

Safety First: Evaluating Policy Awareness Among Female Students and Staff at University Level

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Abstract:

This study examines the awareness of safety and security policies among University level female students and staff at various constituent units of case study institution. Despite the existence of policies such as the Prevention of Sexual Harassment (POSH) Act, HER's Policy (Health, Empowerment, Respect, and Safety), Nirbhaya Pathak, and Vishakha Guidelines, many women remain unaware of their rights and reporting mechanisms. The research highlights the critical gap between policy implementation and awareness, which leads to underreporting of harassment cases, psychological distress, and a lack of institutional accountability. Through a survey of 115 female respondents, the study assesses awareness levels and identifies barriers such as fear, stigma, and inadequate communication.

The findings reveal mixed awareness, with some policies like Nirbhaya Pathak (86.1% awareness) and Vishakha Guidelines (70.4% awareness) being better known, while others, such as HER's Policy (49.8% awareness), show significant gaps. The study underscores the need for proactive measures, including workshops, clear communication channels, and robust reporting systems, to bridge this gap. Recommendations include mandatory training, gender sensitization programs, and collaborations with external agencies to enhance safety. By improving awareness and fostering a culture of reporting, the University can create a safer and more supportive environment for its female students and staff.

Keywords: Safety & Security policy, POSH, Women Empowerment,

1. INTRODUCTION:

Prevention of Sexual Harassment (POSH) Act (2013), formulated by the Government of India to mandate Internal Complaints Committees (ICCs), and the Vishakha Guidelines (1997), established by the Supreme Court to lay the legal foundation against workplace harassment, many women remain unaware of these protections. Additionally, the case study institutes Nirbhaya Pathak Initiative Safety and security are fundamental human rights, yet women, especially in educational institutions, still face risks like harassment, violence, and unfair treatment. Around the world, 1 in 3 women experience physical or sexual harassment in their lifetime (WHO, 2021), one in three women globally experiences physical or sexual violence in her lifetime. In India, approximately 77% of women report feeling unsafe in public spaces. In university settings, these safety concerns directly impact academic performance, mental well-being, and

personal development. For female students and staff in universities like (Case study institute), Pune, safety is not just comfort it's a necessity for them to study and work properly. Even though there are policies like the Prevention of Sexual Harassment (POSH) Act formulated by the Government of India to mandate Internal Complaints Committees (ICCs), and the Vishakha Guidelines (1997) The Vishakha Guidelines were introduced by the Supreme Court of India in 1997 following the Bhanwari Devi gang-rape case, which exposed the lack of protections against workplace sexual harassment. These guidelines laid the foundation for preventing and redressing harassment in workplaces and educational institutions. They remained the primary legal framework until the POSH Act was enacted in 2013, incorporating many of their principles. Nirbhaya Pathak the Nirbhaya Pathak was introduced after the 2012 Delhi gang rape case to enhance women's safety in public and institutional spaces. It is a dedicated police squad that monitors areas where women are at risk and conducts awareness programs. In cities like Pune, it works with colleges to prevent harassment and ensure swift action when issues arise. Additionally, Case study institutes HER'S Policy (Health Empowerment, Respect and Safety) and institutional safety rules, many women don't know about them. This lack of awareness makes it hard for women to report problems, deal with their complaints and resolve them. Even if colleges have good safety policies, they will not help if people don't know about them. Hence the goal of this research is to bridge the gap between policy and spreading awareness about the safety and security policies at the case study institution, Pune. By doing this, female students and staff can learn how to protect their rights and feel safer on campus.

Why Awareness is Necessary

1. **Underreporting:** Many harassment situations remain unreported because of a lack of awareness about how to report them, fear of stigma, or confusion about institutional support. For example, a student might think, "No one will believe me," or "I don't know whom to tell." Because the incident isn't recorded, the university doesn't realize there's a problem, so they don't fix it. It creates a culture of silence where victims feel alone and helpless. Sixty-five percent of female students at Indian institutions were not aware of their institution anti-harassment measures, according to a Safe Campus Initiative India (2023) report.
2. **Psychological Impact:** The student's academic performance gets impacted by the fear and anxiety that harassment causes. Women who face harassment but unable try to find help, often feel anxious, scared, or ashamed. Stress affects their studies, work, or mental health. They might avoid certain places (like libraries or laboratories) to stay "safe," missing out on opportunities. With time, this fear can make them lose confidence.
3. **Institutional Accountability:** The University might think, "Our policies are perfect!" but in reality, they're failing to protect women. The university's safety policies, while well-intentioned, fail to protect women because victims lack knowledge about reporting systems. Even if the university has good safety rules (like emergency helplines or CCTV cameras), they're useless if women don't know about them.
4. **Cultural stigma:** Many people don't report harassment because they're afraid of being judged, not believed. Because of social standards and fear of revenge, many victims are unwilling to report.

Bridging the Gap between policy and practice:

There's a big gap between having anti-harassment policies and actually making them work. In 2023, a survey in India found that 65% of female students in universities didn't even know about their institution's anti-harassment policies. But in places where awareness programs were mandatory, reporting of harassment went up by 40%, and repeat offenses dropped by 25%.

To make campuses safer for women, institutions need to do more than just have policies—they need to actively spread awareness. This can be accomplished by:

1. **Workshops and Training:** Regularly teach students and staff about their legal rights, gender equality, and how to report harassment.
2. **Clear Communication:** Make sure everyone knows how to report issues—through university helplines, institutional complaint committees, and visible safety rules.
3. **Encourage Reporting:** Build trust by ensuring confidentiality and protecting those who report harassment from retaliation.

