

# DPU

**DR. D. Y. PATIL VIDYAPEETH, PIMPRI, PUNE**

**(Deemed to be University)**

**(Accredited (3<sup>rd</sup> Cycle) by NAAC with a CGPA of 3.64 on four point scale at 'A++' Grade)**

**(Declared as Category - I University by UGC Under Graded Autonomy Regulations, 2018)**

**(An ISO 9001:2015, ISO 14001:2015 Certified University)**

## Anti Harassment Policy



**Date of Implementation: 12 April 2019**

**Date of Amendment: 18 December 2024**

## NOTIFICATION

In pursuance of the resolution passed by the **Executive Council** at its meeting held on **18<sup>th</sup> December 2024**, vide **Resolution No. EC-55(i) -24**.

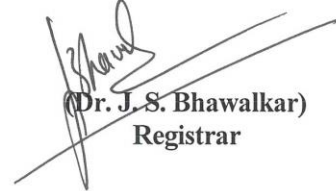
It is hereby notified that Dr. D. Y. Patil Vidyapeeth, Pimpri, Pune, has published an “**Anti-Harassment Policy**”. This policy addresses all forms of harassment, including sexual harassment, bullying, and discrimination, within the university's academic and workplace settings. The university has adopted a zero-tolerance approach to harassment and is committed to its prevention, redressal, and elimination to maintain a safe, respectful, and inclusive environment.

The **Anti-Harassment Policy** comprises the following parts:

1. Objectives
2. Definitions
3. Scope
4. Prohibited Conduct
5. Reporting Mechanism
6. Investigation and Disciplinary Actions

The **Anti-Harassment Policy** will serve as a detailed guideline and will be useful to all concerned. This will come into force with immediate effect.



  
**(Dr. J. S. Bhawalkar)**  
Registrar

Copy to;

1. P.S. to Chancellor for the Kind information of Hon'ble Chancellor, Dr. D. Y. Patil Vidyapeeth Pune.
2. P.S. to Vice Chancellor for the Kind information of Hon'ble Vice Chancellor, Dr. D.Y. Patil Vidyapeeth, Pune.
3. P.S. to Pro Vice Chancellor for the Kind information of Hon'ble Pro Vice Chancellor, Dr. D.Y. Patil Vidyapeeth, Pune.
4. Director (IQAC), Dr. D.Y. Patil Vidyapeeth, Pune.
5. Director (Administration: Quality Assurance, Faculty Development & Research), Dr. D. Y. Patil Vidyapeeth, Pune
6. Director (Research), Dr. D.Y. Patil Vidyapeeth, Pune.
7. Controller of Examinations, Dr. D.Y. Patil Vidyapeeth, Pune.
8. Finance Officer, Dr. D.Y. Patil Vidyapeeth, Pune.
9. All the Heads of the Colleges / Institutes of DPU
10. Web master for uploading on DPU website.

Encl.: As above

# Anti Harassment Policy

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**WHEREAS** Dr. D. Y. Patil Vidyapeeth, Pimpri, Pune popularly known as "DPU", managed by **Dr. D. Y. Patil Vidyapeeth Society, Pune**, was declared as "Deemed-to-be-University", **under Section 3 of UGC Act 1956** in 2003.

**AND WHEREAS** today the Vidyapeeth has 14 constituent institutions under its umbrella. All the institutions have the approval / recognition of the relevant statutory bodies to offer UG, PG Degree, Super-specialty and Ph.D. programmes in relevant and emerging disciplines, specializations and super specializations.

**AND WHEREAS**, as per the provisions of University Grants Commission (Institution Deemed to be University) Regulations, 2019 in Sub Clause Nos. 10.07 sub-sub clauses 10.07.1 and 10.07.2 provides that the Board of Management shall be the Principal Organ of Management and the Apex Executive Body of the Institution Deemed to be University, with powers to make rules and shall be the final decision-making body in respect of every matter including academic, administrative, personnel, financial, development matters of institution Deemed to be Universities.

**AND WHEREAS**, as per the provisions of University Grants Commission (Institution Deemed to be University) Regulations, 2023 Clause 11 and Sub Clause No. 11 (3) and 11 (4), Clause 13 and Sub Clause No. 13 (1) and 13 (2) of the Regulations provides that the Executive Council shall be the Principal Organ of Management and the Apex Executive Body of the Institution Deemed to be University, with powers to make rules and shall be the final decision making body in respect of every matter including academic, administrative, personnel, financial, development matters of institution Deemed to be University.

**AND WHEREAS**, in accordance with the Anti-Harassment Policy and in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, along with relevant provisions under Section 354A and Section 509 of the Indian Penal Code, the policy aims to prevent and address all forms of harassment within the university. It establishes confidential reporting mechanisms, including a dedicated helpline and online portal, to ensure accessibility and protection for complainants. Violations of this policy will result in strict disciplinary actions, which may include suspension, termination, or legal proceedings, depending on the severity of the offense.

# Anti Harassment Policy

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## Introduction

Dr. D.Y. Patil Vidyapeeth (DPU) is dedicated to maintaining a safe, respectful, and inclusive environment for all members of its community. Harassment in any form—whether sexual, bullying, or discriminatory—undermines individual dignity and the university’s academic and workplace integrity. DPU adopts a **zero-tolerance approach** to harassment and is committed to its prevention, redressal, and elimination. This policy applies to all individuals associated with DPU, including employees, faculty, students of the university.

