

Women Development Cell



Policy and guidelines

2006

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**List of name of the Members of Women Development Cell of
UNIVERSITY OF MUMBAI**

President:

Hon. vice Chancellor prof. B.L.Mungeknr

Chair-Person:

Dr Kranti Jejurikar

Members

CONTACT ADDRESS: J.P. Naik Bhavan, Vidhanagari Campus,
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WOMEN'S DEVELOPMENT CELL

1. PREAMBLE

In an effort to promote the well being of the students, teaching and Non- teaching women staff of the University of Mumbai and affiliated colleges/ institutes, the Vice- Chancellor shall establish a Cell, which will be called, Women Development Cell. The Cell shall be accountable for its work directly to the Vice- Chancellor.

2.COMPOSITION OF THE COMMITTEE

The composition of the Committee shall be determined by the Vice- Chancellor ensuring that.

- a) Representation is given to the different sections of the University and affiliated colleges/ institutions.
- b) Representation is given to the NGOs, which are working in the area of women's causes.
- c) Out of the total membership, including the Vice- Chancellor, at any point of time, a minimum of fifty percent of the membership of the Cell shall be constituted by women.
- d) At least one of the members of the Cell may be a person with legal background.

The vice- Chancellor shall be **the ex-officio president** of the cell and he/ she shall appoint a Secretary from amongst the members of the Committee.

The Cell shall have two wings with one wing concerned with the implementation of the Women's Policy in general and the second wing shall deal with the cases / complaints of sexual harassment .

2. OBJECTIVES OF THE CELL The objectives of the Cell shall be

- a) Prevention of sexual harassment and the promotion of the general well – being of female students, teaching women staff of the University and affiliated colleges / institutes.
- b) Provision of guidelines for the redressal of grievances of female students, teaching and non- teaching women staff of the University and affiliated colleges / institutes.
- c) Creation of social awareness about the problems of women and in particular regarding gender discrimination.
- d) Establishment of committees at the collegiate level and seeking the participation of both male and female students from NCC, NSS and other activities for the prevention of sexual harassment of women
- e) Provision of assistance to the College level Women's Development Cell for taking preventive steps in the matter of gender discrimination and sexual harassment.
- f) Encouragement of the participation of NGOs working in the area of women's development in the activities of the Cell.
- g) Organization of seminars and workshops at different centers in the University for the creation of general awareness and for the orientation of both male and female teachers for their participation in the activities of the Cell.

h) Organization of various types of training programs and self-employment schemes for the encouragement of self-reliance among women.

4. DRAFT POLICY TO PREVENT AND DEAL WITH SEXUAL HARASSMENT

1. SHORT TITLE, EXTENT AND COMMENCEMENT

a) This policy will be called the “Policy for the Prevention of Sexual Harassment of Women in Educational Institutions and for dealing with cases of Sexual Harassment”.

b) It extends to all Departments and Faculties of the University of Mumbai and all colleges / institutions affiliated to the University of Mumbai whether such colleges / institutions are state- owned or privately owned, whether they are aided or unaided and whether they enjoy the minority status under Article 30 of the Constitution or not.

c) This Policy will come into effect immediately on the date of issuance of directions by the Vice- Chancellor or from a date to Maharashtra University Act , 1994.

3. DEFINITIONS:

For the purpose of this policy, the definitions of the terms used are as follows:

a) **“Sexual Harassment”** includes any unwelcome sexually determined behaviour (Whether directly or by implication) and includes physical contact and advances, a demand or request for sexual favours, sexually colored remarks, showing pornography or any other physical, verbal or non-verbal conduct of sexual nature.

Explanation: “Sexual Harassment” shall include, but will not be confined to the following:

(i) When submission to unwelcome sexual advances, request for sexual favours and verbal or physical conduct of a sexual nature made, either explicitly or implicitly, as a term or condition for instruction , employment , participation or evaluation of a person’s engagement in any university or college activity.

(ii) When unwelcome sexual advances and verbal, non-verbal or physical conduct such as loaded comments, remarks or jokes, letters, phone- calls or emails, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature have the purpose or the effect of individual performance or of creating an intimidating, hostile or offensive university or college environment;

(iii) Where any form of sexual assault is committed where a person uses the body or any part of it or any object as extension of the body in relation to another person without the latter’s consent or against that person’s will, and

(iv) When any such conduct as defined in (i) and (ii) above is committed by a third party or outsider in relation to a member of the University or community or vice versa.