In short, policies only work when people know about them and feel safe using them.

Significance of the topic: In recent years, more women are facing harassment and safety issues worldwide, including in India. Even today, many colleges still struggle with these problems. Often, women don't report them because they're scared, don't know their rights, or fear judgment. By improving awareness at the case study institution, Pune, we can help female students and staff speak up and get support when needed.

Even though laws exist to protect women, harassment and gender-based violence still happen in colleges and workplaces. Recent cases in India show how serious the problem is:

- -Pune Crime: Woman Beaten in Shivajinagar for Refusing Romantic Relationship, Minor Assaulted in Hadapsar for denying sex.
[The Free Press Journal 2025 July 05]
- -Workplace sexual harassment cases in 700 NSE-listed firms increased 29%, pending complaints rose 67%: Report.
[Hindustan Times, 2024 Aug 24]
- In Badlapur, Maharashtra, a man was arrested for sexually assaulting an 8-year-old girl. [Times of India, 2023, March 15].
- In Maharashtra, a woman working on a government project accused a senior official of sexual harassment, using his power to exploit her.
[The Hindu, 2022 November 10].
- In Pune, a 27-year-old woman filed a complaint under the POSH Act, but the Internal Complaints Committee reportedly ignored her case instead of taking action.
[Indian Express, 2023 January 20].
- In Thane, Mumbai, two men were arrested for harassing minor girls in separate incidents.
[Hindustan Times, 2023 February 5].

These cases show that having laws isn't enough. Colleges and workplaces need to constantly build up safety policies and educate people about them. Without real commitment, these policies don't work in practice.

Raising awareness about safety and rights isn't just paperwork—it's about creating a safe and welcoming environment for everyone. This study focuses on BVDU, Pune, to measure how aware people are of these issues and suggest ways to improve. By educating female students and staff about their rights and how to report harassment, universities can build a culture where women feel safe to learn, grow, and flourish without fear.

2. LITERATURE REVIEW:

Keeping women safe in schools and colleges is a growing concern worldwide. Even though many institutions have policies and laws to prevent harassment and violence, there's still a big gap in awareness and implementation. This section looks at research on gender-based violence, campus safety, and how well people know about safety policies. It also explores the challenges and solutions.

Literature review is conducted on following aspects:

1. Lack of Awareness about Safety Policies:

Many women don't know about the safety policies and measures their institutions have in place. For example, studies show that a large number of female students and staff are unaware of their rights or how to report harassment.

2. Perceptions of Safety among Women:

Research shows that many women on campuses feel unsafe and fear being harassed or attacked. This fear affects their daily lives and limits their ability to focus on studies or work.

3. Gender-Based Violence and Institutional Response:

Despite laws like the POSH Act, many cases of harassment go unreported or are ignored by institutions. Some internal committees fail to take action, leaving victims without support.

4. Institutional Challenges and the Need for Awareness:

Universities face challenges like lack of training, unclear messaging about safety protocols, and weak enforcement of policies. To make campuses safer, institutions need to focus on awareness programs, clear reporting systems, and strict action against offenders.

For above points, got clarification while reading the following secondary reference.

Ayush Kumar Sahu (June 2025) This research investigates the effectiveness of the Community-Based Reporting and Monitoring Tool for Women Safety in Colleges, addressing the issue of sexual violence among young women as they pursue higher education.

Radhika Lakshminarayanan (March 2024) this study analyzes secondary data on the prevalence of sexual harassment and gender-based violence against women within academia in India, and seeks to understand its contextual dynamics and dimensions.

Vijan Deepika, Sheoran Poonam, Dr (Mrs) Sarin Jyoti (February 2016) The aim of the present study was to assess the awareness, satisfaction and expectations of female students regarding gender equality and sensitization measures on campus at Maharishi Markandeshwar University, Mullana, Ambala, Haryana

Mangai Natarajan (April 2016) this paper undertakes a rapid assessment of so-called "eve teasing" of female college students in Chennai, India. While the term is used widely in India and in South Asian countries, "eve teasing" trivializes sexual harassment of women in public, including cat calling, lewd remarks, and inappropriate sexual contact such as rubbing and fondling. This conduct demeans young women and girls and can harm them psychologically, physically and socially.

Rouf Ahmad Bhat (2017) the present study provides an intensive background of sexual harassment of women in India. The origin of the sexual harassment has been taken from Bhanwari Devi case and an account of Vishaka and Ors. V/s Union of India 1997 judgment is also mentioned in the current study

Adetutu Deborah Ania & Pradeep Kulshrestha (July 2017) this study examined the level of awareness of sexual harassment in educational institutions in Delhi NCR (India).

Karuna Jadhav, Shrikant Pawar & Deepak Walokar (Dec 2022) Sexual harassment at a workplace is considered a violation of women's right to equality, life, and liberty. In 2013, the number of sexual

harassment at the workplace increased rapidly, it is important to know the awareness level among women employees of "Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act 2013".

Adrija Dey (Oct 2023) Recently, while there has been some attention to the issues online harassment in higher education, the impacts of online sexual harassment have been lost within the broader focus. There is negligible research looking at these specific experiences within Indian universities. To address this gap, this paper explores three different but interconnected forms of online sexual harassment.

Epaper Archana More (July 2025) Three accused attack woman, outrage her modesty; FIR filed

The times of India: Anjali Jhangiani (Aug 2023) PUNE: As multiple women report attacks and sexual harassment on the streets, the city's reputation as a safe place for women is now questioned.

