

GENDER HARASSMENT REDRESSAL & GRIEVANCE CELL

THE NATIONAL VISHAKA COMMITTEE

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE & STUDIES
(PREVENTION, PROHIBITION AND REDRESSAL) ACT 14 / 2013

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All Related Queries

24/7 Helpline

Knowing the progress of complaint

helpline@antiragging.in

1800-180-5522 (Toll Free),

9000300416, 9075017931

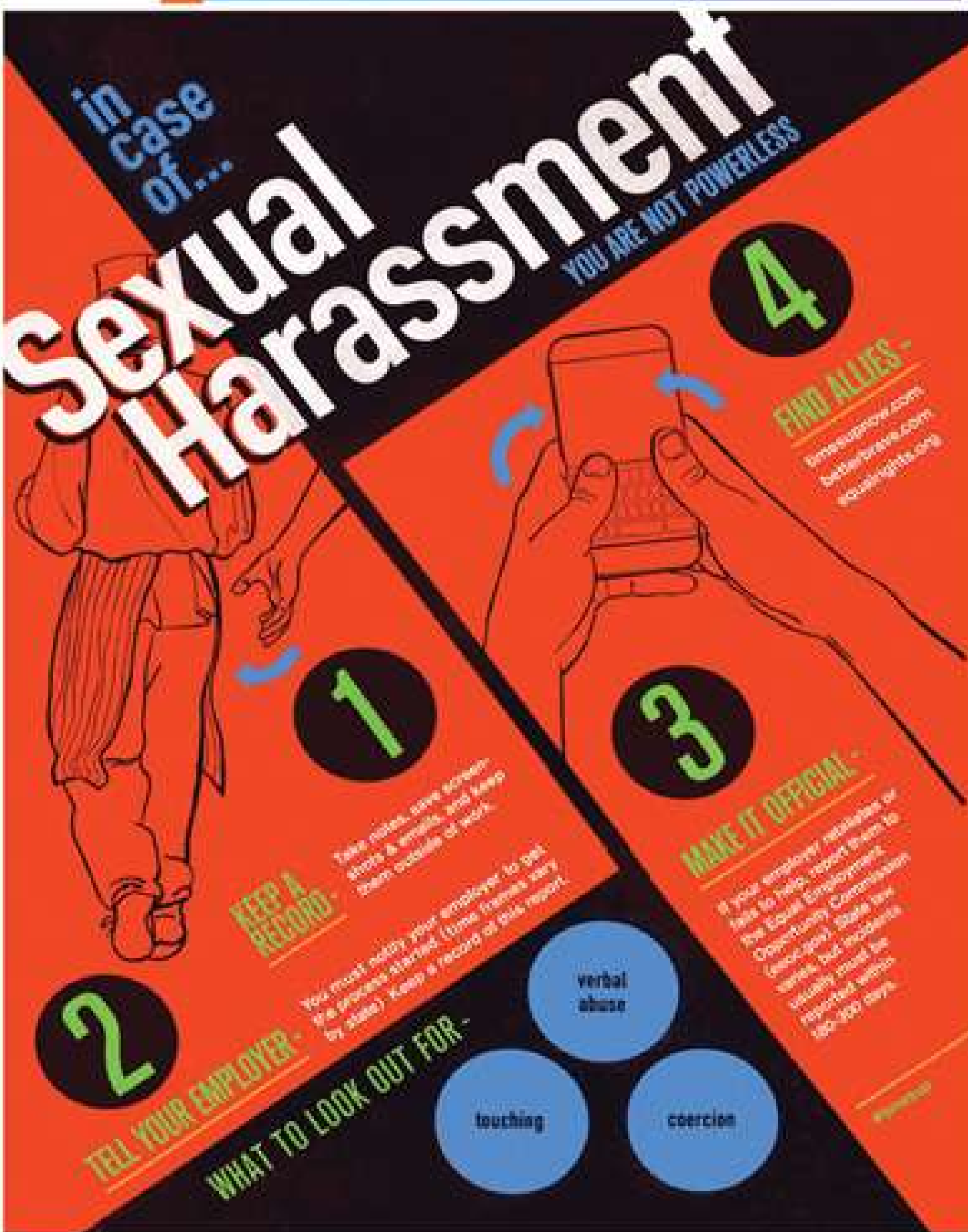
www.antiragging.in

www.amanmovement.org

in case of...