(b) **“EMPLOYEE “** means any person on the staff of the University or any of the Colleges or Institutions to which this Policy is applicable including any teaching or non-teaching

staff , temporary, part- time, honorary and visiting employee, including persons engaged in examination duties by whatever designation called and would also include employees employed on a leave vacancy , casual or project basis and also employed through contractor.

(c) “Student” includes any person who is enrolled for any course, whether by attendance or by distance education, with the University or any of the colleges or institutions to which this policy is applicable and includes a post-graduate student, a Research Scholar and a Repeater. It also includes a student of another University or another college / institution who has been placed or who has opted for placement with the University or any college to which the present policy applies . It also includes any person, student or ex-student who has permitted the use of any of the facilities of the university or college / institution such as library , laboratory , reading room, gymkhana, etc on the payment of fee or otherwise.

(d)“College” means each college and each institution separately affiliated to the University of Mumbai .

(e) “Management “ means and includes the trustees or the managing or governing body, by whatever name called, of any trust registered under the Bombay Public Trust Act, 1950 (Bom xxix of 1950), or any society registered under the Societies Registration Act, 1860 (21 of 1860), under whose management a College is functioning .

(f)“NGO” includes any non-governmental organization operating on a secular non-profit basis and involved in the amelioration of the status of women and children .

(g) “Expert means” any person who has done or is engaged in research work in any University and / or college / institution of academic learning / deemed universities and such others in the country or outside in the field of women’s studies or other related areas, and also includes the Heads of Women’s Studies’ Centres which may exist in any of the universities / institutions Of academic learning in the country.

3. APPLICATION OF THE POLICY

The provisions of this Policy will apply to all the students and employees of the University of Mumbai or any of the colleges affiliated to it and the managements of the University of Mumbai and all the colleges / institutions affiliated to it.

4. SCOPE OF THE POLICY

This policy will apply to all cases and / or complaints or allegations of sexual harassment-

By a student against a co-student, an employee or the Management

By an employee against a student, another employee or the Management

By a person from the Management against a student or an employee.

This Policy will also apply in respect of all cases and / or allegations of sexual harassment-

By a student, employee or management against a third party or an outsider;

By a third party or an outsider against a student, employee or Management

Explanation: The applicability of this Policy will be irrespective of whether the alleged sexual harassment has taken place within or outside the university or college / institutional premises.

5.COMPOSITION OF THE COMMITTEE

(a) The University's Women's Development Cell will constitute a committee to deal with the cases /complaints of sexual harassment.

The Committee shall consist of

- (i) One retired judge of a court not lower than a District Court (Junior Division) as maybe nominated by the Management Council of the University of Mumbai.
 - (ii) Two teachers form amongst the teachers of Departments of the University of Mumbai of whom at least one shall be a women to be nominated by the Vice-Chancellor.
 - (iii) Two Principals / Directors of affiliated college / institutions , at least one of one of whom will be a women, to be nominated by the Vice- Chancellor of the University.
 - (iv) Four teachers from among the colleges / institutions of whom at least two shall be women to be nominated by he Vice- Chancellor.
 - (v) One teacher from the field of social work to be nominated by the Vice- Chancellor.
 - (vi) Two non-teaching employees from amongst the non-teaching employees of the University of Mumbai of whom at least one shall be a woman, to be nominated by the Vice- Chancellor.
 - (vii) Two non-teaching employees form amongst the non- teaching employees of the colleges / institutions affiliated to the University of Mumbai of least one shall be a women, to be nominated by the Vice- Chancellor.
 - (viii) Two students from amongst the students of the University of Mumbai and college / institutions affiliated to it of whom at least one shall be a woman, to be nominated by the Vice- Chancellor.
 - (ix) Two representative form the NGOs , in the geographical area of the University of Mumbai form amongst the names of the NGOs in the pool of NGOs to be created for the purpose of this policy of whom at least one shall be a woman, to be nominated by the Vice- Chancellor / Committee.
 - (x) Two representative of the women's organizations in the geographical area of the University of Mumbai form amongst the names of such organizations in the pool of organizations to be created for the purpose of this policy both of whom shall be women, to be nominated by the Committee.
 - (xi) The Member Secretary of the Committee shall have the custody of all the records of the Cell.
- (b) At least 50% of the members of the Cell shall be women.
- (c) The term of office of the Committee shall be for 3 years. Provided however that a person shall cease to hold office as a member of the committee if he or she ceases to be an employee or student. In case of any vacancy due to resignation, termination, death, by

a student nominee becoming an ex- student or for any other reason whatsoever the same shall be filled up immediately in accordance with the procedure in clause (a).

