



महाराष्ट्र शासन
वसंतराव नाईक मराठवाडा कृषि विद्यापीठ
परभणी (महाराष्ट्र)
प्रशासकीय ईमारत, वसमत रोड, परभणी - ४३१४०२
कुलसचिव कार्यालय



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दुरध्वनी (०२४५२) २२९७५५
फॅक्स:(०२४५२)२२९७५५,२२३५८२

जा.क्र.मतनिस-२३/प्र.क्र.४१-क/साप्रवि-३
दिनांक : १७.०५.२०२३.

12185

- READ : 1. Maha. G.R.No. मकचौ -2013/Lr.63/ मकक Dt. 19.6.2014.
2. University circular No. AA.1/517 date 27.12.2001.
3. University Order No. AA.1/517 date 11.05.2020.
4. University Order No. AA.1/517 date 13.07.2021.

ORDER

Sub :- Prevention of sexual Harassment of working women- constitution of Complaints committee for

In accordance with the directives given by Hon'ble Supreme Court of India, to prevent or deter the Commission of Acts of Sexual Harassment and to provide the procedure for resolution, settlement or prosecution of Acts of Sexual Harassment of working women, the Vice Chancellor is pleased to reconstitute a complaint committee under Vasant Rao Naik Marathwada Krishi Vidyapeeth, Parbhani consisting of following University officers up to date **30.04.2026**.

1	Dr. Mrs J. R.Bangale Associate Dean & Princilal, College of Community Science, VNMKV, Parbhani	Chairperson
2	Dr. Mrs S.N. Solnki Associate Professor, College of Agril. Engineering, VNMKV, Parbhani	Member
3	Dr. F.S. Khan Asstt. Professor, College of Agriculture, VNMKV, Parbhani	Member
4	Mrs. Shrilekha Vaze Dhanvantari Organaization, Dr. Pande Complex, Juna Pedgaon Road, Parbhani.	NGO Member
5	Dr. G.S.Bhalerao Deputy Registrar (Acad.), VNMKV, Parbhani	Member
6	Mr. P.M. Patil, Asstt. Registrar (GAD.), VNMKV, Parbhani	Member
7	Dr. N.B.Gaikwad Associate Professor, College of Community Science, VNMKV, Parbhani	Member Secretary

TERMS AND REFERENCE OF COMMITTEE ;

In accordance with the directives given by Hon'ble Supreme Court of India, in the case of Vishaka and other Versus State of Rajasthan and others, to prevent or deter the commission of acts of sexual harassment and to provide the procedure for the resolution, settlement or prosecution of the acts of sexual harassment of working women.

281 It has been laid down in the judgment above mentioned that it is duty of the employer or other responsible persons at work place or other Institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedure for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required. For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as :

- a) Physical contact and advance;
- b) a demand or request for sexual favours;
- c) sexually coloured remarks;
- d) showing pornography;
- e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Any act of sexual harassment of women employees is definitely unbecoming of a University employee and amount to misconduct. Appropriate disciplinary action should be initiated in such cases against the Delinquent University employee in accordance with the rules.

Where such conduct amount to a specific offence under the Indian Penal Code or under any other law, the concerned authorities shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should be ensured that victims, or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

In the said judgment the following guidelines are emphasized, in respect of the complaint Mechanism.

COMPLAINT MECHANISM

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organization for redressal of the complaint made by the victim Such complaint mechanism should ensure time bound treatment of complains.

THE CHAIRMAN

The chairman of the complaints committee shall receive any complaint of sexual harassment directly. The complaint received by the University shall be forwarded to the chairman of the complaints committee. The complaints committee shall take appropriate action on the complaints as stated in the procedure prescribed for this purpose and arrange to send its report with specific recommendations to the undersigned at the earliest, so as to peruse further action.

COMPLAINTS COMMITTEE

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a complaints committee, a special counsellor or other support services including the maintenance of confidentiality.

The complaints committee must make an annual report to the Government department concerned of the complaints and action taken by them.

By order and with approval of the Hon.Vice Chancellor,


(Dhirajkumar R. Kadam)
REGISTRAR

Copy fwc for information and necessary action to :

- 1) The Director (All), Vasantnao Naik Marathwada Krishi Vidyapeeth, Parbhani
- 2) The Member Secretary, National Commission for Women, 4-Deen Dayal Upadhyaya Marg, New Delhi 110 002
- 3) The Associate Dean (All), Vasantnao Naik Marathwada Krishi Vidyapeeth, Parbhani
- 4) In-charge, Research Stations (All), Vasantnao Naik Marathwada Krishi Vidyapeeth, Parbhani with request to bring the contents of this circular to the notice of all the staff members working under them .
- 5) The Collector, Collector Office, Parbhani.
- 6) District Women & child Development officer, Kalyannagar, Back of Hanuman Temple, Shivram Nagar, Parbhani-431401.
- 7) Party concerned ... *offices Incharge, central computer center*

Copy to :

- 1) P.S. to Hon'ble Vice- Chancellor , VNMKV, Parbhani
- 2) Assistant Registrar (EST/ COMM/ ACAD/ GAD) of this office for information.

V.N.M.K.V parbhani for necessary action.