Sexual Harassment

YOU ARE NOT POWERLESS



- 1**

KEEP A RECORD - Take notes, save screenshots & emails, and keep them outside of work.
- 2**

TELL YOUR EMPLOYER - You must notify your employer to get the process started (some firms may by state) Keep a record of this report.
- 3**

MAKE IT OFFICIAL - If your employer refuses or fails to help, report them to the Equal Employment Opportunity Commission (eEOC). Some law suits may be filed within 180-day time.
- 4**

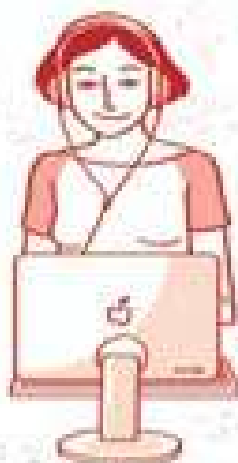
FIND ALLIES - timesupnow.com
betabetwixt.com
womensrights.org

WHAT TO LOOK OUT FOR -

- touching
- verbal abuse
- coercion

Implementing the Sexual Harassment of Women at the Workplace Act

The State and employers bear equal responsibility to ensure the dignity of women as workers by securing safe workplaces for women.



What is Sexual Harassment?

It includes any or several of the following **unwelcome or unwanted acts**:

- Physical contact and advances
- Demand or request for sexual favours
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

This may become a condition for the progress or detriment to a woman's employment; or it may make the workspace intimidating and hostile towards women in general.

In the Organized Sector, the Employer Must:

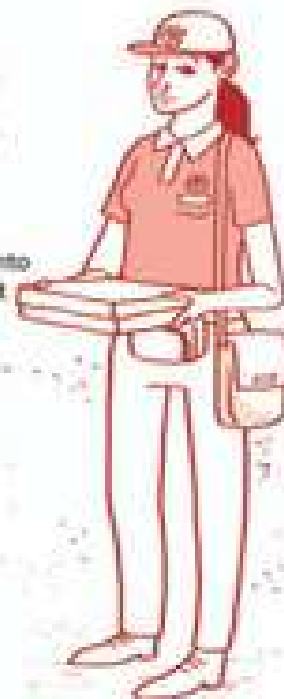
- Ensure a safe working environment for women through awareness drives.
- Establish an Internal Complaints Committee (ICC) to address complaints of sexual harassment.
- Take action against wrongdoers who are found to have committed sexual harassment by the ICC.



For the Unorganized Sector, or Organisations with less than 10 Workers:

The State Government must notify District Officers who:

- Appoint nodal officers at the taluka/ block/ tehsil/ ward/ municipality levels to receive complaints of sexual harassment.
- Appoint a Local Complaints Committee (LCC) to inquire into charges of sexual harassment at the workplace and recommend action for redressal.
- Take steps to spread awareness on the rights of women.



What kind of Workplaces does the Law Cover?

The law covers all workplaces in the organized and the unorganized sector. It includes government and private offices, hospitals, universities, sports facilities, construction sites, and also residential homes to protect domestic workers. The law extends protection to women discharging work-related duties outside the office premises.



Ministry of Labour and Employment
www.pld.gov.in

PREVENTING SEXUAL HARASSMENT

Our Company's Anti-Harassment Pledge:

- Distribute Harassment, Discrimination and Retaliation Prevention Policy
- Provide Harassment Prevention Training
- Take All Complaints Seriously
- Investigate All Complaints
- Take Prompt Action
- No Retaliation
- Treat Everyone With Respect



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