(d) The names of persons who are on the Committee, from time to time, along with their contact places and telephone numbers will be displayed at all times in a prominent manner on a conspicuous part of the main Notice Boards of each of the University premises and in all colleges / institutions affiliated to the University.

(e) A person shall be disqualified for being appointed, elected, nominated or designated as, or for being continued as a member of the Committee if there is any complaint concerning sexual harassment, moral turpitude or serious criminal charges pending against him / her or if he / she is found guilty of sexual harassment.

(f) If a member of the Committee remains absent without permission of the Committee for three consecutive meetings, his / her office shall there upon become vacant and it shall be filled up in accordance with clause (a).

(g) A member of the Committee not being a member ex-officio may resign at any time by tendering her / his resignations in writing to the Chairperson and such person shall be deemed to have vacated her / his office as soon as the Chairperson accepts the resignation and the same shall be filled in accordance with clause (a).

6. MEETINGS OF THE UNIVERSITY COMMITTEE

(a) The Committee shall meet at least twice every year and six months shall not intervene between two successive meetings. Provided that in the first year after the constitution of the Committee, there shall be at least one meeting, every two months.

(b) The Chairperson of the Committee at any time, and shall upon the written request of not less than one third of the total number of the Committee, call a special meeting of the Committee on a date not later than 15 days after the receipt of such requisitions by the Chairperson.

(c) The quorum for any meeting of the Committee will be one third of its members. If the quorum is not present at any meeting it shall be adjourned for half an hour and proceed with those who are present and the proceeding of such a meeting will not be challenged on the ground of absence of quorum.

7. POWERS AND DUTIES OF THE COMMITTEE

(a) To ensure implementation of this policy in the University and other constituents to which it is applicable;

(b) To ensure and supervise the proper constitutions and functioning of the second wing of the Women's Development Cell set up in various colleges and institutions.

(c) To organize regular workshops and training programs for members of the Complaints Committee in each college / institution.

- (d) To process individual grievances concerning sexual harassment in the University Departments and to take suitable action in the manner and mode particularly provided hereafter.
- (e) To formulate programs for the spread of awareness of this Policy amongst the Managements of College / Institutions affiliated to the University, employees and the students.
- (f) To bring out publications in Indian languages and English concerning sexual harassment and also concerning the implementation of this Policy.
- (g) To hold annual programs, seminars, workshops and meetings of the question of sexual harassment, to propagate against sexual harassment amongst managements, students and employees of colleges / institutions affiliated to the Mumbai University and for that purpose to invite experts or resource persons.
- (h) To set up pools one each for NGOs and Women's Associations working within the geographical area of the University for carrying out the purposes of this Policy.
- (i) To act as the Appellate Authority in respect of the decisions taken by the College Women's Development Cell at the College/ Institution.
- (j) To exercise such other powers and perform such other duties as may be conferred or imposed on it by or under this Policy.
- (k) To do all such acts and things as may be necessary to carry out the objects of this Policy.

8. COLLEGE WOMEN'S DEVELOPMENT CELL. (CWDC)

A. ESTABLISHMENT OF THE CWDC

Each college / institution affiliated to the University of Mumbai shall establish / set up CWDC at college level to implement this Policy in general and to deal with complaints / cases of sexual harassment in particular in relation to the college / institution. The office of the Cell shall be located in the College / Institution and the Principal / Director of the College / Institution shall be the custodian of all the records of the cell.

B COMPOSITION OF THE CWDC

The C.W.D.C. shall consist of

- a) Two members from the teaching staff of College/Institution of whom at least one shall be woman, to be nominated by the Local Managing Committee. (LMC) One of the members of LMC will be convener of the Cell.
- b) One woman member of the a non-academic staff in the College/Institution will be nominated by the LMC.

Explanation: In respect of (a) and (b) in case there is no women academic/non-academic staff, the condition that a woman member should be nominated shall stand waived.

