

ANTI-SEXUAL HARASSMENT CELL

The Anti-Sexual Harassment Cell (ASHC) or Internal Complaints Committee (ICC) has been constituted in pursuance of guidelines issued by Supreme Court, UGC and in pursuance of Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to provide a healthy and congenial atmosphere to all the staff members and students and to consider complaints regarding sexual harassment.

Composition:

Sr. No.	Name	Designation	Position in Cell	Mobile No.
1	Dr. Sandesh R. Wayal	Principal, Sakeshwar College of Pharmacy, Chas, Ahilyanagar	Chairman	9209728878
2	Ms. Sonali A. Barke	Head of Department, Sakeshwar College of Pharmacy	Member	9552500205
3	Mr. Nayan P. Barve	Assistant Professor, Sakeshwar College of Pharmacy	Member	9404953599
4	Ms. Rutuja S. Gadekar	Student Representative, Sakeshwar College of Pharmacy	Member	7218031850
5	Mr. Suyash B. Dhamane	Student Representative, Sakeshwar College of Pharmacy	Member	8799853489
6	Ms. Gauri G. Jedhe	Student Representative, Sakeshwar College of Pharmacy	Member	9420305399
7	Ms. Adv. Shruti K. Haldar	Legal Expert, Ahilyanagar	Member	9579018558
8	Mr. Ramesh S. Netke	Office Superintendent, Sakeshwar College of Pharmacy	Member	9822584566
9	Mr. Nikhil D. Ghorpade	Lecturer, Sakeshwar College of Pharmacy	Member Secretary	9370994226

Frequency of meeting	:	Committee shall meet at least twice in a year
Tenure	:	Period of two years

Roles & Responsibilities

- **Prevention of Harassment:** Develop and implement strategies to prevent harassment in the institution.
- **Receiving and Investigating Complaints:** Receive and investigate complaints of harassment, ensuring confidentiality and fairness.
- **Providing support:** Provide support and guidance to complainants and respondents.
- **Recommending Actions:** Recommended actions to be taken against respondents found guilty of harassment.
- **Monitoring and Review:** Monitor and review the institutions policies and procedures related to harassment.

Anti-Sexual Harassment Squad

Sr. No.	Name	Designation	Position in Cell	Mobile No.
1	Ms. Sonali A. Barke	Head of Department, Sakeshwar College of Pharmacy	Member	9552500205
2	Mr. Nayan P. Barve	Assistant Professor, Sakeshwar College of Pharmacy	Member	9404953599
3	Mr. Ramesh S. Netke	Office Superintendent, Sakeshwar College of Pharmacy	Member	9822584566
4	Mr. Nikhil D. Ghorpade	Lecturer, Sakeshwar College of Pharmacy	Member Secretary	9370994226

Roles & Responsibilities:

The **Anti-Sexual Harassment Squad** ensures a safe and respectful environment in institutions, workplaces, and educational settings by:

- Conducting awareness programs and training on sexual harassment and gender sensitization.
- Displaying guidelines, posters, and contact details for reporting harassment.
- Encouraging a zero-tolerance culture toward sexual harassment.
- Handling complaints confidentially and conducting fair inquiries.
- Investigating cases, gathering evidence, and interviewing witnesses impartially.
- Recommending disciplinary actions and preventive measures.
- Supporting victims with counseling and legal assistance.
- Ensuring no retaliation against complainants or witnesses.
- Advising management on corrective actions.
- Developing, updating, and enforcing anti-harassment policies.
- Ensuring compliance with relevant laws, such as the Sexual Harassment of Women at Workplace Act, 2013 (India).
- Monitoring and improving complaint-handling mechanisms.
- Maintaining records and submitting reports to authorities.