

DF's/SDSCOP/04/2024-25

Date: 02/12/2024

**OFFICE ORDER**

**ANTI-SEXUAL/HARASSMENT CELL**

**(Vishakha Samiti)**

The Anti-Harassment Cell for Academic Year 2024-25 is constituted as follows, w. e. f.  
02/12/2024.

1	Dr. Rushikesh Antre	Chairman
2	Ms. Rutuja Takawane	Liason Officer
3	Ms. Shraddha Valkunde	Member
4	Mr. Pranit Kale	Member
5	Mr. Santosh Waghmare	Member
6	Ms. Anuradha Tule	Student Representative
7	Ms. Pranali Khatal	Student Representative

**Functions and Responsibilities**

- ✓ **Prevention of Harassment** – Promote awareness and educate members about harassment policies, legal provisions, and ethical behavior.
- ✓ **Safe & Secure Environment** – Ensure a harassment-free workplace, school, or organization where individuals feel safe and respected.
- ✓ **Redressal Mechanism** – Provide a structured and confidential process to report and address harassment complaints effectively.
- ✓ **Counseling & Support** – Offer emotional and legal support to victims of harassment and guide them on further action.
- ✓ **Awareness & Training** – Conduct regular workshops, seminars, and training sessions on anti-harassment laws, sensitivity, and ethical conduct.
- ✓ **Strict Action Against Harassers** – Ensure strict disciplinary action is taken against those found guilty of harassment.
- ✓ **Encouraging Reporting** – Encourage individuals to come forward without fear of retaliation and ensure their identity is protected.
- ✓ **Legal Compliance** – Ensure adherence to national and international laws related to harassment, including gender sensitization and workplace ethics.
- ✓ **Monitoring & Evaluation** – Regularly review policies, complaints, and case resolutions to improve effectiveness.

**Copy to:**

1. Establishment Section
2. Concerned Faculty

**Principal**

**PRINCIPAL**  
Df's Shri Dhanaji Shelke  
College of Pharmacy

Wakhari, Tal : Daund, Dist : Pune 412203