



SRI MALLIKARJUN VIDYA VARDHAK SANGH
SMV RAJESHWARI KARPURMATH MEMORIAL (R.K.M)
AYURVED
MEDICAL COLLEGE HOSPITAL, & RESEARCH CENTRE,
VIJAYAPUR

DATE:01/02/2025

CIRCULUR

Subject: Formation of Womens Anti-Sexual Harassment Cell

Dear Staff/Students,

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and in order to maintain a safe and supportive environment for women in the institution/organization,

SMVV'S RKM AYURVEDA MEDICAL COLLEGE

VIJAYAPUR. We are pleased to inform you about the formation of a **Womens anti-sexual harassment cell**. For the year **2024/2025**


PRINCIPAL SIGN

PRINCIPAL

SMVVS.

**RKM. Ayurved Medical College
& Hospital, Vijayapur**



SRI MALLIKARJUN VIDYA VARDHAK SANGH
SMT. RAJESHWARI KARPURMATH MEMORIAL (R.K.M) AYURVED
MEDICAL COLLEGE HOSPITAL, & RESEARCH CENTRE,
VIJAYAPUR

DATE:04/02/2025

Women's Anti-Sexual Harassment Cell

Rkm ayurvedic medical college has constituted a Women's Anti-Sexual Harassment Cell based on the Sexual Harassment of Women at Workplace (Prevention prohibition and Redressal) act 2013.

Objectives:

- To ensure female student's and teacher's safety in the institution.
- To create a safe environment for female students and teachers to study and work.
- To create awareness on gender discrimination and women empowerment.
- To promote gender equality and equity.
- To Provide confidential counseling services on any kind of violence or harassment.
- To take stringent action against offenders in the institution.
- To create awareness on sexual harassment among faculty and students.
- To address the complaints on any kind of harassment of women in the campus.
- To ensure fair and timely resolution of sexual harassment complaints.
- To organize workshops and awareness programmers at regular intervals for sensitizing students and staff members of the institution with the provisions of the Sexual Harassment of Women at Workplace (Prevention prohibition and Redressal) act 2013.
- To organize programmers which motivate our students to face the challenges bravely and achieve their goals.
- Regular feedback mechanism for female students and staff to assess the effectiveness.
- Digital safety awareness for female students & staff about cyber bullying and reporting mechanism.
- Recognition of contributions of women in academics, leadership and other area's through awards or events.

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DEFINITION

According to THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013, sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- Physical contact and advances; or
- A demand or request for sexual favors; or
- Making sexually colored remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- Any act falling under the purview of following cases will be considered as an incident of sexual harassment

Why is it important?

Any student/staff member can be a potential victim and hence it's important for everyone to understand how to recognize and deal with sexual harassment.

Potential consequence for a student seen as a harasser – disciplinary action could be in the form of warning, written apology, debarring entry into a hostel/ campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even expulsion.

Potential consequence for a staff member seen as a harasser – disciplinary action could be in the form of warning, written apology, stoppage of increment, withholding of promotion, debarring entry into campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even dismissal.

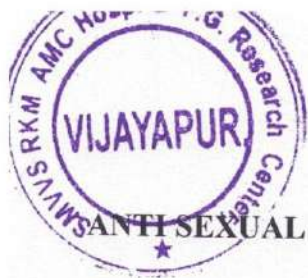
Procedure for Approaching Cell

The Cell deals with issues relating to sexual harassment in the college campus. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convenor of the Committee. If the complaint is made to the Principal, or any of the Committee members, they may forward it to the Convenor of the Committee Against Sexual Harassment.

What to do if you feel you are being sexually harassed?

- Know your rights – Sexual harassment is illegal.
- Speak up – try telling the person to stop. State clearly and firmly that you want a particular behavior to cease.
- Get information and support – If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the College authorities without further loss of time.
- Keep records that might be useful for pursuing the case.

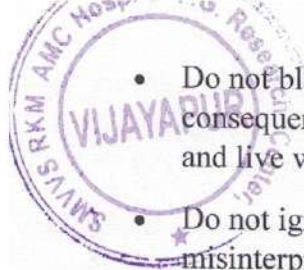
What not to do



ANTI SEXUAL HARASSMENT CELL

RKM Ayurvedic Medical College is Committed in Moulding a Generation which safeguards the virtues of gender equality and equity. The institution attempts to uphold the constitutional mandate ensuring the human rights of all those who fall within its jurisdiction. As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Cell was established in RKM College to provide a healthy and congenial atmosphere to the staff and students of the College. The Cell meets the following objectives:

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To provide information regarding counseling and support services in our campus.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
- To promote awareness about sexual harassment through educational initiatives which encourages and foster a respectful and safe campus environment
- To develop guidelines and norms for a policy against sexual harassment, in a time bound manner.
- To develop principles and procedures for combating sexual harassment.
- To work out details for the implementation of the policy.
- To prepare a detailed plan of actions, both short and long term.
- To collaborate with the Women's Cell, RKM AMC's College.
- To organize gender sensitization awareness programmers.



- Do not blame yourself. Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work and live with dignity.
- Do not ignore it. Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack of response as approval of the behavior.
- Do not delay. Delay in action increases the probability that unwanted behavior will continue or escalate.
- Do not hesitate to ask for help. Speaking up may also prevent others from being harmed.

Steps you can take:

- Inform Class Teacher, HOD or Members of Women Cell or Anti Sexual Harassment Cell.
- Approach the Grievance Redressal Cell for Women and file a written complaint.

Internal Complaints Committee

Complaints Committee was duly formed in the college to look into, and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees in the institution. To that end the college has been vigilant about instances of gender discrimination, victimization and abuse, and acts promptly to address/redress any issues that violated the provisions of the said Act. Moreover, it plays a proactive role in averting instances of sexual harassment by motivating students to attend the programmes organized by the Women's Cell of the college on gender discrimination, and sexual harassment.

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Date:01/02/2025

WOMENS ANTI-SEXUAL HARASSMENT CELL MEMBERS

SL/NO	Name of the Faculty	Designation	Signature
1	Dr.Sadanand Jigajinni	President	<i>[Signature]</i>
2	Dr.S R Sarashetti	Co-ordinator	<i>[Signature]</i>
3	Dr. Soumya Patil	Member	<i>[Signature]</i>
4	Dr.Priyanka Patil	Member	<i>[Signature]</i>
5	Dr.Rajani Angadi	Member	<i>[Signature]</i>
6	Ms.Sonalika Honakeri	Office Staff	<i>[Signature]</i>

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11/2/25
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Principals
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