



BHARATI VIDYAPEETH'S  
**COLLEGE OF FINE ARTS**

Approved by AICTE Affiliated to Savitribai Phule Pune University, Pune

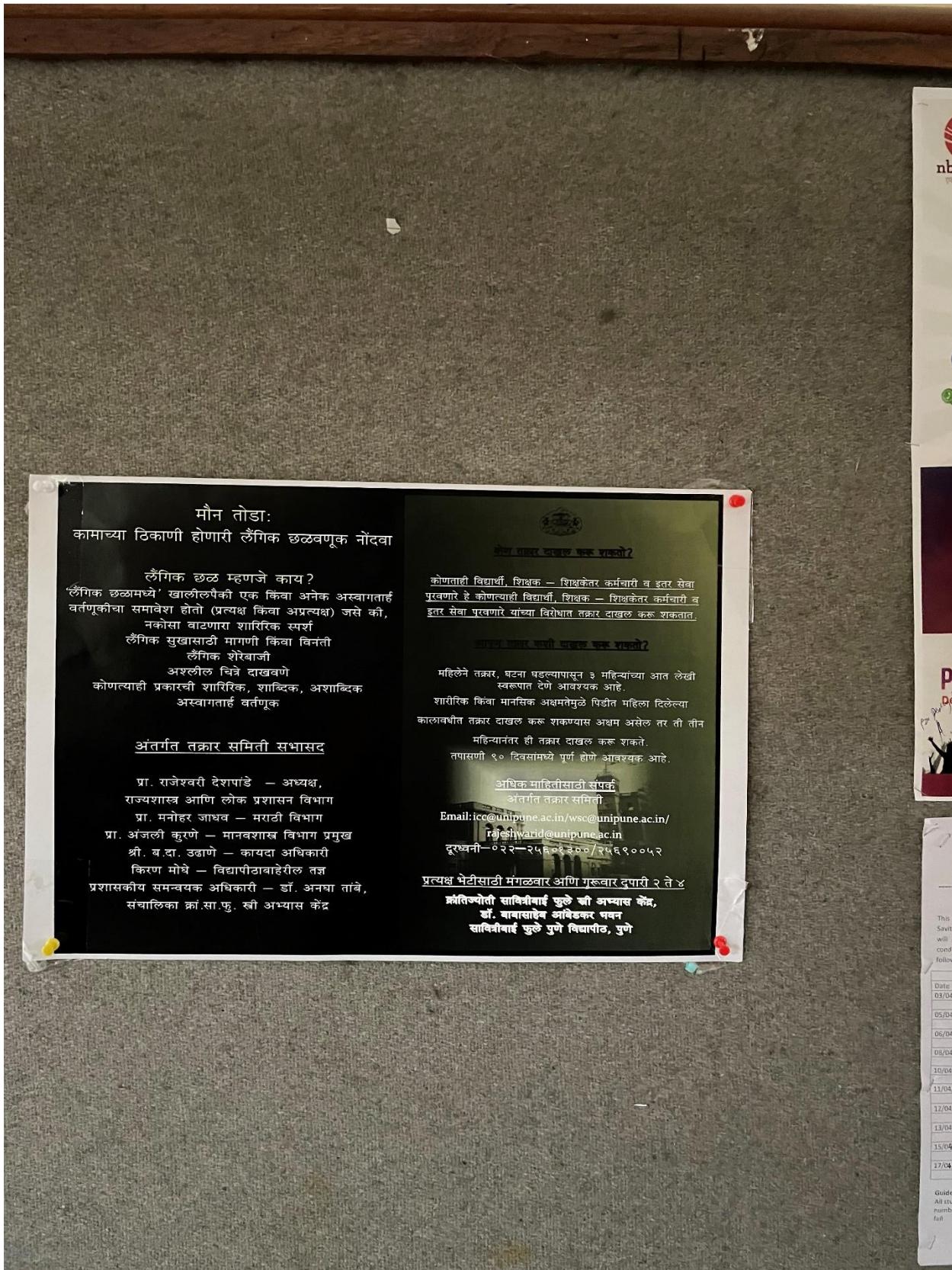
5.1.4.The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

