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the fundamental right to gender quality and the right to life and liberty".

As per the provisions of the Gazette of India, Extraordinary part III _ Section 4, Dt. 02/05/2016/Vishaka 12, 1938, CNCVCW has formed policies in respect of Prevention of Sexual Harassment.

- 1) An anti – sexual harassment cell (now known as Internal Complaints Committee, ICC) to be made functional with at least two senior women faculty on the committee.
- 2) An anti-sexual harassment policy to be adopted and publicized.
- 3) An affidavit to be submitted by each college declaring that such a policy is adopted and the anti-sexual harassment cell is operative.

The Supreme Court Judgment of 1997 makes, it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions under the ambit of Shivaji University, Kolhapur are bound by the same directive. Following this, the Higher Education Society, being committed to uphold the Constitutional mandate ensuring the above mentioned human rights, adopted the following policy.

