



Sanjeevani Multipurpose Foundation's
Dr. Deepak Patil Ayurvedic Medical College & Research Center
Borpadale Phata (Nebapur), Kolhapur-Ratnagiri Road, Tal- Panhala, Dist. Kolhapur, Pin - 416213, Maharashtra State, India.
Ph. No. 9132039595 Website: www.dpayurvediccollege.com Email: dr.deepakpatilayv@gmail.com
• Recognized By Central Council of Indian Medicine, New Delhi & Govt. of India, Ministry of Health & Family Welfare, Department of AYUSH, New Delhi & Govt. of Maharashtra, Medical Education & Medicine Dept. •
• Affiliated to Maharashtra University Of Health Sciences, Nashik •

Committee Against Sexual Harassment (CASH)

1. Introduction:

Sexual harassment is a grave violation of the rights of individuals and compromises the dignity and safety of students, faculty, staff, and visitors on campus. The Committee Against Sexual Harassment (CASH) at Dr. Deepak Patil Ayurvedic Medical College and Research Centre is established in accordance with the guidelines and mandates of the Government of India, to ensure that the campus is a safe, respectful, and inclusive environment for all members of the institution. The committee is committed to addressing complaints, raising awareness, and fostering an environment free from any form of sexual harassment.

2. Aims and Objectives of the Committee:

Ensure a Safe Campus Environment: To protect the rights of all students, staff, faculty, and visitors by preventing any incidents of sexual harassment, sexual misconduct, or sexual assault.

Provide a Platform for Grievances: To serve as a platform for any individual to file complaints or grievances related to sexual harassment or misconduct.

Promote Awareness: To educate the campus community about the legal and social implications of sexual harassment and create a culture of respect, understanding, and equality.

Support Victims and Survivors: To offer support and counseling to victims of sexual harassment and ensure that their complaints are handled with dignity, confidentiality, and respect.

Ensure Fair Investigation: To establish a transparent and confidential process for the investigation and resolution of complaints of sexual harassment.

Implement Policies: To develop, implement, and periodically review institutional policies on sexual harassment and ensure compliance with relevant laws.

3. Vision and Mission of the Committee:

Vision:

The Committee Against Sexual Harassment aspires to create a safe, equitable, and inclusive environment at Dr. Deepak Patil Ayurvedic Medical College, free from all forms of sexual harassment, where every individual feels respected, valued, and protected.

Mission:

The mission of the committee is to:

-Raise awareness about sexual harassment and promote a zero-tolerance policy.





Sanjeevani Multipurpose Foundation's
Dr. Deepak Patil Ayurvedic Medical College & Research Center
Borpadale Phata (Nebapur), Kolhapur-Ratnagiri Road, Tal- Panhala, Dist. Kolhapur, Pin - 416213, Maharashtra State, India.
Ph. No. 9132039595 Website: www.dpayurvediccollege.com Email: dr.deepakpatilayu@gmail.com
• Recognized By Central Council of Indian Medicine, New Delhi & Govt. of India, Ministry of Health & Family Welfare. Department of AYUSH, New Delhi & Govt. of Maharashtra, Medical Education & Medicine Dept. •
• Affiliated to Maharashtra University Of Health Sciences, Nashik •

- Establish a fair and impartial procedure for resolving complaints.
- Ensure confidentiality and respect for all individuals involved in any grievance or complaint process.
- Create educational and support mechanisms to help prevent sexual harassment and to assist survivors.
- Collaborate with other departments and stakeholders to implement effective measures against sexual harassment.

4. Members and Structure of the Committee:

The Committee Against Sexual Harassment (CASH) shall consist of the following members, who will work collaboratively to ensure that the committee functions effectively:

1. Chairperson:

A senior faculty member or senior administrative official of the institution. The chairperson will oversee the functioning of the committee, ensure that meetings are held regularly, and represent the committee in official matters.

2. Members:

Internal Members:

- 2 senior faculty members (from different departments), ensuring a balanced and fair approach.
- 1 non-teaching staff member.
- 1 student representative (preferably a female student from the student body, elected democratically).

External Members:

2 persons from outside the institution, preferably from a women's rights organization, legal or social welfare background, to provide an unbiased external perspective and guidance.

Legal Expert:

1 legal expert or a consultant who will advise the committee on legal matters, ensuring that all actions are compliant with applicable laws and the institutional policy.

5. Roles and Functions of the Committee:

The committee shall have the following key roles and functions to effectively carry out its responsibilities:

5.1 Complaint Handling and Grievance Redressal:

- To receive and address complaints of sexual harassment from students, faculty, staff, and visitors.
- To ensure a confidential, transparent, and impartial investigation process.
- To investigate the complaint promptly and resolve it through due process.





Sanjeevani Multipurpose Foundation's
Dr. Deepak Patil Ayurvedic Medical College & Research Center

Borpadale Phata (Nebapur), Kolhapur-Ratnagiri Road, Tal- Panhala, Dist. Kolhapur, Pin - 416213, Maharashtra State, India.

