



# NKSPT'S INSTITUTE OF B.PHARMACY, BADNAPUR

Highway No.6, Aurangabad Jalna Road, Badnapur. Dist. Jalna. 431202

## VISHAKHA COMMITTEE (WOMEN'S GRIEVANCES REDRESSAL CELL)

With reference to Vishakha Judgment 1997, The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Bill 2006 and Maharashtra Govt. Resolution General Administration Dept. No. SRV-1099/73/MKA, dated 19<sup>th</sup> May 1999.

Vishakha Committee (Women's Grievances Redressal Cell) is meant to safe guard and promotes well being of all women employees of the organization. It takes care of all complaints on sexual harassment of women at workplace and action taken for Redressal of complaints. It also takes care of any act or misconduct by a person in authority and belonging to one sex which denies equal opportunity in pursuit of carrier development.

### Policy

We provide healthy environment gender equality. All the employees have given equal opportunity in pursuit of carrier development. The Vishakha committee takes proper care to provide effective and effective platform to address the issues if any.

### Functions of Vishakha Committee

- Awareness about Human right, for the protective of women against any atrocities under section 2(d) of Protection of Human Right Act, 1993.
- Awareness about gender equality from amongst staff working in the institute and student of institute.
- Awareness and sensitization of, what comprises of sexual harassment for the women employees and
- Preventive steps:-
  1. Awareness about Disciplinary action Complaint Mechanism, employee's initiative third party harassment etc preventive step to be taken and guidelines were discussed.
  2. Awareness about cyber crime involving women's dignity by using books, phone, computers, Photographs, paintings, films, pamphlets, package any other gadgets etc containing the indecent representation of women on the premises.
- To investigate reported cases of commission of acts of sexual harassment of women, if any, and submit its report to the disciplinary authority recommending action to be taken against the accused employees.
- To hold regular meetings twice in a year even if there are no complaints.
- To review the state of preparedness to deal with complaints and to make all officers fully aware of their responsibilities in this regards.



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- To organize various functions acquainting the women regarding their rights.

Sr.No	Name of Member	Designation
1	Mr. Sunil S.Jaybhaye	Chairman
2	Ms. Shital D.Wagh	Member (Teaching Female Representative)
3	Mr. Avinash G.Wagh	Member (Teaching Male Representative)
4	Mr.P.M.Laghane	Member (Teaching Male Representative)
5	Mr.J.B.Ghuge	Member (Non-Teaching Male Representative)
6	Mr. Vishal M.Mehar	Member (Non-Teaching Male Representative)
7	Ms. A.D.Wagh	Member ( Non-Teaching Female Representative)
8	Ms.Thorat G.J	NGO Representative
9	Ms.Bhavna Kakad	Student Representative
10	Ms.Sheetal Ghogare	Student Representative