- c) Two students nominated by the students Council of whom at least one shall be a girl student, to be nominated by Student Council, or in the absence of any such Student Council, to be nominated by the Principal/Director of the College/Institution. One of the members shall be from the post-graduate/final year students and the other from the second year

- d) At least 50 percent of the member of the CWDC shall be women.
- e) One of the members of the LMC will be convener of the CWDC.
- f) The term of the office of the Cell shall be for three years except for the student member. A student member will be appointed for one academic year. PROVIDED however that a person shall cease to hold office as a member of the CWDC if he or she ceases to be member of the academic staff, non- academic staff or students as the case may be. In the case of any vacancy caused due to death, termination, resignation or for any other reason what so ever the same shall be filled immediately in accordance with the procedure prescribed for the Constitution of the Cell.
- g) The names of the person who are on the Cell from time to time along with their contact places will be displayed at all times in a prominent manner on a conspicuous part of the main notice board of the College/Institution.
- h) A person shall be disqualified for being nominated, elected or designated, or for being continued as a member of the CWDC, if there is any complaint with sexual harassment or moral turpitude pending against him/her or if he/she found guilty of sexual harassment/moral turpitude, or against whom any criminal proceedings are pending in any court of law.
- i) If a member nominated, elected/designated to the CWDC remains absent for three consecutive meetings of the Committee, without permission of the Committee, his/her office shall thereupon fall vacant.
- j) The Principal of the College will be Ex-officio President of the Cell.
- k) A member of the CWDC may resign his/her office at any time by tendering his/her resignation in writing to Chairperson of the said Committee directly or through the Registrar of the College or in the absence of the Registrar, to the Office Superintendent. Such persons shall be deemed to have vacated his/her offices as soon as the Chairperson accepts the resignation.
- l) The Chairperson of the meeting shall be elected from amongst the women members of the Cell.
- m) The CWDC shall meet at least twice every academic year provided that in the first year after the constitution of the Cell there shall be at least one meeting in every two months.
- n) The Chairperson of the CWDC may, at any time, and shall, upon the written requisition of not less than one-third of the total number of the members of the Cell cause to convene a Special Meeting of the Cell on a day not later than 14 days after the receipt of the requisition by the Chairperson.
- o) The quorum for any meeting of the Cell will be 50 percent of its member. If the quorum is not present at any meeting it shall be adjourned for half an hour and shall proceed with those who are present and the proceedings of such meetings will not be challenged on ground of quorum.

C. THE POWERS AND DUTIES OF CWDC

- a) To ensure implementation of this policy in the College/Institution.
- b) To depute members of the CWDC to attend and participate in the workshop and training programs that may be arranged by the University Cell for members of CWDC colleges/Institutions in connection with this Policy.
- c) To implement the programs for the spread of Awareness of this Policy as may be formulated by the University Cell.
- d) To arrange to distribute all the publications of the University Cell concerning this policy amongst the teachers, non-teaching employees and students.

- e) To process all the individual complaints concerning sexual harassment that may be received from any person and suitable action thereon in the manner and mode more particularly set out hereinafter.

PROVIDED that where a woman complainant specifically expresses a desire that she be allowed to depose in the presence of only women member of the Cell, the Cell shall hear the complaint after the male members have withdrawn from the hearing.

PROVIDED further that the complaint shall not be disposed of until after the male members of the Cell attend and participate in the decision – making process.

- f) To exercise such powers and perform such other function as may be conferred or imposed on it by / under this Policy.
- g) To do all such acts and things as may become necessary to carry out the purpose of this Policy.

D.PUNISHMENT FOR SEXUAL HARASSMENT

Any employee, student third party/outsider, member of the management found guilty of sexual harassment shall be liable to be punished.

E. PENALTIES

A person found guilty of sexual harassment shall be subject to the same penalties for major and minor misconduct as prescribed under the Statutes of the University for the teaching staff and as per the Standard Code Rule 1984 for non-teaching staff.

- a) An employee guilty of sexual harassment shall be liable for any of the following penalties:
 - i) Warning, reprimand or censure.
 - ii) Withholding of increments.
 - iii) Reduction in Rank.

Provided however, that in addition to all these penalties the employee is also required to give a written apology to the victim and upon his failure to do so his punishment can be enhanced.

- b) A student guilty of sexual harassment shall be liable for any of the following penalties:
 - i) Warning, reprimand or censure.
 - ii) Suspension from the University / College/ Institution for a period up to one month.
 - iii) Debarment from appearing for the final examination for period up to three years.
 - iv) Rustication from the University/College/Institution as the case may be.

Provided however, that in addition to all these the penalties the employee or the student is also required to give a written apology to the victim and upon his failure to do so his punishment can be enhanced.

