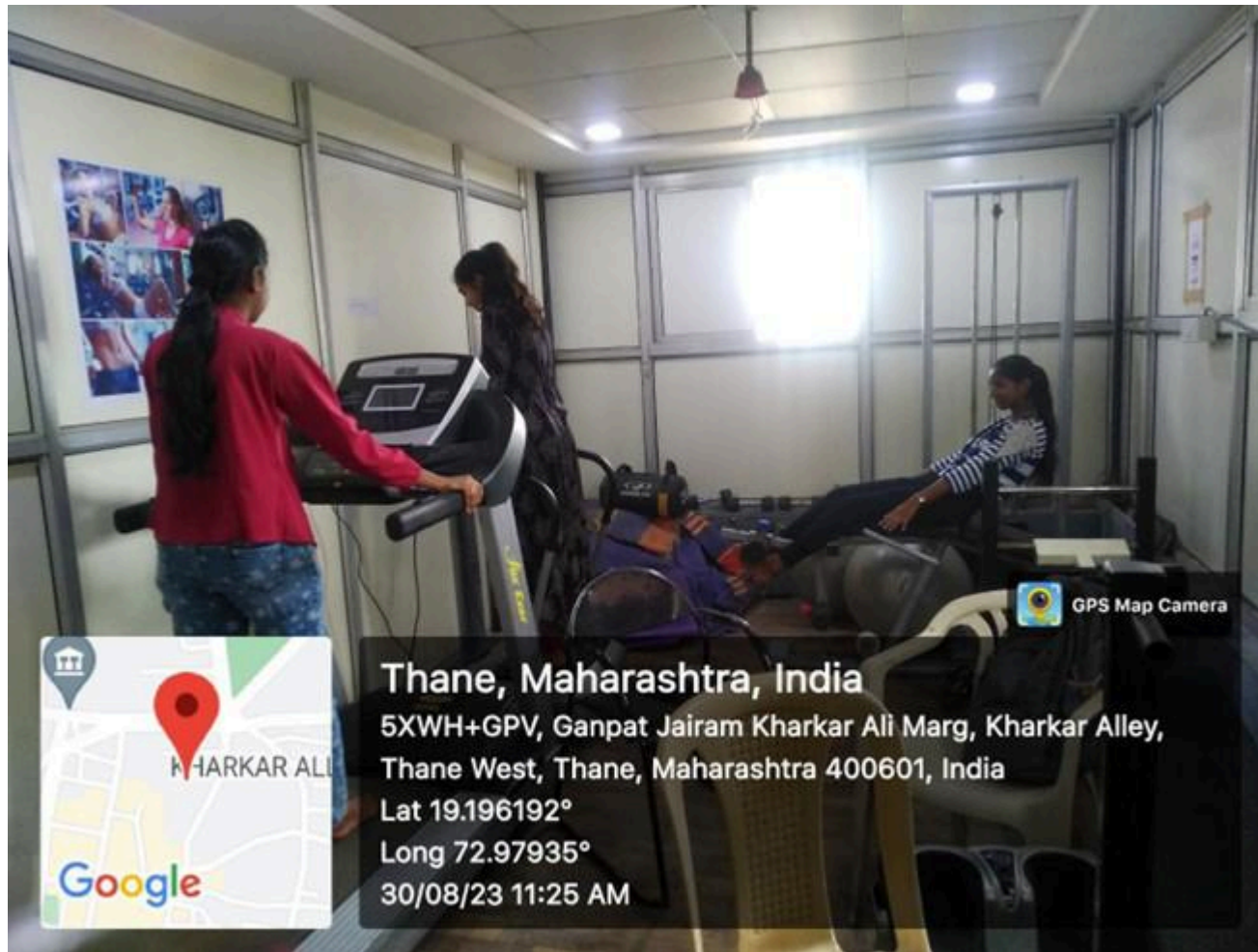


Sheth T. J. Education Society's  
**Sheth N. K. T. T. College of Commerce and Sheth J. T. T. College of Arts, Thane**

**CCTV CAMERA**



## Separate Gymnasium for Girls students

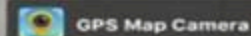


ladies common room



Guidelines laid down by Honourable Supreme Court in  
**VISHAKA AND OTHERS V/S STATE OF RAJASTHAN AND OTHERS**  
(Popularly known as Vishaka Guidelines)

1. Enactment of legislation for specific protection of women from sexual harassment in work places will take considerable time certain guidelines to ensure the prevention of sexual harassment of women have been laid down by Supreme Court.
2. It shall be the duty of the employer to prevent or deter the commission of acts of sexual harassment and to provide the procedures for its resolution.
3. Sexual harassment includes
  - a) Physical contact and advances;
  - b) A demand or request for sexual favours;
  - c) Sexually coloured remarks;
  - d) Showing pornography;
  - e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
4. All employers or should take appropriate steps to prevent sexual harassment such as
  - A. Express prohibition of sexual harassment
  - B. Defining sexual harassment in Rules/Regulations or standing orders and provide for appropriate penalties against the offender.
  - C. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene.
  - D. To further ensure that there is no hostile environment towards women at work  
Criminal
5. Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.
6. An appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.
7. Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.
8. Awareness of the rights of female employees in this regard should be created.
9. Where sexual harassment is made by any third party or outsider, the employer will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
10. The Central/State Governments are requested to consider adopting suitable measures including legislation for specific protection of women from sexual harassment in work places.



**Thane, Maharashtra, India**

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