



## **GENDER SENSITIZATION CELL AGAINST SEXUAL HARASSMENT Suren Das College, Hajo**

### **INTRODUCTION**

The Gender Sensitization Cell against sexual Harassment was established in Suren Das College in 2016. The Cell was formed in accordance with VISHAKHA guidelines of Hon'ble Supreme Court endorsed in SAKHAM report of the UGC.

The Cell aims to create awareness about gender justice among the academic and non-academic community of the College as well as its neighboring community.

The Cell is responsible for looking into any complaint filed by student and staff about sexual harassment.

### **COMMITTEE ON GENDER SENSITIZATION CELL AGAINST SEXUAL HARASSMENT SUREN DAS COLLEGE, HAJO**

Chairperson :Dr. Hirayna Kr. Sharma, Principal, Suren Das College, Hajo

Co-ordinator :Mrs. Bharati Medhi, Assit. Prof. in Geography

Jt.Co-ordinator :Dr. Nirmalee Kakati, Asst. Prof. in Political Science

Special Invitee :Dr. Ruma Bordoloi, Ex-Member GB

Members :

Dr. Ripima Buzarbaruah, Asso. Prof in Political Science

Dr. Ali Akbar Hussain, Asso. Prof in English

Dr. Ramen Medhi, Asso. Prof. in political Science

Dr. Rupanjoli Hazarika, Asst. Prof. in English

Dr. Sangita Medhi, Asst. prof. in Zoology

Ms. Rashmita Hajowary, Assistant Prof. In Botany

### **WHAT CONSTITUTES SEXUAL HARASSMENT**

According to the Hon'ble Supreme Court of India, sexual harassment is any unwelcome sexually determined behavior such as physical contact and advances, demand and request for sexual favors, sexually colored remarks, and any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

### **SCOPE**

This policy is applicable to all staff (whether fixed term or ongoing, casual or sessional), students, prospective students, consultants, service provider and visitors. There are no exclusions to the policy.

### **JURISDICTION**



- These Rules and Procedures shall be applicable to all complaints of gender harassment made by students, faculty and staff members and will address: Grievance of any member of the College irrespective of where the harassment is alleged to have taken place.
- By any member of the College against another member of the university irrespective of whether the harassment is alleged to have taken place within or outside the campus by an outsider against a member of the College when harassment is alleged to have taken place within the campus.
- In the case of third party/ outsider harassment, with the consent of the aggrieved person, the College can take immediate steps and initiate action by making a complaint with the appropriate authority having jurisdiction over the offence. Further the College and the committee shall actively assist and provide available resources to the complainant woman in pursuing the complaint.

## OBJECTIVES

1. To resolve the issues pertaining to sexual harassment
2. Zero-Tolerance to Sexual harassment and gender discrimination
3. To provide a platform for listening to complaints and redressal for grievances
4. To foster healthy relationship with opposite gender
5. To equip students, faculty and staff with the knowledge of their legal rights and redressal of their grievances
6. To facilitate speedy delivery of justice through organizing meeting at regular intervals

## POLICIES

1. Conducting gender awareness programmes
2. Organizing women empowerment programme
3. Programs in the nearby community to sensitize gender Equality
4. Observing International Women's day
5. Creating awareness against gender biasness, domestic violence.
6. Prevention and redressal of sexual harassment

## IMPLEMENTING GUIDELINES

In accordance with the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc. the following guidelines have been formulated:

- Prohibition of Gender stereotyping.
- All forms of bias and discrimination against women will not be tolerated.
- Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
- In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
- Special focus will be given to improve women's participation and representation in the areas of Science, Technology, Engineering, Mathematics and Medicine (STEMM) and any other field/ discipline in which women are underrepresented.
- In formation of any Committee, the representation of women is mandatory.
- In keeping with National policies, women specific leave will be granted.



- No student will be denied admission on the grounds of gender.
- Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
- In evaluating students, a policy of fair treatment of male and female students alike will be employed.
- In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.

### **COMPLAINT AND REDRESSAL PROCEDURE**

- Victim or any person who is aware of the happening of cases of harassment can lodge complain with any of the Complaint Committee members through telephone, email, letter, fax or verbal complain.
- The respective member would first try to resolve the problem informally. If the informal resolution is not possible the complain will be forwarded formally to the complain committee.
- The complain committee would investigate with the matter by interviewing both the parties (victim and alleged offender), questioning third party if required, investigating all relevant materials or documents, if any available, while maintaining full confidentiality.
- The Committee can ask for the suspension/ transfer of the alleged harasser from his official position, during the pendency of the enquiry if his presence is likely to interfere with the enquiry.
- The victim of harassment will have the option to seek transfer of the perpetrator or their own transfer where applicable.
- The complain committee would submit written report and recommendation on the case to the authority (governing body/Secretary) within thirty days from the days when complain first lodged with the member of complain committee.
- The Authority would take action of either mutual mitigation of the case or penalization of the offender on the basis of the gravity of the case based on recommendation made by the complain committee within ten days of receiving the recommendation.
- Wherever necessary the committee will also provide arrangement for the counselor for the victims of harassment, and all necessary support required.

### **EXISTING LAWS IN INDIA AGAINST HARASSMENT**

- The Constitution of India: Fundamental Rights – Right to Equality (Article 14), Right to life and live with dignity (Article 21), Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth (Article 15) and Provision for just and humane conditions of work (Article 42).
- Convention for the Elimination of Discrimination Against Women (CEDAW) Provisions
- Sexual Harassment of Women at the Workplace, 2008
- Laws under Indian Penal Code (IPC)
- Section 209: Obscene acts and songs, to the annoyance of others like: a) does any obscene act in any public place or b) sings, recites or utters any obscene song, ballad or words in or near any public place. Punishment: Imprisonment for a term up to 3 months or fine, or both. (Cognisable, bailable and triable offense)



- Section 354: Assault or use of criminal force on a woman with intent to outrage her modesty. Punishment: 2 years imprisonment or fine, or both.
- Section 376: Rape Punishment: Imprisonment for life or 10 years and fine
- Section 294: The obscene act or song must cause annoyance
- Section 509: Uttering any word or making any gesture intended to insult the modesty of a woman. Punishment: Imprisonment for 1 year, or fine, or both. (Cognisable and bailable offense).
- The Indecent Representation of Women (Prohibition) Act (1987)
- The Anti-Sexual Harassment Policy for working women (namely the Vishaka Guidelines in Vishaka and Others Vs. State of Rajasthan and Others (JT 1997 (7) SC 384
- The Protection of Human Rights Act, 1993.
- The Standing Orders under the Industrial Employment (Standing Orders) Act, 1946
- Transgender Persons (Protection of Rights) Act, 2019.

## REFERENCES

1. Vishaka Guidelines against Sexual Harassment at Workplace  
URL: <https://saksham.ugc.ac.in>
2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Principal  
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