



## **VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES**

Affiliated to J.N.T.U.K-Kakinada, Approved by PCI & A.I.C.T.E, New Delhi  
Mindhivanipalem (V) Sontyam(P) Anandapuram (M) Visakhapatnam (Dist) 531173  
**E-mail : [principalvnip@yahoo.co.in](mailto:principalvnip@yahoo.co.in)**

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### **POLICY ON SEXUAL HARASSMENT**

In accordance with the directives of UGC, NAAC, and the Supreme Court, Viswanadha Institute of Pharmaceutical Sciences has formed an Anti-Sexual Harassment committee. The purpose is to ensure a positive and welcoming environment for both the faculty and the students of the College.

#### **Declaration of the Policy:**

Viswanadha Institute of Pharmaceutical Sciences, is committed to respect the dignity of every individual. It aims to foster the development of its human resources, ensuring the complete protection of human rights. The institution guarantees the full realization of "Fundamental Rights" as outlined in articles 14, 15, 19(1)(g), and 21 of the Constitution of India. It also upholds the dignity of workers, employees, employment applicants, students, and those undergoing training, instruction, or education. In pursuit of these principles, all forms of sexual harassment within the employment, education, or training environment are deemed illegal. The institution fully implements the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

#### **Objectives of the policy:**

- Formulating guidelines and norms for an Anti-Sexual Harassment policy.
- Developing principles and procedures to address and prevent sexual harassment.
- Detailing the implementation specifics of the policy.
- Creating a comprehensive action plan encompassing short and long-term objectives.
- Conducting gender sensitization awareness programs.
- Establishing a neutral, confidential, and supportive environment for campus community members who may have experienced sexual harassment.
- Devising a mechanism for preventing and addressing instances of sexual harassment and other acts of gender-based violence within the institution.

## **Definition of Sexual Harassment:**

For this purpose, sexual harassment encompasses unwelcome sexually determined behavior, whether explicit or implicit, such as:

1. Physical contact and advances;
2. Demands or requests for sexual favors;
3. Sexually colored remarks;
4. Displaying pornography;
5. Any other unwelcomed physical, verbal, or non-verbal conduct of a sexual nature.

If any of these acts occur in circumstances wherein the victim reasonably apprehends that, in connection with their employment or enrollment in the institution, whether the individual is receiving a salary, honorarium, or otherwise, can render such conduct humiliating and potentially pose health and safety concerns. It becomes discriminatory when a woman reasonably believes that objecting to such conduct could adversely affect her employment, work, or studentship, including aspects like recruitment, promotion, or academics, thereby creating a hostile work environment. Consequences may be unfavorable if the victim does not consent to the conduct or raises objections.

## **Jurisdiction:**

The regulations outlined in this policy apply to all complaints of sexual harassment.

The Anti-Sexual Harassment Committee addresses issues related to sexual harassment at the Viswanadha Institute of Pharmaceutical Sciences, encompassing students, staff, and faculty. Complaints of discrimination or sexual harassment may be filed by the victim or a third party. A written complaint can be directed to the Convener of the Committee. If the complaint is lodged with the Principal or any Committee member, they may refer it to the Convener of the Committee against Sexual Harassment.

It's important to note, following the Supreme Court guidelines, sexual harassment can be defined as "unwelcome" sexually determined behavior, whether directly or implicitly. This includes:

- By a member of the institution against any other member, regardless of whether the harassment allegedly occurred within or outside the campus.
- By an outsider against a member of the college or by a member of the college against an outsider if the harassment is alleged to have occurred within the campus.
- By a member of the college against an outsider if the harassment is alleged to have occurred outside the campus. In such cases, the Committee will recommend that the college authorities take action by filing a complaint with the appropriate authority. Additionally, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

## **Composition of the Anti-Sexual Harassment Committee:**

1. The Committee will be led by a senior woman faculty member of the college, holding the designation of the "**Chairperson.**"
2. The committee will include the Principal and two senior women teaching faculty as the members.
3. Additionally, the committee will feature three nominated girl student representatives.

## **Meetings of the Committee:**

The Committee shall convene meetings when ever needed. Resolutions passed by the Committee must be recorded during the meeting and read aloud by the Chairperson. Within seven days after the meeting, an approved copy of the minutes will be sent to the Chairperson of the Constituting authority and all the Committee members.