- c) Any person from the Management found guilty of sexual harassment shall be liable for any of the following penalties:
 - i) Warning, reprimand or censure.
 - ii) Suspension from the Management of the University/ College/ Institution for a period up to one month.
 - iii) Removal from the Management of the University/ College/ Institution as the case may be.

F. GRIEVANCE PRECEDUR

- a) Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or employee or representative of the management with any of the member of the Cell as the case may be.
- b) Such a complaint may be oral or in writing.
- c) Any complaint in writing has to be signed by the person making the complaint. If the complaint is oral the same shall be reduced in writing in detail by Cell member to whom the complaint is made and will not be acted upon till signed by the complainant.
- d) The complainant will be afforded full confidentiality at this stage.
- e) In the event of the complaint being made to the member of the Cell or Committee immediately upon receipt of the complaint, and within not more than five working days, the member of the Cell to whom the complaint is made shall communicate the same to the Chairperson of the Cell as the case may be.
- f) However, if the complainant so desires, her name shall be kept confidential and will not be divulged even to the Cell.
- f) Within 10 working days of the enquiry committee being set up the Convener shall convene a meeting for which an advance intimation will be given to the complainant, At the first meeting the be heard. The Inquiry Committee shall then decide whether the stand dropped if according to the committee the complainant has not been able to disclose prima facie an offence of sexual harassment
- g) In case the complainant decides to proceed with the complaint the wishes of the complainant shall be ascertained and if the complainant wishes that a warning would suffice then the alleged offender shall a warning is just and proper he may be warned about his behaviour. The matter will then be treated as concluded with a recording to that effect made in the Complaint Register.
- h) In case the complainant requests that the complaint should be proceeded with beyond a mere warning, the same may be proceeded with in the manner prescribed hereafter.

G. RIGHT TO APPEAL

- a) In the event of the CWDC or the management not taking action on a complaint or in the event of the complainant being dissatisfied with the action taken and / or the delinquent not being satisfied with the decision of the inquiry committee and / or Cell, an Appeal shall lie to the University Committee within 3 months from the date of lodging the complaint.
- b) On receipt of such an Appeal from either party, a meeting of the University Committee shall be convened to go into the Appeal and decide the issue on merits. The University Committee may, if it comes to the conclusion that no Enquirer has been held or enquiry held was improper and / or vitiated, appoint

another committee to hold fresh inquiry and take action as may be necessary acting as a quasi judicial appellate authority.

- c) The accused will have the freedom to appeal to the University Committee against the College Women's Development Cell (CWDC).

H, PROTECTION AGAINST VICTMIZATION:

- a) In the event of the complainant being a student and the accused being a teacher, during the pendency of the investigation and inquiry and even after such an enquiry if the teacher is found to be guilty, the accused will not act as examiner for any examination for which the student appears.
- b) In the event the complainant and the accused both being employees, during the pendency of the investigation and inquiry even after such an inquiry, even after such an inquiry if the accused is found to be guilty, the accused shall not write the Confidential Reports of the complainant, if he is otherwise so authorized.

9. OBLIGATIONS OF THE MANAGEMENT OF THE UNIVERSITY, COLLEGES / INSTITUTIONS:

- 1. The Management of the University / College / Institution affiliated to the University of Mumbai shall provide all the necessary assistance for of the purpose of the purpose of ensuring full, effective and speedy implementation of this policy. It shall be found by the decisions of the various committees as set out in this scheme and shall implement such decisions.
- 2. In case of sexual harassment in the University / College / Institution premises, active assistance shall be provided to the complainant by the University / College / Institution to pursue the complaint. Thus the safety of complainant shall also be ensured at least within the premises.

10. SAVINGS:

- a) The Provision of this policy shall apply notwithstanding any contrary law, Statutes, Ordinances, Regulations, Rules and Directives.
- b) The proceedings under this policy shall not be stalled or postponed merely because the complainant is proceeding against the accused under any other provision of civil or criminal law.
- c) The provisions of this policy shall not restrict the powers of the Management of the University / College / Institutions or the complainant to proceed against the alleged offender for any other misconduct or pursue the criminal or civil remedies.
- d) It shall be the responsibility of the Cell to ensure that the provisions of this Policy are not misused or abused by any person with malafide motives of humiliating, harassing and / or vindictively acting against the interests of innocent persons.