Ph. No. 9132039595 Website: www.dpayurvediccollege.com Email: dr.deepakpatilayu@gmail.com

• Recognized By Central Council of Indian Medicine, New Delhi & Govt. of India, Ministry of Health & Family Welfare, Department of AYUSH, New Delhi & Govt. of Maharashtra, Medical Education & Medicine Dept. •

• Affiliated to Maharashtra University Of Health Sciences, Nashik •

5.2 Awareness and Education:

- To organize workshops, seminars, and awareness programs on the importance of preventing sexual harassment and respecting individual dignity.
- To develop and distribute educational material (posters, pamphlets, online resources) to raise awareness of the rights and responsibilities of all members of the campus.

5.3 Support to Victims:

- To ensure that complainants are given emotional and psychological support, counseling, and legal advice as required.
- To ensure that victims are protected from retaliation and are given all necessary resources for their well-being.

5.4 Confidentiality:

- To ensure confidentiality in the handling of complaints and investigations, and that sensitive information is not disclosed to unauthorized persons.
- To maintain secure records of all complaints, investigation proceedings, and actions taken.

5.5 Recommendation and Action:

- To recommend appropriate actions against the alleged offenders, which may include counseling, suspension, or other disciplinary actions based on the severity of the misconduct.
- To ensure that the actions taken are in accordance with institutional policies and legal frameworks.

5.6 Annual Reports and Documentation:

- To prepare and submit annual reports to the institution's management, detailing the number of complaints received, actions taken, and the outcomes.
- To continuously review and update the committee's policies to ensure they remain relevant and compliant with current laws and institutional needs.

6. Expected Outcomes from the Committee's Work:

Creation of a Safe Environment:

A campus culture that is free from sexual harassment, where all members feel secure and respected.

Effective Redressal Mechanism:

A functioning, transparent, and fair grievance redressal mechanism that handles complaints efficiently and with dignity.

Prevention and Awareness:

Increased awareness among students, faculty, and staff about sexual harassment, their rights, and the procedures to follow when harassment occurs.

Support System for Survivors:

A robust support system for victims of sexual harassment, offering counseling, legal support, and protection from retaliation.





Sanjeevani Multipurpose Foundation's
Dr. Deepak Patil Ayurvedic Medical College & Research Center

Borpadale Phata (Nebapur), Kolhapur-Ratnagiri Road, Tal- Panhala, Dist. Kolhapur, Pin - 416213, Maharashtra State, India.

Ph. No. 9132039595 Website: www.dpayurvediccollege.com Email: dr.deepakpatilayu@gmail.com

• Recognized By Central Council of Indian Medicine, New Delhi & Govt. of India, Ministry of Health & Family Welfare, Department of AYUSH, New Delhi & Govt. of Maharashtra, Medical Education & Medicine Dept. •

• Affiliated to Maharashtra University Of Health Sciences, Nashik •

Adherence to Legal and Institutional Guidelines:

Strict adherence to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and any other relevant laws, ensuring compliance at all levels.

7. Confidential Procedure for Handling Complaints:

The committee shall adopt a confidential, structured procedure for handling complaints:

Step 1: Complainant submits a written complaint to the committee (either directly or via email).

Step 2: Initial inquiry by the committee within seven days of receiving the complaint.

Step 3: Formal investigation and gathering of evidence.

Step 4: Recommendation and action based on the findings.

Step 5: Monitoring of the resolution to ensure no retaliation occurs.

8. Infrastructure and Space Requirements:

The Committee shall operate in a space that is secure, private, and conducive to conducting confidential meetings and investigations. The minimum constructed area for the committee's functioning shall be in accordance with Schedule III to ensure proper facilities for committee members and for recording and handling complaints. This constitution shall be reviewed annually and updated as necessary to remain compliant with the latest laws, regulations, and institutional requirements.

Dr. Deepak Patil Ayurvedic Medical College and Research Centre is committed to maintaining a respectful, safe, and inclusive academic environment where all individuals can thrive without fear of discrimination or harassment.

Date of Formation:

Approved by: Dr. Nitin Tatpuje, Principal, DPAMC, Borpadale

Signature of the Managing Director

M. D.

Sanjeevani Multipurpose Foundation
Borpadale Phata, (Nebapur), Tal. Panhala
Dist. Kolhapur, Pin Code - 416 213



Principal

Dr. Deepak Patil Ayurvedic Medical College
& Research Center Borpadale Phata, Tal. Panhala
Dist. Kolhapur-416 213.



Sanjeevani Multipurpose Foundation's

Dr. Deepak Patil Ayurvedic Medical College & Research Center

Borpadale Phata (Nebapur), Kolhapur-Ratnagiri Road, Tal- Panhala, Dist. Kolhapur, Pin - 416213, Maharashtra State, India.

Ph. No. 9132039595 Website: www.dpayurvediccollege.com Email: dr.deepakpatilayu@gmail.com

•Recognized By Central Council of Indian Medicine, New Delhi & Govt. of India, Ministry of Health & Family Welfare, Department of AYUSH, New Delhi & Govt. of Maharashtra, Medical Education & Medicine Dept. •

• Affiliated to Maharashtra University Of Health Sciences, Nashik •

Committee Against Sexual Harassment (CASH) Members

| | | |
|----|-------------------------|--|
| 1. | Chairman | Dr. Nitin Tatpuje, Principal, DPAMC, Borpadale |
| 2. | Internal Members | Hon. Dr. Swati Patil |
| | | Dr. Prasad Mote |
| | | Mr. Uttam Nangare |
| | | Miss. Dnyaneshwari Kaware |