Additionally:

- The Committee has the authority to summon witnesses and request documents or information from any employee or student.
- If the Committee believes that an employee or student can provide relevant documents or information, it may direct the person to produce them through a written notice or summons.
- If relevant information is recorded or stored electronically, the Committee can request its production or a clear written reproduction.
- Upon receiving the requested documents or information, the Committee may make copies or extracts and retain them for the necessary period.
- The Committee can issue interim directions concerning any person involved in the proceedings.
- The Committee can recommend actions against individuals found guilty of sexually harassing the complainant, retaliating or victimizing the complainant or others before the Committee, and making false charges of sexual harassment against the accused person.

## **Functions of the Committee:**

### **1. Preventive Steps:**

- The Committee aims to establish a safe environment free of sexual harassment.
- It strives to encourage behaviors that foster an atmosphere promoting gender equality and equal opportunities.

## 2. Remedial Steps:

- Ensure that the mechanism for registering complaints is safe, accessible, and sensitive.
- Take cognizance of complaints related to sexual harassment, conduct inquiries, provide assistance and redress to victims, recommend penalties, and take necessary action against the harasser.
- Advise the competent authority to issue warnings or involve legal measures to stop the harasser, with the complainant's consent.
- Seek medical, police, and legal intervention with the complainant's consent.
- Arrange for appropriate psychological, emotional, and physical support, such as counseling, security, and other assistance, if the victim desires.

## Annual Report:

At the conclusion of each academic year, the Committee's Chairperson will compile an Annual Report detailing the Committee's activities throughout the year. A copy of the report will be forwarded to the Chairman of the Viswanadha Institute of Pharmaceutical Sciences.

  
**Dr. P.UMADEVI**  
Principal  
Viswanadha Inst. of  
Pharmaceutical Sciences  
Visakhapatnam - 531 173



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### **ANTI SEXUAL HARASSEMENT COMMITTEE**

**AY:22-23**

The committee's primary objective is to prevent, prohibit, and redress instances of sexual harassment affecting women employees and students. Additionally, it is tasked with implementing security arrangements specifically designed for female students and women staff within the institution.

<b>S.No.</b>	<b>Name of the member</b>	<b>Designation/Department</b>	<b>Role in the committee</b>
1	Dr.M.Savithri	VicePrincipal/ Pharmacology	Chairperson
2	Dr.P.Uma Devi	Principal/ VNIPS	Chief Member
3	Dr.B.Nagamani	Associate Professor/Pharmaceutics	Member
4	Mrs.P.Siva Lalitha	Assistant Professor/Pharmaceutical Analysis	Member
5	Mrs.R.Indu	Assistant Professor/Pharmacology	Member
6	K.Niharika	IV B Pharm	Student Member
7	P.Jaya	IV B Pharm	Student Member
8	P.Rushmitha	IV B Pharm	Student Member



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### ANNUAL REPORT

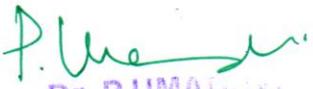
Dt:31/05/23

#### Annual Report of the Internal Committee:-2022-2023

In compliance with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act 2013, the Internal Committee submits the annual report for the academic year 2022-2023.

1	No. of complaints during the year	00
2	No. of complaints resolved in the year	00

During this year no complaint has been raised related to sexual harassment.

  
Dr. P.UMADEVI  
Principal  
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Chairperson



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### **ANTI SEXUAL HARASSEMENT COMMITTEE**

**AY:21-22**

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2	Dr.P.Uma Devi	Principal/ VNIPS	Chief Member
3	Dr.B.Nagamani	Associate Professor/Pharmaceutics	Member
4	Dr.P.V.Madhavi Latha	Associate Professor/Pharmaceutical Analysis	Member
5	Dr.B.Prathyusha	Assistant Professor/Pharm D	Member
6	J.Likhitha	IV B Pharm	Student Member
7	K,Nandini	IV B Pharm	Student Member
8	S.Jhansi	IV B Pharm	Student Member



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### ANNUAL REPORT

Dt: 28/04/22

#### Annual Report of the Internal Committee:-2021-2022

In compliance with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act 2013, the Internal Committee submits the annual report for the academic year 2021-2022.