Gunwanti Paraste (Dec 2023) Pune: Senior Officers at Private Company in Yerawada Accused of Sexual Harassment by High-Ranking Female Executive

Ankit Shukla (Feb 2025) Female Bus Conductor Attempts Self-Immolation at PMPML Office in Swargate, Alleges Sexual Harassment by Senior Official; Police Complaint Filed.

Bridget turner Kelly & Alina Torres (January2006) the purpose of this research was to examine the campus experiences of undergraduate and graduate women students at a research university.

Kimberly. N. Miles (2015) previous research has shown the prevalence of females on college campuses across the nation experiencing a generalized fear of being victimized or violently assaulted while on campus. [2]

Fran Klodawsky and Colleen Lundy This paper reports on a study of the safety concerns of approximately 1,500 men and women who work and study at a mid-sized university campus. They include staff, students and faculty from the general population.

Carol E Jordan Institutions of higher learning in the United States today face major challenges, as they adapt to a global society, increasing diversity and a substantial shift in the demographics of students, an exponential growth of new knowledge, and an infusion of technologies never envisioned by academics of prior decades.[2]

Paula C Fletcher, Pamela J Bryden 2007 University and college campuses are not immune to acts of violence. Unfortunately, there is limited information regarding violence in the academic setting among women employees.

Dawn H Currie 2018Dawn H. Currie 25 based on women's experiences. In contrast to the administrative view that personal violence on campus is a worrisome but never-the-less infrequent occurrence which might be avoided through greater personal diligence, my female students saw the campus as dangerous terrain.

Kimberly N Miles Previous research has shown the prevalence of females on college campuses across the nation experiencing a generalized fear of being victimized or violently assaulted while on campus.

Dawn H Currie, Brian D MacLean J. Hum. Just. 4, 1, 1992First appearing in a popular women's magazine in 1982, the term 'date rape' was introduced in a discussion of research by Koss and Oros. While earlier research had documented sexual aggression in heterosexual dating relationships see Kirpatrick and Kanin 1957.

Catherine ChimeraThe purpose of this qualitative research study was to explore the perceptions of female student services staff members' perceptions of safety on a state college campus.

Charles Chekwa, Eugene Thomas Jr, Valerie James Jones 2013Crime and violence on college and university campuses have found their way into the media spotlight. As a result, criminal and violent acts have become issues that warrant research.

Sara Zedaker Lisa R. Muftić Safety planning, simply put, is a detailed, personalized, and practical plan that is created to protect oneself against an abusive (or potentially abusive) partner.

Fletcher, Paula C, Bryden, Pamela J. University and college campuses are not immune to acts of violence. Unfortunately, there is limited information regarding violence in the academic setting among women employees.

Carol.E. Jordan 2014 Institutions of higher learning in the United States today face major challenges, as they adapt to a global society, increasing diversity and a substantial shift in the demographics of students, an exponential growth of new knowledge, and an infusion of technologies never envisioned by academics of prior decades.

Jessica C.2020 But the world is a pretty scary place, especially as a woman. There have been thousands of stories of women being harassed, attacked, kidnapped, etc. Right on the street, with no one helping them.

Tess Blake 11% of all women on Canadian college campuses reported they were victims of sexual assault, according to a report by Statistics Canada in 2019 (Loriggio, 2020). This is almost three times the rate of men who reported assault that same year.

Research shows that many women on campuses feel unsafe and worry about harassment or violence. While universities are growing and changing, safety remains a major issue. Some officials think violence is rare, but many women see it as a real threat. To address this, women need to be aware of their rights and safety policies. Universities must also improve security, raise awareness, and enforce strict rules to create a safer environment for everyone.

3. OBJECTIVES:

- To identify the existing safety and security policies adopted by case study institution, Pune for female students and staff.
- To assess the level of awareness of these policies among female students and staff at case study institution, Pune
- To evaluate the effectiveness of the implementation of these safety and security policies from the perspective of female stakeholders.
- To examine the communication channels used by the university to disseminate information about safety and security policies.
- To explore the perceptions and experiences of female students and staff regarding their personal safety on campus.
- To identify challenges or gaps in policy implementation, communication, or effectiveness.
- To recommend strategies to enhance policy awareness, safety infrastructure, and the sense of security among female stakeholders at the university

4. RESEARCH METHODOLOGY:

This research is aim to understand and to assess the awareness levels among female students and staff regarding the safety and security policies implemented by University. The research will be conducted through a structured questionnaire designed to gather feedback from participants. This survey will be specifically carried out to evaluate the information regarding safety and security policies adopted by Deemed to Be University, Pune.

Method of data collection: -

Primary data: -The information is collected from the respondents with the help of structured questionnaire.

Questionnaire: - It was designed in such way that the girl students and staff can fill it online and even feedback can be taken by getting the questionnaire printed.

Secondary data: -The information was collected through internet, newspaper, websites etc.

Sample size: - The sample chosen was female staff and students who were working and studying at the case study institution, Pune. Around 115 respondents were surveyed by sending them e-questionnaire.

Actual Respondents: - Responses were collected from a total of 115 female students and staff across various colleges of Bharti Vidyapeeth (Deemed to Be) University Pune.

Research Gaps:

1. Limited studies on the effectiveness of safety policies in Indian colleges.
2. Lack of exploration on the concept of “safe spaces” in college campuses.
3. Limited awareness and implementation of safety policies among college female students.

