



Dr. Vithalrao Vikhe Patil Foundation's

COLLEGE OF NURSING

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POLICY FOR WOMEN SAFETY & SECURITY

1. **Purpose:** to describe the policy for the women safety and security in college and campus.
2. **Scope:** Applies to women safety and security in college and campus.
3. **Responsibility:** Gender Sensitization Committee, Security and all faculties
4. **Policy:**

Following the guidelines on the prevention and deterrence of sexual harassment at the workplace directed by Honorable Supreme Court of India in August 1997, a policy on Women Safety Cell is constituted in the institute for the awareness and deterrence of any gender based misconduct. We are committed to including women's talents, skills, experience, and energies across all sectors and levels of economic activity. As we firmly believe that we have a duty of care towards our women employees and students, in the wake of increasing incidents of violence and atrocities against women. We are committed to giving every woman employee a fair hearing on issues raised concerning their safety.

This Policy applies to all employees and students in various departments, sections, and constituent units of the Institute.

The Institute is committed to supporting national policies that promote equal access to education for women. To achieve this goal, the Institute aims to eliminate discrimination against women and increase their enrolment and retention rates. The Institute also strives to enhance the quality of education for women and facilitate lifelong learning and the development of vocational and technical skills. In addition, the

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Institute is developing gender-sensitive curricula to address sex stereotyping and combat gender discrimination.

4.1. AIM: The aim of the Women Safety Cell is to maintain congenial working environment for women employees and students of the Institute in accordance with the guidelines provided by the Supreme Court of India.

4.2. OBJECTIVES:

The Women Safety Cell is constituted to ensure safety of women, both employee and students, on the campus. The specific objectives are:

4.2.1. The members of the committee will organize programs to educate and sensitize both institute and students about women safety and gender issues.

4.2.2. To attend to all the grievances related to women safety and sit together with all members to resolve the issue with immediate and remedial action, if any, will be taken after approval by the competent authority.

4.3. Proposed Action Plan

4.3.1. Continue the women-friendly practices of the institute

4.3.2. Sensitization of students and employee about the National policies regarding gender equity, non-discrimination, and prevention of harassment.

4.3.3. Highlighting the presence of women and achievements

4.4. Guidelines for the institute


These guidelines can be classified under the following heads:

- A. Physical Guidelines
- B. Organizational Guidelines

A. Physical Guidelines

This focuses on female employees' safety while on the job/ inside office premises. The institute shall ensure adherence to the below-mentioned guidelines.


1. Establishment of Gender Sensitization Cell
2. Establishment of Counseling & Guidance Cell
3. Establishment of Prevention of Sexual Harassments Committee (POSH Committee) as per the UGC (Prevention, Prohibition & Redressal of Sexual Harassment of Women Employees & Students in Higher Education Institutions) Regulations, 2015


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4. Enactment & thorough enforcement of the Annual Gender Sensitization Action Plan through which various promotional or awareness activities could be organized at different levels
5. Effective Grievance Redressal Mechanism
6. Adequate number of professionally hired security guards shall be posted at all campuses and at all times, especially during the late evening working hours.
7. 24 X 7 Helpline Number to be provided by the institute
8. CCTV Cameras and other safety devices at almost every corner at various locations


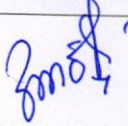
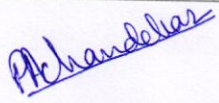
B. Organizational Guidelines:

1. The institute will create a positive atmosphere where women/ female students are encouraged to come to study/ work, secure in the knowledge that they will be treated with dignity and respect and will be protected from harassment.
2. Displayed emergency contact numbers and a designated officer(s) available round the clock to be contacted in an emergency.
3. Well-lit work areas, staircases, and parking lots till the last woman employee/ student leaves the premises.
4. Strict surveillance of visitors- Details of all the visitors such as name, organization, address, the purpose of visit, a person visited, and time in and time out to be recorded in a register. This should apply to the visitors coming for educational/ inquiry purposes and to courier staff, delivery boys, etc.
5. Ensure to provide orientation on sexual harassment, gender discrimination, gender-biased approach and the complaint process.
6. **Guidelines for the woman employees:**
 - 6.1 As the institute believes in maintaining the highest safety standard for its women employees, in keeping with that efforts, we encourage employees to plan their day better and avoid staying back at the office beyond 7:00 pm.
 - 6.2. In case a women employee needs to work beyond 7:00 p.m., the following procedure needs to be followed
 - 6.2.1 Needs approval from the Principal well in advance by providing required details as prescribed from time to time.


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6.2.2 Based on the written approval from the Principal, women employees can stay beyond 7:00 p.m.

6.2.3 The employee may report any concern that she may have concerning any awkward or intolerant incident immediately to the Principal/ Director.

	Prepared by	Reviewed by	Approved by
Sign			
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