

Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (M.S.) India.

Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Focus on the working of internal complaint committees (ICCS)

Legal provisions to deal with sexual Harassment of women at workplace. Sexual Harassment of women at work place was not specifically mentioned in any statute. Even the Indian Penal code, 1860 does not have any section dealing with workplace sexual harassment a separate crime. Only sexual harassment in general has been defined and made punishable under section 354 of the IPC. Thus sexual harassment at workplace was also being dealt with under the same section. In the year 1997, a landmark judgment was passed on sexual harassment at work place in the case of Vishaka Vs State of Rajasthan. In which very important guidelines were given by the Honorable supreme court of India. It gave certain guidelines which were to be followed by group public and private sector organization to provide protection and redressal to female employees from sexual harassment in their organization. The said guidelines made it mandatory for employers to protect their female workers from sexual harassment.

But the guidelines were the only provision regarding workplace sexual harassment prohibition. For last 16 year and only in the year 2013, the parliament of India canceled a specific act to deal with this kind of harassment of women in the name of Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013.

The act came in to effect on 9th of Dec. 2013. Its name suggests its objective is to prevent, Prohibit and in case of violation, to provide redressal to the victim.

This Act contains almost all of the objectives given by the supreme court in Vishaka case and it also consists of several other provisions such as the complaint Committees have been granted the powers of civil courts in garnering evidences. If the employers fail to comply with the provision of the Act they will be liable for penalties up to Rs 50,000/- also the Act includes in its purview workers of unorganized sectors such as daily wage laborers working in construction or maids working in homes etc.

ICC or committee must submit annual report to the employer and the district of given. State government must monitor implementation of the Act and maintain data of cases filed and disposed of.

ICC committee must organize workshop and seminars for beneficiaries like Tehsil, Women group, Associations, Students etc. to have the Stage for dialog to a ware about this law. To publish the names of committee members. The period of ICC is about three years.

Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (M.S.) India.

On the recommendations of UGC and National commission for women as well as Supreme Court verdict on the case of Vishaka Versus the state of Rajasthan, the committee on Sexual Harassment women at work place Prevention and Redressal Committee was established in the University in the 2003. After certain amendments in the law committee is reformed in 2017.

Internal Complaint Committee Ministry of human resource development (U.G.C.) notification New Delhi the 2nd May 2016. UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher education institution Regulation 2015 UGC Notification 2nd May 2016 University Campus.

According to this law committee is reformed (05 Dec 2017) in the university therefore it consist of ten committee members that contains presiding officer – a Senior level Women Faculty member, two faculty members, two non –teaching employees , three students enrolled from under graduate, masters and research scholar levels respectively and one NGO member.

ICC Committee members are-----

Prof. Dr. Sunita N. Borde	- Presiding officer
Prof. Dr. Ratndeeep Deshmukh	- Member
Prof. Dr. Bharti Gore	- Member
Adv. Mrs Archana Gondhalekar	- Member (NGO)
Mr. D. R. Pandhare	- Member
Mrs. Netra Kshirsagar	- Member
Mr. Sandip Chalak	- Member
Mrs. Sapna Lahot	- Member
Mrs. Mrunmayi Warode	- Member
Mrs. Najma Khan	- Member Secretary

Activities and Duration

- **Meetings** - The committee has conducted 47 meetings with minutes as general as well as related to complaint filed.
- **Number of complaints filed** – During 2013 to 2018 ICC.

Cases Filed

2013-14- 1 case filed

2014-15- Nil

2015-16- 1 case

2016-17 – Nil

2017-18 - 1 case

Number of cases prolonged above 90 days – Nil

- Number of cases resulted and recommend and report submitted to the respective authority – 3 cases (as above filed cases) during 2013-14, 2015-16 and 2017-18 respectively.
- Committee has fixed name boards with contact numbers in every department of University.
- Committee has conducted workshops and seminars

Dr. Babasaheb Ambedkar Marathwada University organized training workshop on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013. With special emphasis on the working of the ICC.

The committee has organized Seminars, Discussion and Training Workshops for both men and Women in the workplace for the awareness of this law -Nine events.

Objectives of the events (Workshops)

- 1) To appraise the participants of the issue of the workplace sexual harassment of women.
- 2) To impart working knowledge of the sexual harassment Act 2013.
- 3) To help how to handle the sexual harassment complaint.
- 4) To understand the constitution and functioning of ICC and LCC.
- 5) To maintain positive work environment at work place and in the society.


