



BHARATI VIDYAPEETH'S
COLLEGE OF FINE ARTS

Approved by AICTE Affiliated to Savitribai Phule Pune University, Pune

5.1.4. The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

Proof w.r.t organization wide awareness and undertakings on policies with zero tolerance

Index

Sr. No	Committee
1	ICC
2	Anti-ragging
3	Student grievance redressal cell

ICC – Poster display on notice board

मौन तोडा:
कामाच्या टिकाणी होणारी लैंगिक छळवणूक नोंदवा

लैंगिक छळ म्हणजे काय ?
लैंगिक छळामध्ये 'खालीलपैकी एक किंवा अनेक अस्वागतार्ह वर्तणुकीचा समावेश होतो (प्रत्यक्ष किंवा अप्रत्यक्ष) जसे की, नकोसा वाटणारा शारीरिक स्पर्श, लैंगिक सुखासाठी मागणी किंवा विनंती, लैंगिक शेरबाजी, अश्लील चित्रे दाखवणे, कोणत्याही प्रकारची शारीरिक, शाब्दिक, अशाब्दिक अस्वागतार्ह वर्तणूक.

अंतर्गत तक्रार समिती सभासद

प्रा. राजेश्वरी देशपांडे – अध्यक्ष,
राज्यशास्त्र आणि लोक प्रशासन विभाग
प्रा. मनोहर जाधव – मराठी विभाग
प्रा. अंजली कुरणे – मानवशास्त्र विभाग प्रमुख
श्री. ब.दा. उडाणे – कायदा अधिकारी
किरण मोघे – विद्यापीठाबाहेरील तज्ञ
प्रशासकीय समन्वयक अधिकारी – डॉ. अनघा तांबे,
संचालिका क्रां.सा.फु. सी अभ्यास केंद्र

कोणताही विद्यार्थी, शिक्षक – शिक्षकेतर कर्मचारी व इतर सेवा पुरवणारे हे कोणत्याही विद्यार्थी, शिक्षक – शिक्षकेतर कर्मचारी व इतर सेवा पुरवणारे यांच्या विरोधात तक्रार दाखल करू शकतात.

आपण तक्रार कशी दाखल करू शकतो ?

महिलेने तक्रार, घटना घडल्यापासून ३ महिन्यांच्या आत लेखी स्वरूपात देणे आवश्यक आहे.
शारीरिक किंवा मानसिक अक्षमतेमुळे पिडीत महिला दिलेल्या कालावधीत तक्रार दाखल करू शकण्यास अक्षम असेल तर ती तीन महिन्यांनंतर ही तक्रार दाखल करू शकते.
तपासणी ९० दिवसांमध्ये पूर्ण होणे आवश्यक आहे.

अधिक माहितीसाठी संपर्क
अंतर्गत तक्रार समिती
Email: icc@unipune.ac.in/wsc@unipune.ac.in/
rajeshwarid@unipune.ac.in
दूरध्वनी-०२२-२५६०६३००/२५६९००५२

प्रत्यक्ष भेटीसाठी मंगळवार आणि गुरुवार दुपारी २ ते ४
क्रांतिच्योती सावित्रीबाई फुले सी अभ्यास केंद्र,
डॉ. बाबासाहेब आंबेडकर भवन
सावित्रीबाई फुले पुणे विद्यापीठ, पुणे

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Anti – Ragging – Poster display on notice board

**DON'T RAG,
JUST INTERACT**

**RAGGING
IN ANY FORM IS
PUNISHABLE**

Visit UGC website i.e.
www.ugc.ac.in &
www.antiragging.in to
see UGC Anti Ragging
Regulations

Are you being ragged ?
Immediately call UGC Anti Ragging Helpline
1800-180-5522 (24x7 Toll Free)
Or send an e-mail to helpline@antiragging.in

Issued in public interest by
Ministry of Human Resource Development
Department of Higher Education
Government of India

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RAGGING**
App

Join hands to make your campus ragging free

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prosecuted?

What about my
Job prospects?

**SAY
NO TO
RAGGING**

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RAGGING**
App

**MY FUTURE IS A BIG
?**

Remember RAGGING is for LOSERS

Visit UGC Website i.e. www.ugc.ac.in & www.antiragging.in to see UGC Anti Ragging regulations.
Are You Being Ragged?
Immediately call UGC Anti Ragging Helpline- 1800-108-5522 (24x7 Toll Free)
Or Send an E-mail to helpline@antiragging.in

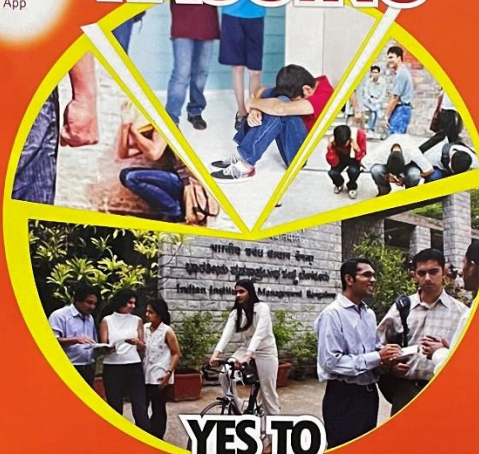
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SAY NO TO RAGGING



YES TO JOYFUL CAMPUS

What is Ragging? Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- Collective punishment: when the persons identified or abetting the crime of ragging are not committing the institution shall resort to collective punishment as a deterrent to ensure community pressure on potential ragger.



Immediately call
UGC Anti-Ragging Helpline
1800-180-5522 (24x7 toll free)
or send an e-mail to helpline@antragging.in



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SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

What is sexual harassment?

'Sexual Harassment' includes any one or more of following unwelcome acts (whether directly or by implication) such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or nonverbal conduct of sexual nature

Sexual Harassment Act 2013

Vishakha Guidelines for prevention of sexual harassment were introduced by the Supreme Court of India in 1997. This judgment was followed by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This legislative act in India protects women from sexual harassment at their place of work.

The Act

- Provides the definition of sexual harassment at work place
- Makes mandatory for the employer to create complaint redressal mechanism
- Makes workplace healthy and free of discrimination

Rights of working women

- Work with dignity in a safe environment
- Protection from sexual harassment
- Equal treatment at workplace



Contact for more details

Internal Complaints Committee

Email: icc@unipune.ac.in / wsc@unipune.ac.in / rajeshwarid@unipune.ac.in

Contact hours- Tuesday and Thursday: 2 p.m. to 4 p.m. at Krantijyoti Savitribai Phule Women's Studies Centre

Dr. Babasaheb Ambedkar Bhavan, Savitribai Phule Pune University, Pune 411 007
Phone No. 020 25690052

Internal Complaints Committee Members, SPPU

Prof. Rajeshwari Deshpande - Presiding Officer, ICC
Department of Politics and Public Administration
Prof. Manohar Jadhav - Marathi Department
Prof. Anjali Kurne - Anthropology Department
Mr. B.D. Udhane - Law Officer
Kiran Moghe - Outside Expert
Administrative Coordinating Officer - Dr. Anagha Tambe
Director of KSP Women's Studies Center

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Bharti Vidyapeeth's
College of Fine Arts
Pune, Satara Road, Katraj, Pune, 411043

Say **No** to Ragging

Let's Create a Safe and Friendly Environment for Everyone



**Remember, ragging can have serious consequences,
both for the victim and the perpetrator.**

Let's work together to create a positive and
supportive environment for all students.

Anti Ragging