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

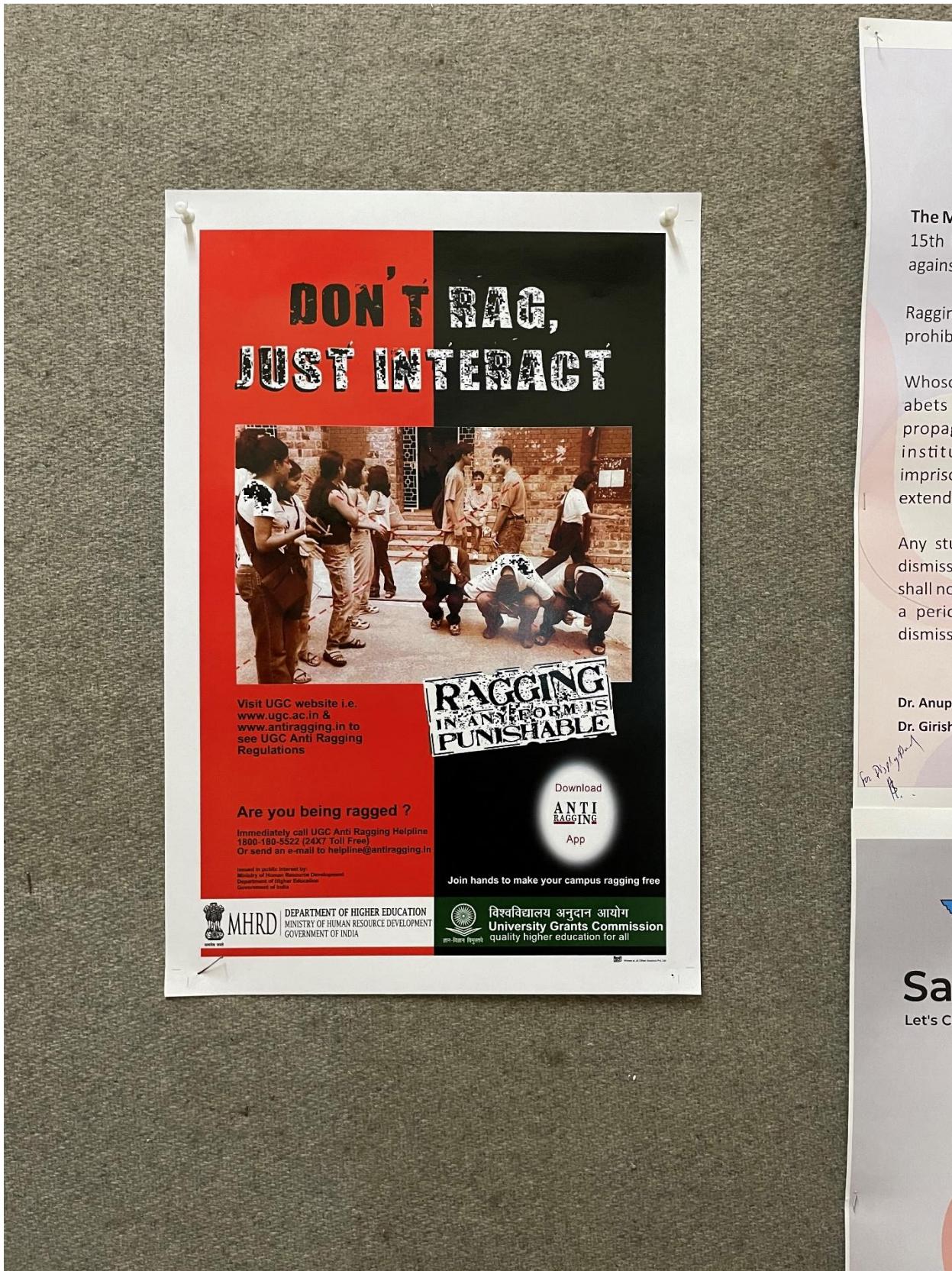
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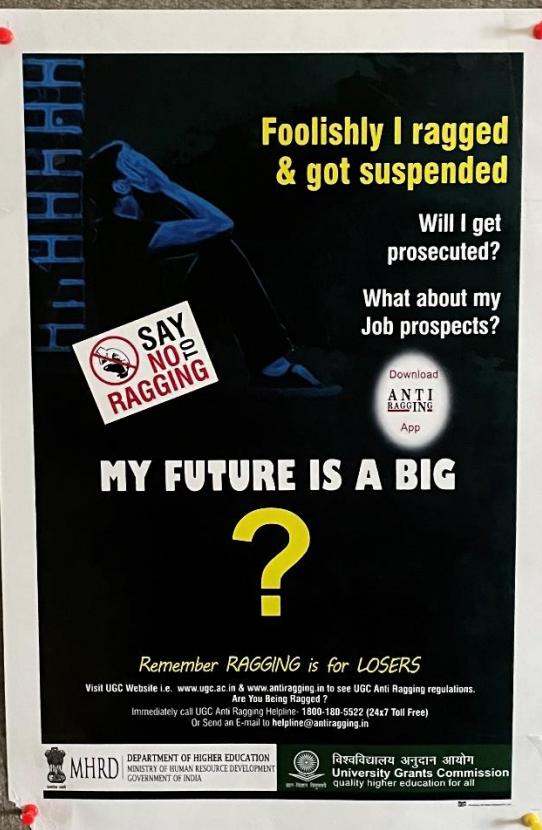
<b>Sr. No</b>	<b>Committee</b>
<b>1</b>	<b>ICC</b>
<b>2</b>	<b>Anti-ragging</b>
<b>3</b>	<b>Student grievance redressal cell</b>

## ICC – Poster display on notice board



### Anti – Ragging – Poster display on notice board

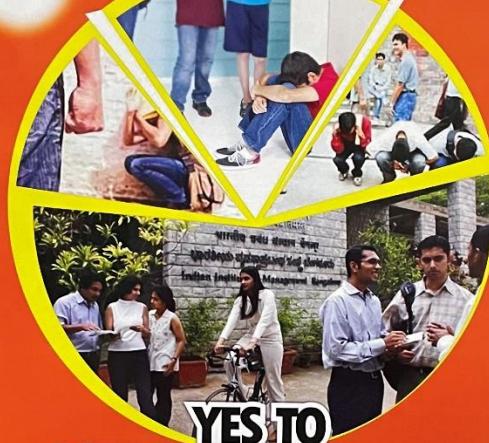




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# SAY NO TO RAGGING



# 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
- Debarred from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- Collective punishment; when the persons committing or abetting the crime of ragging are not identified 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@anirragging.in](mailto:helpline@anirragging.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](mailto:icc@unipune.ac.in) / [rajeshwari@unipune.ac.in](mailto:rajeshwari@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

Vidyaapeeth's  
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- 7721005000  
- 9822751253



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.