

# **2015-16**

## **BEST PRACTICES**

### **1. Two Day workshop Sexual harassment at a workplace.**

Sexual harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourage women's participation in work, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth. With this idea the legislature formulated the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act 2013.

The need for such legislation was observed first time by the Supreme Court, in Vishaka v State of Rajasthan. In the absence of any law at that time providing measures to check the evil of sexual harassment of working women, the Supreme Court, in exercise of power available under Article 32 of the Constitution, framed guidelines to be followed at all workplaces or institutions, until a legislation is enacted for the purpose. The Supreme Court incorporated basic principles of human rights enshrined in Constitution of India under Article 14, 15, 19(1)(g) and 21, and provisions of Convention on Elimination of All Forms of Discrimination against Women (CEDAW), which has been ratified in 1993 by the Government of India. The guidelines laid down by the Supreme Court were to be treated as the law declared under Article 141 of the Constitution.

Objectives of Women Development Cell

- 1) Discuss the background leading up to sexual harassment as a workplace issue
- 2) Distinguish quid pro quo and hostile work environment sexual harassment and give the requirement for making each type of case
- 3) List and explain employer defenses to sexual harassment claims
- 4) To assess the degree of implementation of the guidelines laid down in Vishakha judgement
- 5) To evaluate the efficacy as well as limitation of the protection of women against sexual harassment at workplace bill 2010 as passed by Rajyasabha on 26<sup>th</sup> Feb 2013
- 6) To understand the obstacles in the implementation of laws to prevent sexual harassment of women at workplace as well as attempt to discuss solution to remove these hurdles.

### **Women Development Cell**

Shikshan Maharshi Dadasaheb Limaye College women development cell has Workshop was organized on 14th and 15th September 2015. This was the kind of information persecution that took place at the site of the workshop. The workshop was organized on the occasion of the inauguration of a two-day departmental workshop on the prevention of sexual harassment in the workplace. Dr. Kranti Jejurkar is chairman of women development cell Mumbai university. Dr. Rama Bhosale [Director of Higher Education Konkan Department]

On the occasion of inauguration of workshop all teaching and non-faculty staff and professors from various colleges in Raigad district were present. Chief Guest Rama Bhosale stated that information about sexual harassment and need of women empowerment. Prof. Salukhe Vasundhara has done

introduction about workshop. And Dr. Vitmasini Vigale performed in the program. Thanks giving has done by Dr. Bansode Manisha .

On 14th September 2015 first day of workshop started by Neha Kabir (H.R.M.L-Member. They had explained sexual harassment law 2013 how and what treatment should follow for sexual harassment and different example was given about complaint.

When to complaint? How to complaint? All discussion has made with professors.

chairman of W.D.C. Dr. Kranti Jejurkar has participated in this discussion. They had explained how to implement sexual harassment case in college and what work will act implement by WDC

In college when some (sexual harassment) ragging occur in class with student or college staff. what should we do? how to solve problem by showing demonstration has done. Importance guidelines has explained about sexual harassment at work place or in college

On 15<sup>th</sup> September Medhavini Namjoshi ( Vacha Ashaskiy Sanghatna) they had explain what is sexual harassment ? They has discussed on Gender issue with the participated on this discussion Dr. Rekha Mahadeshwar (Secretary of W.D.C Mumbai University ) they also put their opinion on this discussion

On 14<sup>th</sup> and 15 the September in this two day W.D.C and Mumbai university Employee Suryakant Pawar and Suyog hengistay sir . both has support for workshop.

## **2.Visit at Shantivan (Social Activity)**

Shikshan Maharshi Dadasaheb Limaye College History Department Visit at Shantivan

the Department of History at Shikshan Maharshi Dadasaheb Limaye College had organized a one-day visit to Shantivan to impart social commitment lessons to the students from the point of view of social commitment.

The purpose of this visit is to understand the social work in Shantivan. Editing emotional affection with the elderly by visiting the old age home. Visiting Balwant Rayamehta Panchayat Raj Center. Visiting Leprosy Hospital and Leprosy Patient Emotional Communication Tools. Visiting and buying handicrafts that make lepers. To get acquainted with rural life and its problems. The visit was organized for various purposes. For this, Department of History. Dr. Jadhav B. B., Dr. Gaikwad S. K. He had cooperation.

The students visited Aadharwad Old Age Home, Balwantraji Mehta Panchayat Raj Awareness Center, Weaving Department, Leprosy Rehabilitation Department, Snehalta Naturopathy Ashram, Tribal Ashram School at Shantivan. Students shared bananas with her elderly grandparents and emotional person. They decided that we would not send our grandparents to the old age home. They chatted with the old man and interrogated him. Understood their feelings. At that time, the old people who met our grandchildren reacted.

The students made voluntary donations for the old age home at the head office. They also visited the Swapnapurti Old Age Home at Nerepada. They Visited the leprosy weaving department and learned their art. They learned the importance of Ayurveda by visiting the Naturopathy Center. In this way, we were Happy working with social responsibility and had a nice visit.