5. FINDINGS :

- The survey mainly reflects the perspective of younger respondents, which is crucial for analyzing awareness and opinions.
- The students are most aware regarding opinions on these policies compared to the other groups.
- IHMCT is the most aware and responsive compared to the other institutes by 33.1%.
- 50.2% of respondents is not aware of university's HER's policy and 49.8% of respondents are aware of the policy.
- 60% of respondents are aware about the elements of HER's policy.
- 59.1% of respondents are not aware of POSH policy and 40.9% are aware of the policy.
- 80 % of respondents are aware about the elements of POSH policy.
- 86.1% of respondents are aware of Nirbhaya Pathak and 13.9% of respondents are not aware of this Pathak.
- 80.1% of respondents are aware about the elements of Nirbhaya Pathak.
- 70.4% of respondents are aware of Vishakha Guidelines and 29.6% of respondents are not aware.
- 60% of respondents are aware about the elements of Vishakha Guidelines.
- 99.9% of respondents are aware of Women helpline support by Indian Govt.
- 85% of respondents are aware about the activities conducted by their institute under Self Defence.

6. ANALYSIS:

The data was collected and analysed using basic and advanced analytical tools to conduct a detailed assessment of safety and security awareness among female students and staff at the case study institution. The analysis was carried out with the primary objective of understanding the level of awareness, perception, and effectiveness of the existing security policies implemented by the institution. To gather information, a survey was conducted using questionnaires. Female students and staff were asked about their knowledge of safety rules.

The following sections provide an analytical overview of the responses, and the overall perception of campus safety.

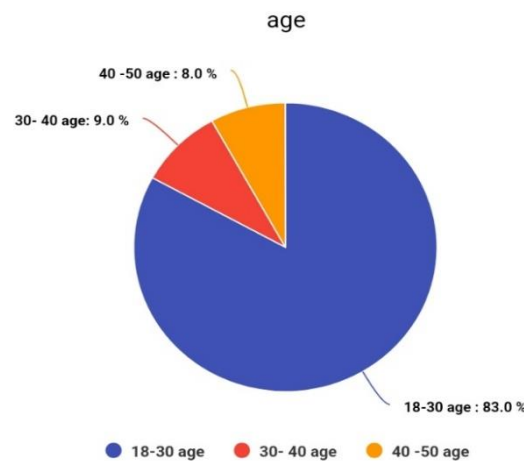


Chart 1: Age

Interpretation:

The pie chart depicts age distribution of respondents. The majority 83% fall within the 18 -30 age group, while 9% are aged 30-40 and 8% belong to the 40 -50 age group. **This finding concludes that the survey primarily captures the perspectives of younger respondents**, which is crucial for analysing awareness and opinions about campus safety policies, as younger demographics often represent the primary user group of university facilities and services.



Chart 2: Profession

Interpretation:

The pie chart interprets that the responses were collected from individuals in different professions to gather feedback from female respondents across three key professional categories: students, non –teaching staff, and teaching staff, to assess their awareness of gender sensational - related policies. The distribution of the responses shows that 79% were from students, 16% from non- teaching staff, 5% from teaching staff. This finding concludes that students demonstrate greater awareness of these policies compared to others groups.

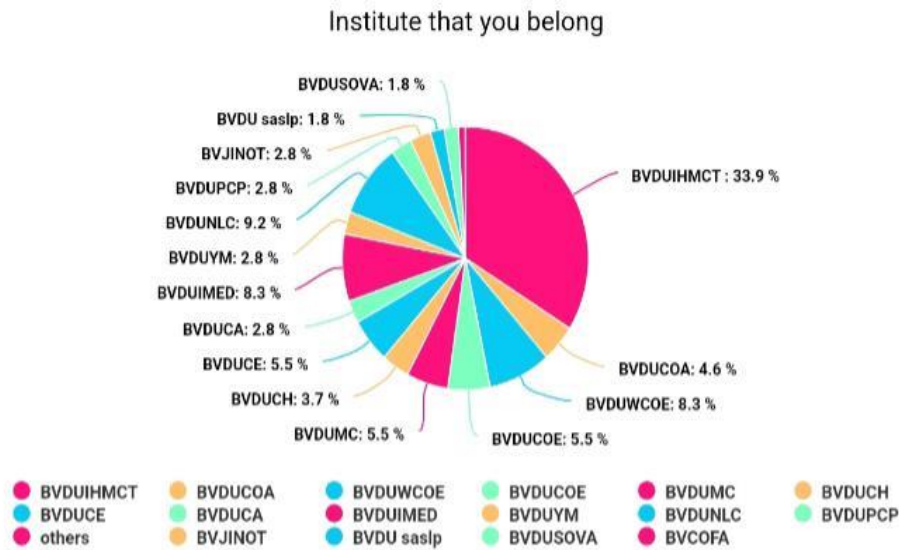


Chart: 3 Institutes

Interpretation:-

The pie chart analysis shows the various institutes and their associated departments under case study institution, Pune, among all the institutes IHMCT have more responses compared to the others, indicating higher participation. This finding indicated that IHMCT students demonstrate the highest awareness and responsiveness 33.9% regarding these policies compared to other institutes.

Are you aware of HER's (Health Empowerment Respect And Safety) policies.

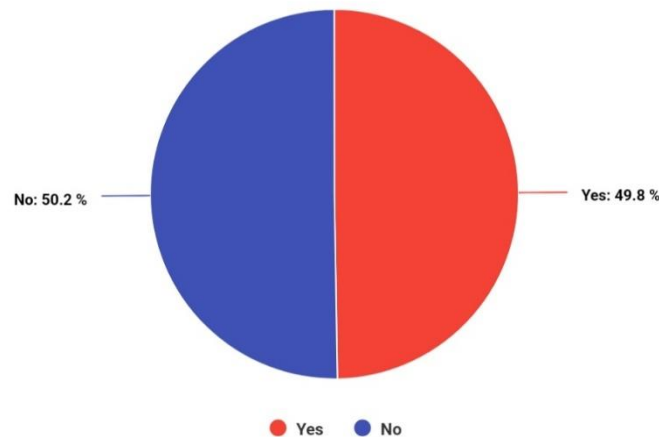


Chart: 4 Are you aware of HER's (Health Empowerment Respect And Safety) policies.