23. PROCEDURE FOR INVESTIGATION:

If the Complainant wishes to proceed ahead with the Complaint beyond a mere warning to the accused, the accused shall be given in writing by the Investigation Committee an opportunity to explain within one week why he should not be for good and sufficient reasons be punished for the act of sexual harassment on his part. If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the Investigation Committee will decide whether the offence deserves a minor penalty or a major penalty.

In the event of the Investigation Committee deciding that the accused shall be imposed a minor penalty the said penalty will be recommended by the Investigation Committee to the Management and such a recommendation shall be binding on the Management. The Management will there upon , expeditiously act on this recommendation and impose a minor penalty as prescribed by the Investigation Committee on the accused.

24. PROCEDURE FOR IMPOSING MAJOR PUNISHMENT;

If the investigation Committee comes to the conclusion that the accused, in case of his guilt being proved, should be imposed a major penalty, it shall make such a recommendation to the Management. This recommendation shall be binding on the Management and the Management shall be bound to institute a departmental enquiry as per the Statutes against the accused. The Investigation Committee shall also recommend whether to place the accused employee under suspension. If the accused employee is to be placed under suspension the provisions of suspension and subsistence allowance as prescribed under the Statutes for other misconduct will apply.

If a person is charged with physical molestation or rape on the University or College premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry.

In the event of a domestic enquiry being instituted against the accused, a member of the Investigation Committee shall act as the representative of the representative of the management for presenting the case against the accused.

The provisions of the Statutes and other legal provisions shall be followed for the purpose of conducting the departmental enquiry and for implementing its decision.

However, the Complainant's past sexual history will not be probed into or enquired during the proceedings before any of the committees.

COLLEGE/INSTITUTION/DEPARTMENT LEVEL INFORMATION
TO BE SUBMITTED TO THE WOMEN DEVELOPMENT CELL,
UNIVERSITY OF MUMBAI

1. Name of the Principal/Director/Head

2. Name and Address of the College/Institution/Department

Telephone: Direct _____ Office: _____ Home: _____

Fax _____ E-mail _____

3. Name & Home Address of the teacher-in-charge of the WDC

Telephone: Direct _____ Office _____ Home _____

Fax: _____ E-mail _____

4. Members of College WDC	Male	Female	Total
a. Teachers	_____	_____	_____
b. Students	_____	_____	_____
c. Non-teaching Staff	_____	_____	_____

Total

6. WORK PLAN FOR THE YEAR

No	Month	Topic/ Theme	Programme/ Activity	No. of Students	Self/Collaborative/ Sponsored	Budget
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						

7. Names of the Agencies with whom linkages have been established

1. _____
2. _____
3. _____
4. _____
5. _____

8. Names of Sponsoring Agencies

1. _____
2. _____
3. _____

Signature of the teacher-in-charge

Signature of the Principal/Head/Dir

Stamp of the College/Dept/Instit.

Women's Organisations	Phone
1. Sakhya- women's Guidance Cell	28727523/22075849
2. Stree Mukti Sangathana	24368404/25587178
3. Women's Centre	26140403
4. Swadhar	28720638/4123
5. Bhartiya Mahila Federation	25369879
6. Majlis (Legal Resource Cell for women)	26668539
7. Mahila Daxata Samiti	24321469
8. Forum Against Oppression of women	24370941/10166
9. Awaz-e-Niswan	23705620
10. Bap-nu-ghar	24924252
11. Men Against Violence Against Women	24959207
12. MAWA	24360631
13. India Centre for Human Rights & Law	23716690
14. Dignity Foundation	23898078,79
15. Network of Well-being	26612979
16. Family service Centre	22828862
17. Justice & Peace Commission	28759653
18. Shraddhavihar	26762546
19. Snehasadan	26771443

20. Janwadi Mahila (AIDWA)
26405829

Government Initiatives

- 1. Women Centred Health Project(BMC) 26162436**
- 2. Dilaasa, Bhabha Hospital(BMC) 26422775/00229**
- 3. Mahila Ayog (MSWC) 26590739/91322**
Maharashtra State Women's Commission, Kalanagar, Bandra(E), Mumbai-51.
- 4. Special Cell for Women and Children for Bombay**
 - Crawford Market 22620111, Ext. 206
 - Dadar Police Station 24940303, Ext. 181
 - Kandivali Police Station 28020711, Ext. 321
- 5. Special Cell for women have been formed in New Bombay, Ulhasnagar and Thane Police Commissionate and S.P. Offices in Aurangabad, Nasik, Yavatmal, Nanded, Wardha.**