



संदर्भ :  
दिनांक :

The Vishaka Guidelines, established in 1997, are a set of legal principles and guidelines regarding sexual harassment in the workplace, particularly in India. These guidelines were developed following a landmark Supreme Court case and remain relevant today. They define what constitutes sexual harassment, outline the employer's duties to prevent it, and establish procedures for handling complaints and resolving disputes.

Key aspects of the Vishaka Guidelines:

- **Definition of Sexual Harassment:**

The guidelines provide a clear definition of sexual harassment, which includes unwelcome physical contact or advances, sexual remarks, demands for sexual favors, and other forms of unwelcome conduct.

- **Employer's Duty:**

Employers have a legal obligation to prevent and address sexual harassment in the workplace. This includes taking steps to prevent harassment, establishing procedures for addressing complaints, and ensuring a safe and supportive environment for all employees.

- **Complaint Mechanism:**

A designated complaints committee, special counselor, or other support services must be established to handle complaints and ensure confidentiality. The committee should be headed by a woman and have a majority of female members.

- **Preventive Measures:**

Employers should implement policies and procedures to prevent sexual harassment, conduct awareness programs, and promote a culture of respect.

- **Action against Harassment:**

The employer should take disciplinary action against harasser and if the behavior constitutes a crime under Indian Penal Code, the employer must take appropriate legal action.

- **Support for Victims:**

The guidelines provide support for victims of sexual harassment, including the option to seek transfer of the harasser or their own transfer.

- **Regular Reporting:**

The employer is required to report on the implementation of the guidelines to the relevant government department and to the complaints committee.

### **Vishakha Committee Members 2025-26**

<b>Sr No</b>	<b>Name of Faculty</b>	<b>Designation</b>	<b>Sign</b>
<b>1</b>	<b>Dr. V. A. Jadhav</b>	<b>Chairman</b>	
<b>2</b>	<b>Dr. N. S. Zulpe</b>	<b>Member</b>	
<b>3</b>	<b>Dr. D. H. Mahamuni</b>	<b>Member</b>	
<b>4.</b>	<b>Ms. T. T. Momin</b>	<b>Member</b>	
<b>5.</b>	<b>Ms. A. S. Yadav</b>	<b>Member</b>	
<b>6</b>	<b>Mrs. V. M. Motegaonkar</b>	<b>Member</b>	
<b>7</b>	<b>Mrs. L. R. Hawle</b>	<b>Member</b>	

**Principal**