Interpretation:-

The above pie chart interprets the number of participants who are aware of HER's policies. The responses were collected from female students, teaching, and non-teaching staff in dichotomous form. Thus, 49.8% of females indicated awareness, and 50.2% indicated a lack of awareness. This finding concludes that 50.2% are not aware of HER's policies and 49.8% are aware of these policies.

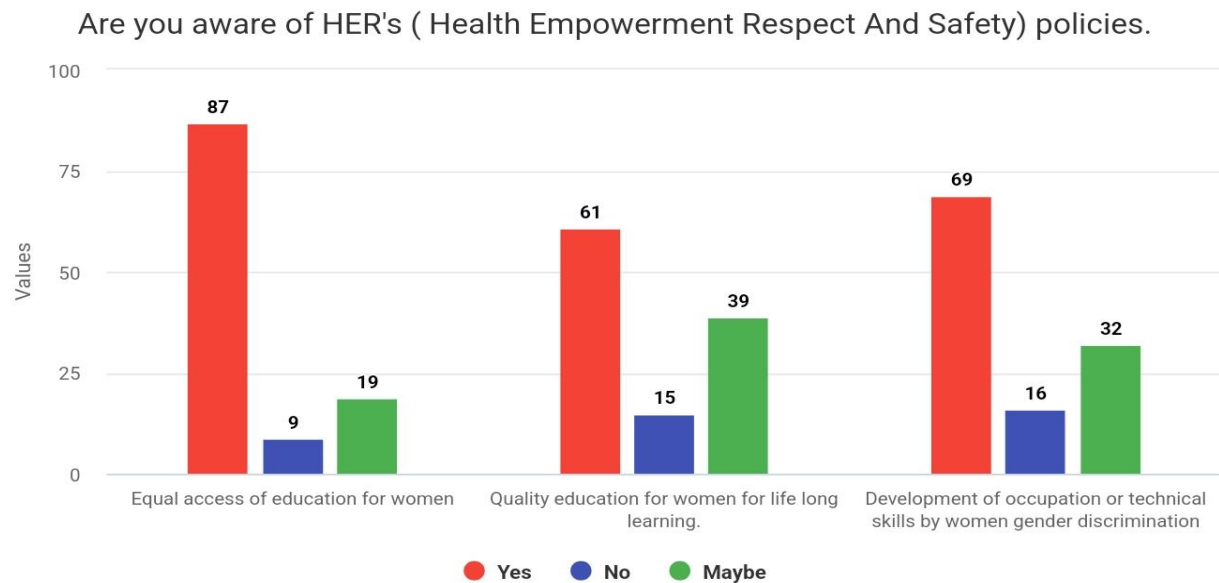


Chart: 5 are you aware of following HER's policies elements

Interpretation:-

The above bar chart depicts how many students and staff are familiar with elements of HER's policy. According to result 60- 90 % females are aware about the elements, 20% are not aware and 40 % females are unsure. This finding state that 60-90 % females are aware about the BVDU'S HER's policies elements.

Are you aware of POSH (Prevention of sexual harassment) policies'

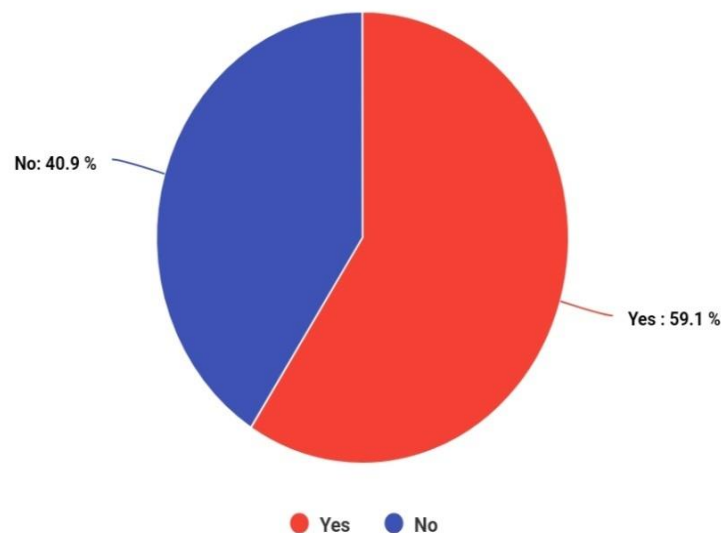


Chart: 6 Are you aware of POSH (Prevention of Sexual Harassment) policies?

Interpretation:-

The above pie chart interprets that how many females are aware about POSH polices. The responses were taken from female students, teaching and non- teaching staff in YES or NO form. Thus 59.1% females replied YES and 40.9% replied NO. This finding concludes that 59.1% are not aware of POSH policies and 40.9% are aware of this policies.

