



मेत्र च्योरी - जीवन च्योरी

WAVIKAR EYE INSTITUTE WAVIKAR COLLEGE OF OPTOMETRY

AFFILIATED TO

MAHARASHTRA UNIVERSITY OF HEALTH SCIENCES, NASHIK

VISHAKHA COMMITTEE

ENSURING A SAFE, RESPECTFUL AND INCLUSIVE ENVIRONMENT FOR ALL



The Vishakha Committee is constituted to prevent and address sexual harassment and ensure a safe, respectful and inclusive environment for all students, faculty and staff. The committee works in accordance with the Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment includes any unwelcome behaviour (whether directly or by implication) such as:



Physical contact and advances



A demand or request for sexual favours



Sexually coloured remarks



Showing pornography



Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

OBJECTIVES



Promote a safe and harassment-free environment



Prevent sexual harassment and discrimination



Provide a confidential platform for complaints



Ensure fair, impartial and timely inquiry



Recommend appropriate support and redressal



Create awareness and promote respect and equality

COMMITTEE MEMBERS

Dr. V. C. Wavikar – Chairperson

Ms. Sayali Modak – Secretary

Ms. Sayali Patekar – Committee Member

Mrs. Meera Korde – Committee Member

Mrs. Sonal Kadrekar (MSW) – External Member

RESPONSIBILITIES

- ✓ Create awareness about the Sexual Harassment Policy
- ✓ Decide if the complaint constitutes sexual harassment as per the policy
- ✓ Recommend appropriate psychological, emotional and physical support (counselling, security and other assistance) for the victim
- ✓ Maintain confidentiality and ensure protection to the complainant



MEETINGS

- Minimum one meeting in a year.
- Every member should attend the meeting.
- In case of emergency and as and when complaints arise, meetings will be conducted.



RECORDS

- Minutes of meetings shall be maintained and preserved.
- The committee shall submit the report to the HR department after the evaluation of the case.



We are committed to maintaining dignity, equality and respect for all. Together, let us build a campus that is safe, supportive and free from harassment.



**SPEAK UP.
WE LISTEN.**



For complaints or assistance, please approach any member of the Vishakha Committee.



**YOUR SAFETY.
OUR PRIORITY.**

RESPECT • DIGNITY • SAFETY • EQUALITY