

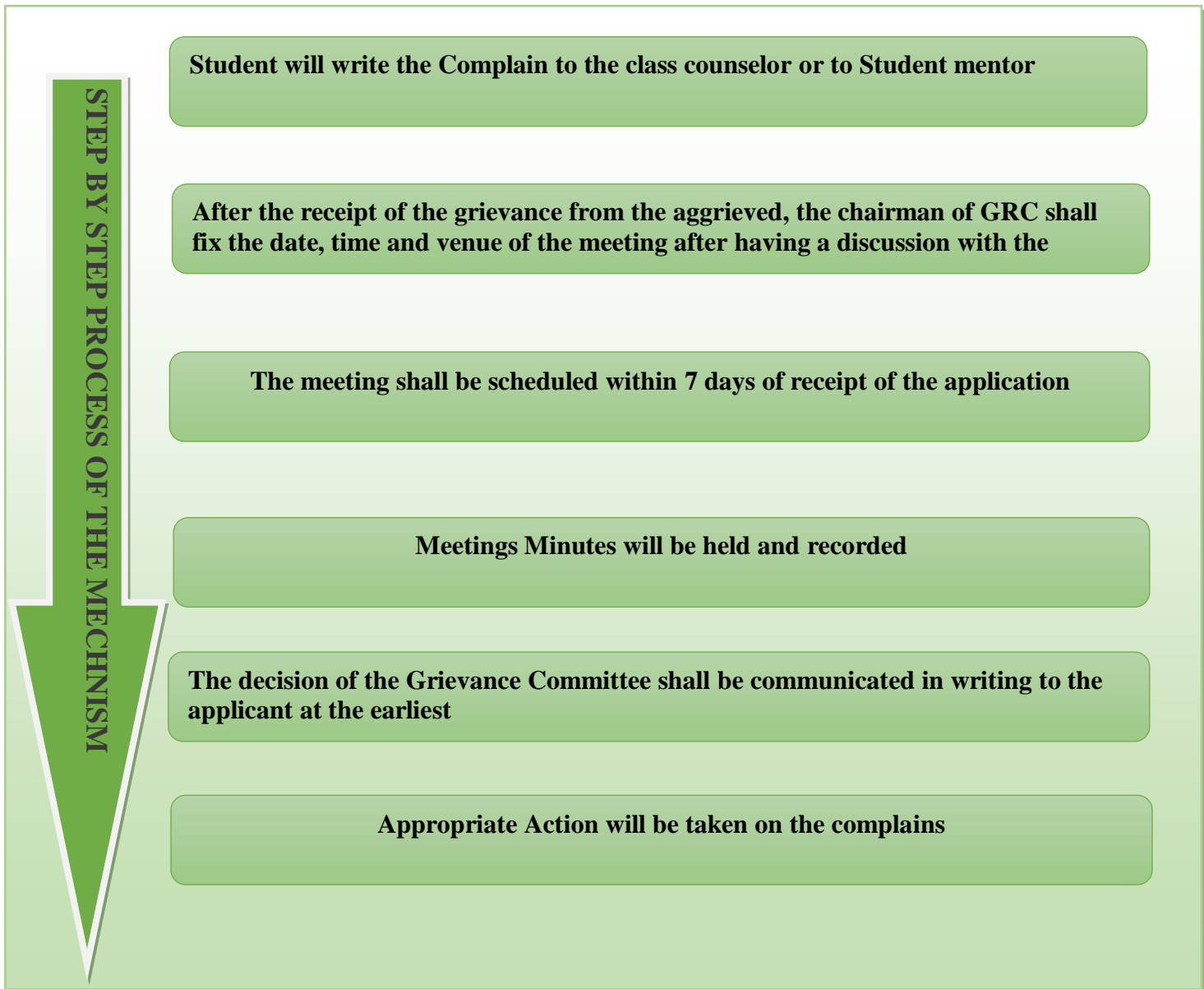


**SINHGAD TECHNICAL EDUCATION SOCIETY'S  
SINHGAD INSTITUTE OF HOTEL MANAGEMENT AND  
CATERING TECHNOLOGY**

**Sinhgad Institutes** (Affiliated to Savitribai Phule Pune University & Approved by AICTE, New Delhi)  
Kusgaon (Bk), Off Mumbai – Pune Expressway, Lonavala Dist. Pune – 410401  
Tel.: 2114-673313, Telfax :2114-270260, email: [principal.sihmct@sinhgad.edu](mailto:principal.sihmct@sinhgad.edu)  
Website : <http://sinhgad-sihmct.in>