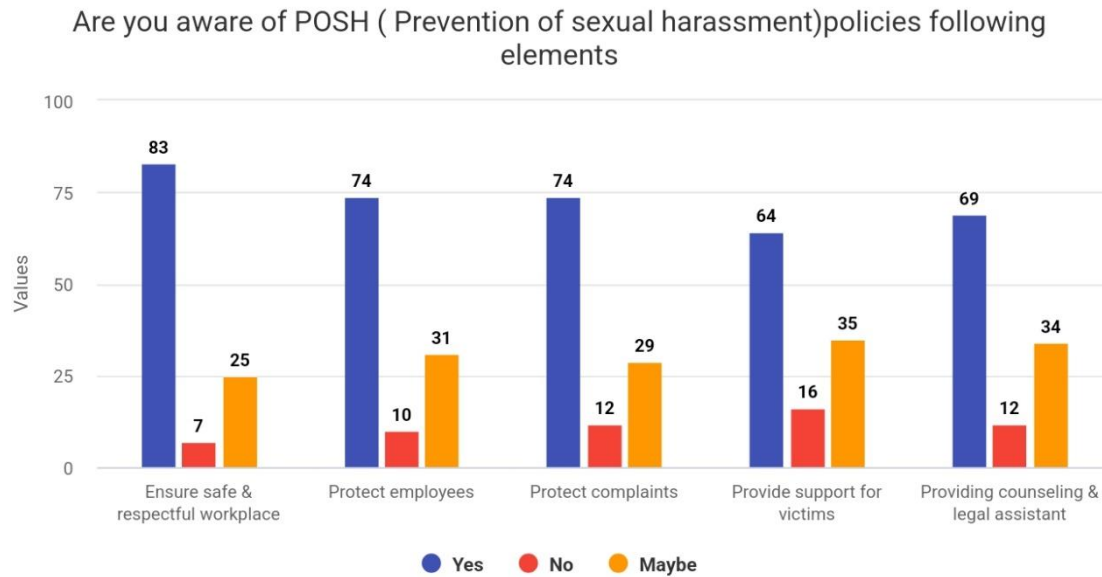


Chart: 7 Are you aware of National POSH (Prevention of Sexual Harassment) policies following elements?

Interpretation:-

Pie chart shows the number of elements under the POSH policy which are known to female students and staff. According to result 80 % females are aware about the elements, 20% are not aware and 30 % females are unsure. This finding states that 80 % females are aware about the POSH policies elements.

Are you aware of Nirbhaya Pathak ?

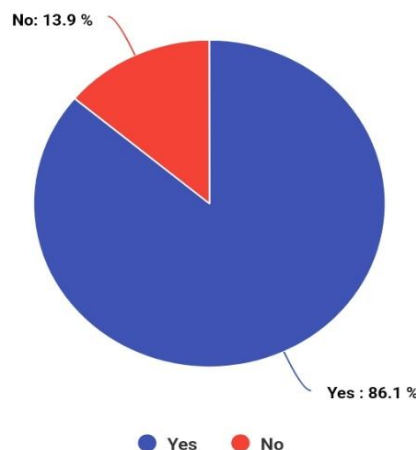


Chart: 8 Are you aware of Nirbhaya Pathak

Interpretation:-

The above pie chart interprets that how many females are aware about Nirbhaya Pathak. The responses were taken from female students, teaching and non- teaching staff in dichotomous form. Thus 86.1% females replied YES and 13.9% replied NO. This finding concludes that 86.1% are aware of Nirbhaya Pathak and 13.9% are not aware of this Pathak.

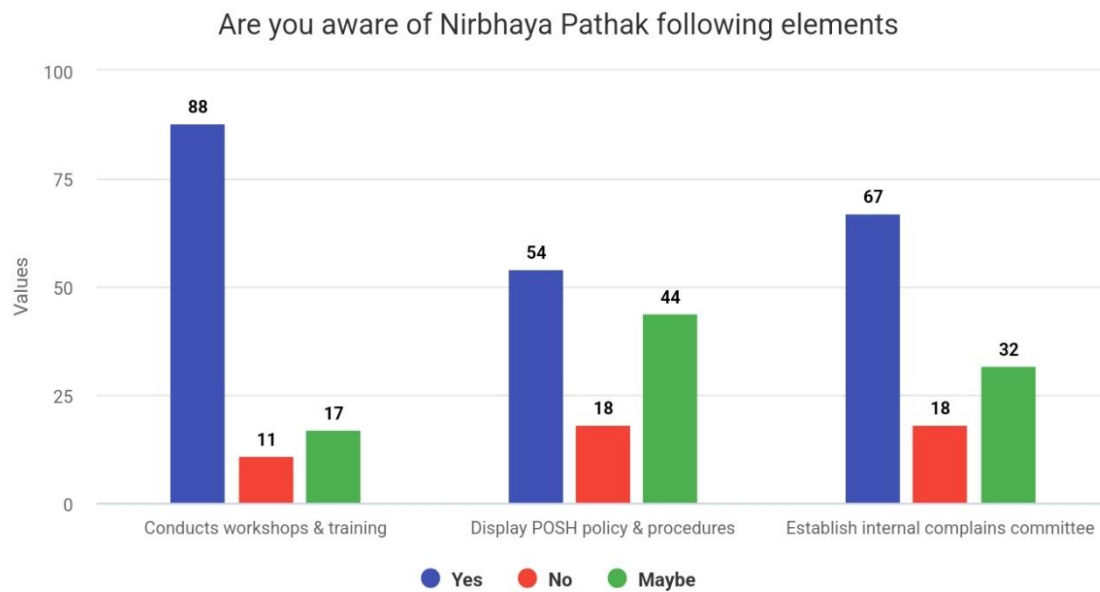


Chart 9: Are you aware of Nirbhaya Pathak following elements?"

Interpretation:-

The above bar chart represent how many number of elements of the Nirbhaya Pathak are known to the female students and staff. According to result 80.1 % female are aware about the elements, 20% are not aware and 30 % females are unsure. This finding states that 80.1% females are aware about the Nirbhaya Pathak elements.