## Objectives:

The key goals of this policy are to:

- **Prevent and Prohibit All Forms of Harassment:** This policy seeks to eliminate harassment in all its manifestations, including sexual harassment, bullying, and discrimination, across the university’s academic and workplace settings. By setting strict guidelines and fostering a proactive stance, DPU aims to deter such behavior before it occurs and ensure a safe environment where every individual can thrive without fear of intimidation or disrespect.
- **Ensure Compliance with Applicable Laws:** The university is committed to aligning its practices with relevant legal frameworks, including national and state regulations governing workplace conduct. This objective ensures that DPU meets its legal obligations while providing a robust foundation for addressing harassment, thereby protecting the rights of all community members and maintaining institutional integrity.
- **Provide Accessible and Confidential Reporting Mechanisms:** To encourage prompt reporting of harassment, the policy establishes user-friendly and secure channels, such as an online portal, dedicated email, and a helpline, available to all stakeholders. Confidentiality is prioritized to protect complainants’ privacy and build trust in the process, ensuring that individuals feel safe to come forward without fear of exposure or reprisal.
- **Promote Awareness and Education on Harassment Prevention:** DPU will implement regular training and awareness programs to educate employees, students, and affiliates about recognizing, preventing, and addressing harassment. These initiatives aim to equip the community with the knowledge and tools needed to identify inappropriate behavior, understand their rights and responsibilities, and contribute to a harassment-free environment.
- **Foster a Culture of Respect and Accountability:** Beyond addressing individual incidents, this policy strives to cultivate an institutional ethos where respect, dignity, and fairness are core values. By holding all members accountable for their actions and promoting mutual respect, DPU aims to create a supportive and inclusive community that reflects its commitment to ethical conduct and equity.



# Anti Harassment Policy

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## Definitions Harassment:

Harassment refers to any unwelcome conduct—verbal, physical, or visual—that creates an intimidating, hostile, or offensive environment. It includes:

- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature.
- **Bullying:** Repeated aggressive behavior intended to intimidate, offend, or degrade an individual.
- **Discrimination:** Unfair treatment based on gender, race, religion, caste, disability, or other protected characteristics.

## Scope:

This policy applies to:

1. **Employees and Staff:** Faculty, administrative staff, and all employees.
2. **Students:** All enrolled students in DPU programs.

It covers harassment in all settings, including academic areas, clinical environments, research facilities, and online platforms.

## Prohibited Conduct

The following behaviors are strictly prohibited:

- Unwelcome physical contact, advances, or gestures.
- Verbal abuse, such as derogatory remarks, slurs, or offensive jokes.
- Displaying or sharing offensive materials (e.g., emails, social media posts).
- Cyberbullying or online harassment.
- Retaliation against individuals reporting harassment or participating in investigations.

## Reporting Mechanism

DPU offers multiple confidential reporting channels:

- File the complaint on **ERP**
- **Phone:** Dedicated helpline for immediate support.
- **In-Person:** Reports can be submitted to the Internal Complaints Committee (ICC).
- Reports may be filed **anonymously**, with the complainant's identity protected.
- Retaliation against those reporting harassment is prohibited and punishable.

## Investigation and Disciplinary Actions

### Internal Complaints Committee (ICC)

- Established under the POSH Act, the ICC is responsible for investigating harassment complaints impartially.
- **Composition:** Includes a presiding officer (senior female faculty), faculty/staff members, and an external member (e.g., from an NGO).

# Anti Harassment Policy

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## Investigation Process

- Complaints must be submitted in writing within **three months** of the incident.
- The ICC will conduct a fair, confidential investigation, concluding within **90 days**.
- Both parties may present evidence and arguments.

## Disciplinary Actions

- Depending on the violation's severity, actions may include:
  - Written warnings.
  - Suspension or termination of employment.
  - Expulsion (for students).
  - Legal action under applicable laws.

## Protection of Whistleblowers

DPU ensures protection for individuals who report harassment in good faith. Any retaliation against whistleblowers will result in disciplinary action against the perpetrator.

## Training and Awareness

DPU will conduct training programs for all stakeholders, including:

- Understanding the policy and legal rights.
- Identifying and preventing harassment.
- Reporting procedures.

## Monitoring and Review

The policy's effectiveness will be assessed through:

- Annual audits of complaints and outcomes.
- Feedback from stakeholders.
- Updates to reflect legal or institutional changes.
- The ICC will provide annual reports to university leadership.

# Anti Harassment Policy

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## CONCLUSION

Dr. D. Y. Patil Vidyapeeth is committed to creating a harassment-free environment that upholds dignity and respect. This Anti-Harassment Policy ensures a proactive approach to prevention, reporting, and redressal. All members of the DPU community are encouraged to adhere to this policy and contribute to a safe and inclusive university.

Fostering a respectful and harassment-free workplace is a collective responsibility. Through regular training sessions, awareness programs, and a transparent complaint-handling mechanism, Vidyapeeth ensures that every individual feels empowered to voice concerns without fear of retaliation. The Internal Committee remains dedicated to conducting fair and impartial investigations while maintaining strict confidentiality.

Furthermore, this policy will undergo periodic reviews to remain aligned with evolving legal frameworks and best practices. Dr. D. Y. Patil Vidyapeeth firmly believes that a respectful academic and professional environment enhances collaboration, productivity, and overall well-being. Together, we can cultivate a culture of dignity, equality, and mutual respect.

**Date of Implementation : 12/04/2019**

**Date of Amendment : 18/12/2024**

**SD**  
**Dr. J. S. Bhawalkar**  
**Registrar**

**DPU**

**Dr. D. Y. PATIL VIDYAPEETH, PIMPRI, PUNE**  
**(Deemed to be University)**