*5.1.3.1 Mechanism of submitting the offline/online complaint for Women's Grievance Committee*

**A.Y. 2022-23**





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## *5.1.4.2 Proof related to Mechanisms for submission of Online /Offline grievances*

### **A.Y.2022-23**

Sinhgad Institute of Hotel management and catering technology , Lonavala has been established under the Sinhgad Technical education Society , with the inspiration from our honorable chairman Prof. N.M.NAVLE, we are committed to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association; it strongly supports gender equality and opposes any form of gender discrimination and violence. The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of “Fundamental Rights” under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the “Right to Freedom” under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that sexually harassing behavior “needs to be eliminated as there is no compromise on such violations”. The Supreme Court further reiterated that sexual harassment “is a violation of the fundamental right to gender equality and the right to life and liberty”. The Supreme Court judgment of 1997 makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace. Following this, Sinhgad Institute of Hotel management and catering technology , Lonavala , being committed to uphold the Constitutional mandate ensuring the above-mentioned human rights, adopted the following policy

### **DECLARATION OF POLICY**

Sinhgad Institute of Hotel management and catering technology Lonavala , under the SINHGAD TECHNICAL EDUCATION SOCIETY shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, ensures the full enforcement of “Fundamental Rights” under articles 14, 15, 19(1) (g) and 21 of the Constitution of India, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

### **OBJECTIVES OF THE POLICY**

1. To fulfill the directive of the Supreme Court in respect of implementing a policy against sexual harassment in the institution.
2. To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To provide an environment free of gender-based discrimination.
5. To ensure equal access of all facilities and participation in activities of the college
6. To create a secure physical and social environment which will deter acts of sexual harassment
7. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.



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## DEFINITION OF SEXUAL HARASSMENT

For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or enrolment in the institution whether she is drawing salary, or honorarium or otherwise, such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work or studentship including recruiting or promotion or academics when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

## JURISDICTION

The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:

1. By a member of the institution against any other member irrespective of whether the harassment is alleged to have taken place within or outside the campus.
2. By an outsider against a member of the college or by a member of the college against an outsider if the sexual harassment is alleged to have taken place within the campus.
3. By a member of the college against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases the Committee shall recommend that the college authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

## Composition of the Women's Grievance Committee

1. The Committee shall be headed the principal of the college and shall be designated as the "Chairperson"
2. The committee shall have one woman teaching faculty members, at least one senior male teaching faculty member. The committee shall have one nominated girl student representative.
3. The committee shall include, subject to acceptance, the Inspector of Police of the jurisdictional police station, namely the Lonavala Police Station.

## POWERS OF THE COMMITTEE

1. The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.



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2. If the Committee has reason to believe that an employee/student is capable of furnishing relevant documents or information, it may direct such person to produce such documents or information by serving a notice in writing on that person, summoning the person, or calling for such documents or information at such place and within such time as may be specified in the written notice.
  
3. Where any relevant document or information is recorded or stored by means of a mechanical, electronic or other device, the Committee shall have the power to direct that the same be produced, or that a clear reproduction in writing of the same be produced.
  
4. Upon production of documents / information called for by it, the Committee shall have the power to
  - (i) make copies of such documents / information or extracts there from; or
  - (ii) retain such documents / information for such period as may be deemed necessary for purposes of the proceedings before it. The Committee shall have the power to issue interim directions to / with regard to any person participating in the proceedings before it.
  
5. The Committee shall have the power to recommend the action to be taken against any person found guilty of
  - (a) sexually harassing the complainant;
  - (b) retaliating against / victimizing the complainant or any other person before it; and
  - (c) making false charges of sexual harassment against the accused person.