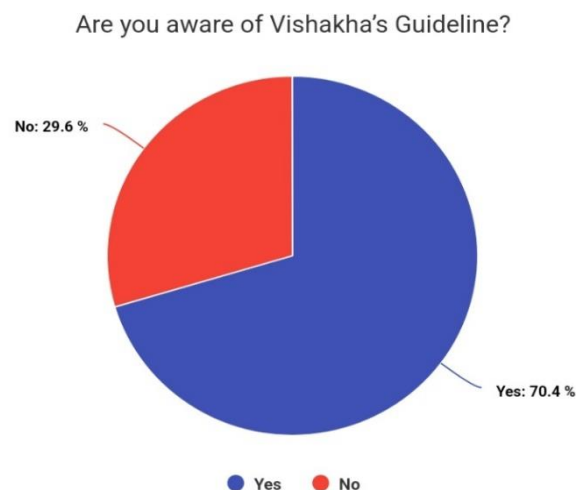


Chart 10: Are you aware of Vishakha's Guidelines formulate by the honourable supreme court of India ?

Interpretation:-

The above pie chart interprets the number of females are aware Vishakha's Guidelines. The responses were taken from female students, teaching and non- teaching staff in dichotomous form. Thus 70.4% females replied YES and 29.6% replied NO. This finding concludes that 70.4% are aware of Vishakha's Guidelines and 29.6% are not aware.

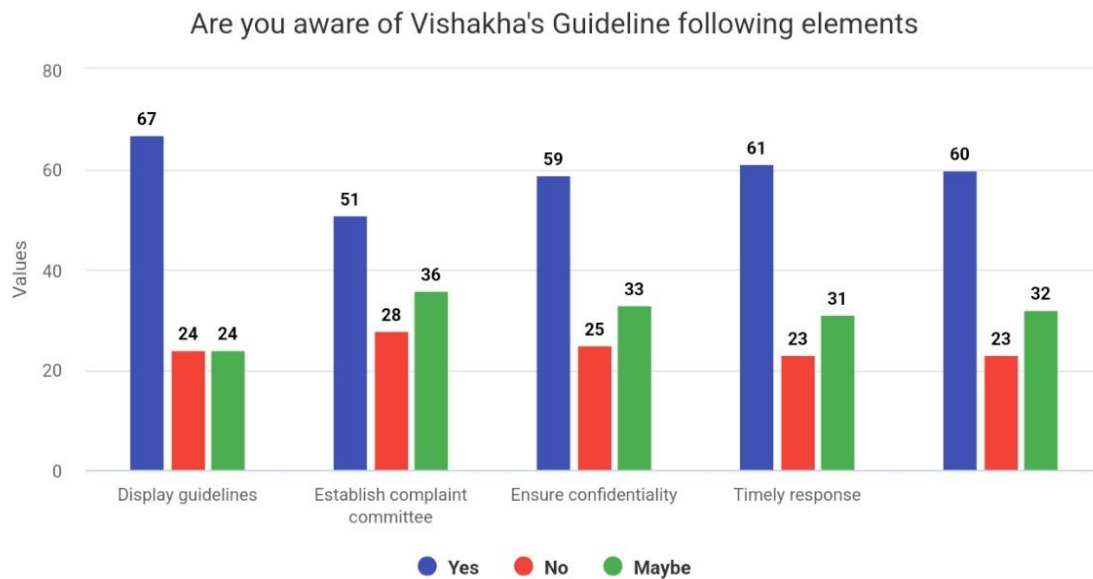


Chart 11: Are you aware of Vishakha's Guideline following elements?

Interpretation:-

The above bar chart depicts how many elements of the Vishakha Guidelines are to the female students and staff. According to result 60. % females are aware about the elements, 20% are not aware and 30 % females are unsure. This finding states that 60% females are aware about the Vishakha's Guidelines elements.

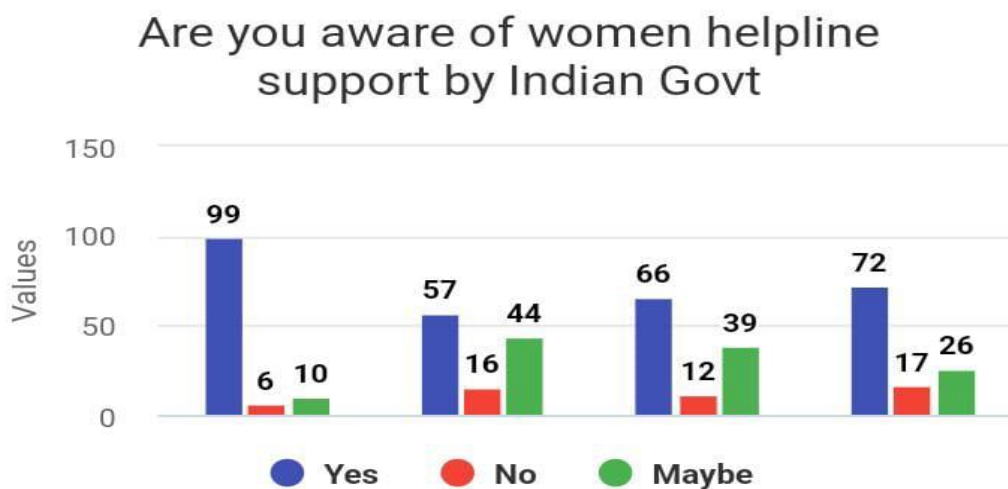


Chart 12: Are you aware of women helpline support by Indian Government?