Workshops/ Seminar Organized

Sr. No.	Year	Organized Events	Participants
1.	2017-18	<ul style="list-style-type: none"> ➤ Organized workshop on effect of the women health due to Sexual harassment on 20th March 2018. Speaker- Monali Deshpande Psychiatrist Aurangabad. Presided by - Adv. Archana Gondhalekar NGO Member of Committee. 	All Students, teacher, officers and workers of university campus.
2.	2016-17	<ul style="list-style-type: none"> ➤ One Day Workshop Organized by ICC for the student of University regarding Act. 2013. Speaker – Asim Sarode, Human right Philosopher, Pune. Presided by Dr. Satish Patil, Director, BCUD Dr. B.A.M.U. A'bad. 	All students of university
3.	2015-16	<ul style="list-style-type: none"> ➤ Workshop on awareness regarding sexual harassment of women at workplace (Protection, Prohibition and Redressal) Act 2013 on 12th Jan 2016. Lecture was delivered by Adv. Archana Gondhalekar NGO Member of Committee. ➤ Seminar was organized on sexual harassment of women at workplace (Protection, Prohibition and Redressal) Act 2013 on 20th Jan 2016. Speaker – Adv P. J. Gaware Chair-person – Dr. Mebel Farnandis 	All Students, teacher, officers and workers of university campus. All Gents, Students of the Hostel and Dept., teacher, officers and workers of university campus.
4.	2014-15	<ul style="list-style-type: none"> ➤ Two Session Training Workshop on Psychological aspect of sexual Harassment, Inauguration by Dr. Kanan Yelikar Head Dept. of Med. Sciences Gov. Hospital Aurangabad. Session- I on Psychological aspect of sexual Harassment. Lecture delivered by Dr. M.S. Padmini, Dept. of Education, Shivaji University, Kholhapur. Chaired by Rajkumari Gadkar, Principal, IBP Art womens college Aurangabad. Session- II Statutes in the laws of the government of Maharashtra Regarding sexual harassment of women at workplaces Speakers - Adv. Archana Gondhalekar NGO Member of Committee. 	All Students, teacher, officers and workers of university campus.
5.	2013-14	<ul style="list-style-type: none"> ➤ Workshop organized by ICC in collaboration with Tarabai Shinde Women's Study Centre Dr. B.A.M.U. Aurangabad on 16 sept. 2013. Subject- " Media And Women" Speaker – Mr. Vinod Shirsat, Editor of Saptahik Sadhana, Pune. Presided by Dr. Sudhir Gavhane Head Of Journalisms. 	For All Students of Campus.

	<ul style="list-style-type: none"> ➤ 8th Oct. 2013 Seminar on "Amendments of Law after Nirbhya case" Speaker- Adv. Archana Gondhalekar NGO Member of Committee. Presided by Mebel Farnandis ➤ 16th Jan 2013 Training workshop in two sessions Inaugrated by Rtd. Judge Hon. Narendra Chapalgoankar and fuction was presided by Hon.V.C.Dr.V.M. Phandripanday Dr. B.A.M.U. Aurangabad. Session -I Lecture Delivered by Dr. Nisha Shende, from Amravati. Session -II Adv. Sangpal Bharsakahale. ➤ 5th March 2014 One Day seminar of two Session Session - I Adv Rashmi Gore Session -II Dr. Mangala Borkar, Professor and Head of Department of Medical Sciences, Gov. Medical College Aurangabad. 	All Students, teacher, officers and workers of university campus.
--	--	---

Sr. No.	Workshop Attended	Date	Participants
1.	Two Day Training Workshop attended in NLU organized by National Law University Delhi and National Academy of Law Teachers on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 (with special emphasis on the working of Internal Complaints Committees).	6 th and 7 th October 2018	Participants are ICC Presiding officer and Secretary Dr. B.A.M.U. Aurangabad.

पीठासन अधिकारी
कामाच्या ठिकाणी महिला व विद्यार्थी यांचे लैंगिक छळापासून संरक्षण
(प्रतिबंध, मनाई आणि निवारण)
कायदा २०१३ व विद्यापीठ अनुदान आयोग अधिनियम २००९


(Dr. S.N. Borde)

Presiding officer