

**Internal Complaints Committee, Savitribai Phule Pune University
(Sexual Harassment of Women at Workplace Act 2013)**

Annual Report (May 2014- Dec. 2015)

Sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act and Rules came into force in 2013. According to this law, the Savitribai Phule Pune University reconstituted the Internal Complaints Committee on Sexual Harassment of Women at Workplace on 20th May 2014. The Committee was functioning earlier as the Cell against Harassment and Atrocities against Women (2001 – 2013).

Constitution of the Internal Complaints Committee:

- Prof. Rajeshwari Deshpande, Presiding Officer¹
- Prof. Anjali Kurne, Expert from the Institution
- Prof. Manohar Jadhav, Expert from the Institution
- Mr. Baburao Udhane, Expert from the Institution
- Kiran Moghe, Outside representation
- Dr. Anagha Tambe, Administrative and coordinating officer

Internal Complaints Committee is committed to:

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed;
- To advise complainants of the informal and formal means of resolution
- To ensure the fair and timely resolution of sexual harassment complaints;
- To provide information regarding counselling and support services on our campus
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault;
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

The Internal Complaints Committee seeks to achieve these goals through:

- Serving as the complaint redressal mechanism
- Dissemination of Information through creation of resource material
- Gender sensitization Workshops: As a part of the awareness raising activity, workshops are conducted in different departments at the University, its affiliated colleges and for other organizations.

¹ Prof. Deepti Deobagkar served as the chairperson from 20/5/2014 to 10/02/2015, she resigned due to personal inability.

- Counseling: As part of this University has also introduced counseling services and posters of the same are displayed on campus

During the year 2014 - 2015, the Committee undertook following activities along with complaint redressal:

- Brainstorming with ICC members and the University authorities over the new legislation
- Creation of the website for awareness generation (http://www.unipune.ac.in/snc/womens_studies_centre/icc/)
- Creation and dissemination of new posters and pamphlets for awareness generation (copies attached)
- Organization of awareness raising workshops in the Girls' and Boys' hostels, Dept.s and colleges to discuss the question of sexual harassment

1. Complaint Redressal:

The Committee received a total of 12 complaints in this year, out of which 11 complaints were addressed through either referring to the college ICC/ counseling/ informal- Dept. level intervention by the committee members on request of the complainant. While one complaint is under inquiry. The complaints were addressed as follows:

- 7 complaints were from colleges- out of these 4 complaints were referred to the college ICC while 3 complaints being about administrative grievances, the complainants were counseled to approach the grievance cell.
- 5 complaints were from the university campus- out of these 2 complaints were addressed by action at the Dept. level on the request of the complainant. One complaint was referred to the police, one complaint was outside the purview of the law and another complaint is addressed by the inquiry committee.

2. Dissemination of Information:

i) Creation of Resource Material –

Internal Complaints Committee prepared and distributed posters and pamphlets in English and Marathi to all academic and administrative departments of the University. The brochures in English and Marathi are under publication.

ii) Awareness Raising Workshops –

The Committee organized several awareness raising workshops. A workshop with Principals/ representatives of college ICC from colleges affiliated to SPPU was organized on 27th April 2015.

The tentative format of the workshops is as follows:

- A Session on the social context of Gender issues and gender in workplaces
- Historical Background and Legal Provisions of the Vishakha Judgment/ new legislation- The Sexual Harassment of Women at Workplace, 2013
- Information about the ICC
- Group Activity
- Open Discussion

Awareness Raising Workshops conducted during 2014- 15

Sr. No.	Name of College/ Department/ Organization	Theme	Date	Resource Persons
1	Savitribai Phule Pune University, Ladies Hostel	Prem Aani Hinsa (Love and Violence)	21th Feb. 2014	Manisha Gupte, MASUM
2	Padmashree Dr. D.Y.Patil Institute of Management Studies (DYPIMS)	Sexual harassment of women at workplace)	7th March 2014	Sneha Gole, KSP Women's Studies Centre
3	Savitribai Phule Pune University, Boys Hostel	Purush Mhanun Ghadtana (Being Constructed as a 'Male')	15th April 2014	Anand Pawar, SAMYAK
4	American Institute of Indian Studies, Deccan College Campus, Yerwada	Combating Sexual Harassment (American Students)	2nd September 2014	Sneha Gole, KSP Women's Studies Centre
5	Hiraben Nanavati Institute of Managemnet and Research for Women, Cummins college, Karvenagar, Pune	Prevention of Sexual Harassment at Work Place	27th January 2015	Sneha Gole, KSP Women's Studies Centre
6	Garware Bestretch Limited Head Office: 4th Floor, Amar Avinash Corporate Plaza, Bund Garden Road, Pune	Training session for Vishaka Committee member	6th March 2015	Dr. Swati Dyahadroy, KSP Women's Studies Centre
7	Savitribai Phule Pune University for affiliated colleges	Sexual Harassment of Women at Workplace	28th April 2015	Kiran Moghe, ICC, SPPU, Archana More Prof. Rajeshwari

				Deshpande, ICC, SPPU Prof. Gaikwad, BCUD, SPPU Dr. Swati Dyahadroy, KSP Women's Studies Centre
8	American Institute of Indian Studies Deccan College Campus, Yerwada	Combating Sexual Harrasment (American Students)	18th June, 2015	Sneha Gole, KSP Women's Studies Centre
9	American Institute of Indian Studies Deccan College Campus, Yerwada Pune - 411 006	Combating Sexual Harrasment (American Students)	8th September 2015	Sneha Gole, KSP Women's Studies Centre
10	Dr. D. Y. Patil Pratishthan's Padmashree Dr. D. Y. Patil Institute of Management Studies , Akurdi	Sexual Harassment of women at workplace	26th Sept. 2015	Sneha Gole, KSP Women's Studies Centre

3. Documentation of Information about College ICCs:

The Sexual Harassment of Women at Workplace Act 2013 makes it mandatory for all educational institutions to have the Internal Complaints Committee in place. The SPPU ICC is therefore procuring and documenting the information about ICCs in affiliated colleges and facilitating the process of establishment of committee.

Broad Plans for the year 2015 - 2016:

- 1) Awareness raising programmes in various Departments/ colleges/ organizations
- 2) Creation of innovative materials for awareness raising for students, teachers and staff etc.
- 3) Documentation and monitoring of college committees
- 4) Safety Map Project - to map safety and security on the university campus

Date - 6/1/2016