Interpretation:-

The above bar chart depicts how many aware of Women helpline support. The responses were taken from female students, teaching and non- teaching staff in dichotomous format. Thus 99% females replied YES and 20% replied NO 30% replied MAYBE. This finding concludes that 99% are aware of Women helpline support by Indian Govt.

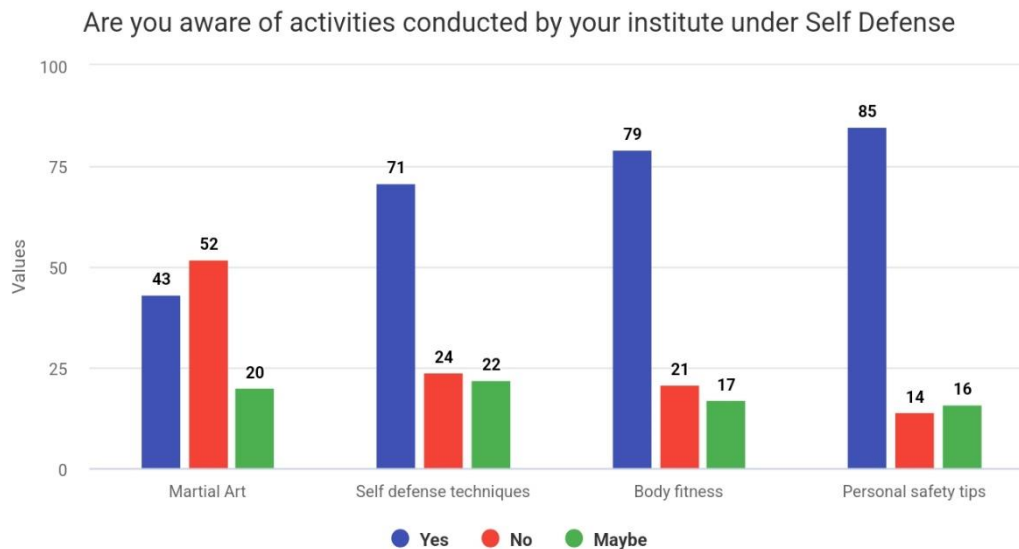


Chart 13: Are you aware of activities conducted by your institute under Self Defence?

Interpretation:-

The bar chart shows the number of women's are aware of the activities conducted by their institute under Self Defence. According to result 85 % females are aware about the activities, 50% are not aware and 25 % females are unsure. These findings state that 85% females are aware about the activities conducted by their institute under Self Defence.

7. CONCLUSION:

The study explored the awareness about safety and security policies among female students and staff at the university, Pune, highlighting the importance of policies such as POSH, HER's, Nirbhaya Pathak, and the Vishakha Guidelines in fostering a safer and more supportive environment. While some women are informed about these policies, a significant proportion remain unaware, leading to the underreporting of harassment cases. Factors such as fear, social stigma, and inadequate communication channels further discourage victims from seeking assistance. The findings indicate that younger students tend to be more engaged in safety awareness; however, institutional efforts require enhancement in disseminating information through workshops, training sessions, and well-defined complaint mechanisms. The study concludes that increasing awareness, promoting a culture of reporting, and reinforcing institutional support systems are essential steps toward bridging the gap between policy and practice, ultimately ensuring a safer campus for all women

8. LIMITATIONS:

1. Limited Scope:

This study focuses only on, **Bharati Vidyapeeth** (Deemed to Be) University, Pune Campus. The findings may not apply to other campuses or institutions, as each place has its own unique environment and challenges.

2. Gender Restriction:

The research is limited to the experiences of women (female students and staff). It doesn't include the perspectives of men or other genders, which could provide a more complete picture of campus safety.

3. Geographical Limitation:

The study is confined to Pune city. Safety issues and awareness levels might differ in other cities or rural areas, so the results can't be generalized for the entire country.

While this study provides valuable insights into safety and awareness at the University, Pune these limitations mean the results should be interpreted carefully. Future research could address these gaps by expanding the scope, including diverse perspectives, and using a clearer research design and sampling method. This would help create a more comprehensive understanding of campus safety issues

10. RECOMMENDATIONS:

According to the findings we can say majority of the respondents are not aware of the safety policies of the case study institution. To enhance awareness and implementation of safety policies at the university, several measures should be taken.

Below are a few suggestions for improving awareness and implementation of safety policies at the university:-

1. Increase awareness through campaigns and workshops- this will help educate female students and staff about their rights and the procedures for reporting harassment.
2. Make reporting systems more robust and user-friendly .By strengthening the system, information on safety policies will be more visible on websites, notice boards, and digital platforms. More victims will come forward without fear of reprisal if anonymous reporting systems are strengthened and offenders are properly punished. Additionally, both will lead to usage that is friendly to women. Provide mandatory safety training for everyone.
3. Involve male students and staff in creating a safer environment- Gender sensitization programs for male students and staff can help foster a safer and more respectful campus environment.
4. Regularly review policies and collect feedback for improvements- Regular surveys and feedback mechanisms should be implemented to assess awareness levels and improve safety policies based on student and staff experiences. Making safety information and resources easy to find and access.
5. . Work with police and NGOs to strengthen safety measures- . Work with these policies at the university can bridge the gap between policy and practice, ensuring a safer environment for all.

These steps will help make the university a safer place for all.

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3. [[POSH Act \(Protection of women from Sexual Harassment Act, 2013\) - ClearIAS](#) Swathi Satish, Dec 2024] (Introduction, 20,21,22)
4. [Nirbhaya Pathak | Navi Mumbai Police](#) government website
5. [Policy for Women Safety | Bharati Vidyaapeeth](#) BVDU policy website

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