

ANTI-SEXUAL HARASSMENT POLICY



Preface

The Government of India has notified the Sexual Harassment of Women at the Workplace (Prevention, Prohibition Redressal) Act, 2013 (“Act”) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 (“Rules”). Both the Act and the Rules have come into force with effect from December 9, 2013. The Act and the Rules were both drawn up and passed in furtherance to the guidelines as laid down by the Supreme Court of India in the matter of Vishaka v. State of Rajasthan, to ensure that women, in particular, are protected against Sexual Harassment at all work places, be it in public or private, and to create work environments that recognizes right to gender equality, life and liberty and equality in working conditions everywhere.

GMSM Mahavidyalaya gives an equal opportunity without regard to race, caste, religion, colour, marital status, sex, age, nationality, disability of its staff. The institution also believes that all employees of the Institution have the right to be treated with dignity. The institution believes that Sexual Harassment in any form at workplace is a grave offence. The institution holds the responsibility to identify and prevent Sexual Harassment and to develop a culture of “zero tolerance” for any form of Sexual Harassment at the Workplace. The institution will respond promptly to reports of Sexual Harassment and will take prompt and appropriate steps to take cognizance of acts/behavior that violates this Policy and if necessary, facilitate legal action.

This Anti-Sexual Harassment Policy gives effect to the legal provisions contained in the Act and the Rules relating to protection against Sexual Harassment at Workplace and for establishing the necessary mechanisms for redressal of complaints of Sexual Harassment and for matters connected therewith or incidental thereto.

Extent of Autonomy

The committee will have complete autonomy in the performance of their tasks. In order to improve the work efficiency of the committee, the Principal will make allocations of clerical, infrastructural and supporting staff assistance if and whenever required by the committees.

Objectives

- To create a secure physical and social environment which will deter acts of sexual harassment

- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms
- To provide an environment free of gender-based discrimination
- To facilitate a safe environment that is free of sexual harassment
- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

Definition of Sexual Harassment

Behaviors that may constitute harassment are: Verbal or Physical threats. Insulting, Abusive, Embarrassing or Patronizing behaviour or Comments. Offensive gestures, Language, Rumours, Gossip or Jokes. Humiliating, Intimidating, Demeaning and/or Persistent criticism, Open hostility. Suggestive comments or Body language. Isolation or Exclusion from normal work or study place. Publishing, Circulating or displaying pornographic, Racist, Sexually suggestive or otherwise offensive pictures or other materials.

The following is also sexual harassment and is covered by the committee:

- Eve-teasing.
- Unsavoury remarks.
- Jokes causing or likely to cause awkwardness or embarrassment.
- Innuendos and taunts.
- Gender based insults or sexist remarks.
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like.
- Touching or brushing against any part of the body and the like.
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
- Forcible physical touch or molestation.

- Physical confinement against one's will and any other act likely to violate one's privacy.

Role And Responsibility

To take all reasonable steps (active and preventive in nature) to prevent the harassment.

Display anti-sexual harassment posters on notice boards in common work areas and distribute relevant brochures;

Conduct regular awareness sessions for all staff and Students on sexual harassment issues.

Composition/Structure

The Committee shall be presided by Principal and shall comprise of a senior faculty member, Upon the termination of services of either the Coordinator or the faculty member, the one in continued employment will hold the position of Coordinator, until any further appointment made by the Principal. The Principal will appoint a new faculty member to assist.

Meetings

- The Committee shall meet as and when it is thought appropriate.
- The Committee preferably convenes meetings to discuss about the organization of any event or programme.
- Attendance to the meeting is compulsory.