1	No. of complaints during the year	00
2	No. of complaints resolved in the year	00
3	No. of workshops/programs conducted during the year	01

During this year no complaint has been raised related to sexual harassment.

Women were considered as the soul of our society. They should be self trained and strong enough to raise a strength family. An event was conducted by our students regarding the status of women in the society on the eve of International Women's Day on 8<sup>th</sup> March 2022. In this event several aspects related to gender inequality and other social evils were excellently depicted by our students. But present scenario has changed a lot. Women acquired revered positions in politics today. Many reformers have worked for the betterment and upliftment of their condition in the society. The Government of India under Article 14 of the Indian Constitution made Education compulsory to every girl child. They were provided with equal provisions according to Article 16 of the Indian Constitution.

  
Dr. P.UMADEV  
Principal  
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Chairperson



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### **ANTI SEXUAL HARASSEMENT COMMITTEE**

**AY:19-20**

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<b>S.No.</b>	<b>Name of the member</b>	<b>Designation/Department</b>	<b>Role in the committee</b>
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2	Dr.P.Uma Devi	Principal/ VNIPS	Chief Member
3	Dr.B.Nagamani	Associate Professor/Pharmaceutics	Member
4	Dr.P.V.Madhavi Latha	Associate Professor/Pharmaceutical Analysis	Member
5	Mrs.I.Vasavi	Assistant Professor/Pharmaceutical Biotechnology	Member
6	L.Haritha	IV B Pharm	Student Member
7	Ch.Latha	IV B Pharm	Student Member
8	R.Vanaja	IV B Pharm	Student Member



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### ANNUAL REPORT

Dt: 03/01/20

#### Annual Report of the Internal Committee:-2019-2020

In compliance with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act 2013, the Internal Committee submits the annual report for the academic year 2019-2020

1	No. of complaints during the year	00
2	No. of complaints resolved in the year	00
3	No. of workshops/programs conducted during the year	01

During this year no complaint has been raised related to sexual harassment.

A Program was conducted by the committee on "Precautionary Steps for Women Safety" in the context of veterinarian Disha's rape and murder on 30<sup>th</sup> November 2019. The Chairperson, the Principal and other senior faculty of the committee advised many precautionary ideas that can be possible to prevent dangerous situations. It is advisable to all the women and girls to carry either pepper sprays or mirchi bags along with them while they are alone. Also they discussed that "112 India" mobile app was launched on Google Playstore and Apple Playstore by the Ministry of Home Affairs. It provides a special SHOUT feature for women and children, which alerts registered volunteers close to the victim for immediate assistance. It's important for such programs to not only provide information but also to foster a culture of awareness and vigilance within the community.

**Dr. P. UMADEVI**  
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**Chairperson**



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### ANTI SEXUAL HARASSEMENT COMMITTEE

AY:18-19

The committee's primary objective is to prevent, prohibit, and redress instances of sexual harassment affecting women employees and students. Additionally, it is tasked with implementing security arrangements specifically designed for female students and women staff within the institution.

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5	Mrs.I.Vasavi	Assistant Professor/Pharmaceutical Biotechnology	Member
6	P.Sravani	IV B Pharm	Student Member
7	P.Sowjanya	IV B Pharm	Student Member
8	V.Sireesha	IV B Pharm	Student Member



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### ANNUAL REPORT

Dt: 29/04/19

#### **Annual Report of the Internal Committee:- 2018-2019**

In compliance with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act 2013, the Internal Committee submits the annual report for the academic year 2018-2019.

1	No. of complaints during the year	01
2	No. of complaints resolved in the year	01
3	No. of workshops conducted during the year	00

A complaint was made by one first Pharm D student during this academic year. According to her, one of her male classmates mis-behaved with her and also used abusive words, so she complained on him. It's commendable that the institution took prompt action in response to the complaint and conducted a thorough inquiry. The issue was enquired and he was called for explanation before the Chairperson, the Principal and all other members. During the enquiry the committee found that the fault lies with that boy student. So he was suspended for the classes upto a week and was counseled. Also a letter was written by him stating that he will never repeat the same.

  
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**Chairperson**