

PURASH KANPUR HARIDAS NANDI MAHAVIDYALAYA



Sexual Harassment Redressal Policy

Introduction

The Constitutional doctrine of Equality is proclaimed in the Articles 14, 15 and 17 of the Constitution of India. The Right to Equality before the law under Article 14 lays down as encompassing guarantee for every person. Article 15 prohibits discrimination on the found of Religion, Race, Caste, Sex or Place of birth. Article 15(3) lays down the principle of substantive equality in favour of women, in recognition of historical disadvantages faced by them throughout ages and epochs, and therefore empowers the state to adopt special measures for women. Article 21 recognizes the right to life with dignity which includes the right to livelihood.

Meaning and definition of Sexual Harassment

‘Sexual Harassment’ includes anyone or more of the following unwelcome acts or behaviour whether directly or by implication, namely —

- (a) Physical Contacts or advances; or
- (b) A demand or request for sexual favours; or
- (c) Making sexual coloured remarks; or
- (d) Showing pornography; or
- (e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Examples of Sexual Harassment at the Workplace

1. Making sexually suggestive remarks or innuendos.

2. Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
3. Offensive comments or jokes.
4. Inappropriate questions, suggestions or remarks about a person's sex life.
5. Displaying sexist or other offensive pictures, posters, mms, sms, WhatsApp, or e-mails.
6. Intimidation, threats, blackmail around sexual favours.
7. Threats, intimidation or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.
8. Unwelcome social invitations, with sexual overtones commonly understood as flirting.
9. Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit
10. Physical contact such as touching or pinching.
11. Caressing, kissing or fondling someone against her will.
12. Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
13. Persistently asking someone out, despite being turned down.
14. Stalking an individual.
15. Abuse of authority or power to threaten a person's job or undermine her performance against sexual favours.
16. Falsely accusing and undermining a person behind closed doors for sexual favours.
17. Controlling a person's reputation by rumour-mongering about her private life.

The Visakha Judgement of 1997 by Hon'ble Supreme Court is the expansive interpretation given to the Article 19 (1) (g) of the Constitution of India, in so far as Sexual Harassment of Women at the Workplace has been held to be in violation of the fundamental freedom to of all women as citizens to pursue the business, trade or profession of one's choice.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 expanded the definition of an 'aggrieved woman' in relation to a workplace as a woman of any age whether

employed or not, who alleges to have been subjected to any act of sexual harassment at any office of Government Departments, Public Sector Undertakings, Autonomous Bodies and Institutions etc.

Constitution of ICC (SHW)

In compliance with the instructions of National Commission for Women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 in the case of Visakha and others vs. State of Rajasthan and Others as well as the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, Purash Kanpur Haridas Nandi Mahavidyalaya constituted an Internal Complaint Committee (SHW) in March 2022 for considering complaints of sexual harassment of women employees, students or visitors and at a large any person from any gender in the Institution.

The primary objective of the Internal Complaints Committee is to prevent and address instances of sexual harassment and discrimination within the college premises and to ensure a safe and respectful environment for all the women stakeholders associated with the institution. The composition of the Internal Complaints Committee (SWH) is given below.

Composition of the Internal Complaints Committee

Functions and Responsibilities:

It ensures implementation of the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 to maintain a safe and respectful environment for all the women stakeholders and overall, any victim from any gender in the institution. In addition, it receives complaints from aggrieved faculty, staffs, students and visitors regarding sexual harassment within its premises and violation of right to life with dignity. It inquires into such untoward incidents and recommends necessary measures to higher authority to resolve the anguish of the aggrieved.

Chairperson	Dr. Manju Saha
Members (Internal)	Prof. Aloka Das Dr. Ujjaini Samanta Roy Dr. Puspita Sengupta Smt. Mallika Mondal
Member (External)	Ms. Monalisa Mukherjee (President, Manush Manusher Jonyo NGO)

Complaint procedure

Complaint regarding Sexual Harassment against women can be made either in paper form or by sending e-mail to [pkhnmicc\[at\]gmail\[dot\]com](mailto:pkhnmicc[at]gmail[dot]com). The Act stipulates that aggrieved woman can make written complaint of sexual harassment at workplace to the ICC or to the LCC (in case a complaint is against the employer), within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.

As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

Ministry of Women & Child Development launched an online complaint management system titled Sexual Harassment electronic -Box (SHe-Box) on 24th July, 2017 for registering complaints related to Sexual Harassment at workplace. The SHe-Box is an initiative to provide a platform to the women working or visiting any office of Government Departments, Public Sector Undertakings, Autonomous Bodies and Institutions etc. to file complaints related to Sexual Harassment at workplace under the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

Once a complaint is submitted to SHe-Box (www.shebox.nic.in), it will be directly sent to the Internal Complaint Committee (ICC) of the concerned Ministry/ Department/ PSU/ Autonomous Body/ Institution etc. having jurisdiction to inquire into the complaint.

The SHe-Box also provides an opportunity to both the complainant and nodal administrative authority to monitor the progress of inquiry conducted by the ICC.

SHe-Box – Online Complaint Management System



Report, Redress and Rule Out

The reality is that every single voice counts. Every report helps to prevent the malice. A woman who stands for her dignity, strengthens all other women against atrocities. The more we report, more we redress and rule out. Together we can make a better future.

Contact Person for Complaints to ICC (SWH)

Name	Dr. Manju Saha
Designation	Associate Professor & HOD, Department of Bengali
Contact No.	9073679176
Mail Id	pkhnmicc@gmail.com

ZERO Tolerance Policy



Purash Kanpur Haridas Nandi Mahavidyalaya



has

**ZERO
TOLERANCE**

**NO SEXUAL
HARASSMENT**

Report any violation
to our ICC Committee