



Mechanism for Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students

It is hereby notified for information of all concerned that for the Mechanism for Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students, following members have been nominated for three academic years as Member of Internal Complaints Committee (ICC) for PREVENTION OF SEXUAL HARASSMENT.

Internal Complaints Committee (ICC) (For PREVENTION OF SEXUAL HARASSMENT)

Sr. No.	Name	Role	Contact Details
1	Convener	Ms. Sandhya Gajjar	(M): 9825040410, Email: sandhyagajjar@navrachana.edu.in
2	Member	Dr. Sujatha Patil	(M): 9916553138, Email: sujathap@nuv.ac.in
3	Member	Adv. Jaydeep Verma	(M): 9825321122, Email: lex@jverma.com
4	Member	Dr. Mandira Sikdar	(M):9898387932, Email: mandiras@nuv.ac.in
5	Member	Registrar	(M): 9879522980, Email: registrar@nuv.ac.in

POLICY OF PREVENTION OF SEXUAL HARASSMENT

Navrachana University has a zero-tolerance policy towards sexual harassment, which is widely condemned as a form of human rights violation. This form of harassment is an infringement on life and liberty and a grave form of gender-based discrimination. Sexual harassment at any level is a punishable offence. As per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, an Internal Complaints Committee has been constituted. For any complaints, you may contact any member of the committee.

Definition of Sexual Harassment

Sexual harassment means:

- A. An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:
1. Any unwelcome physical, verbal or nonverbal conduct of sexual nature.
 2. Demand or request for sexual favours.
 3. Making sexually coloured remarks.
 4. Physical contact and advances; or
 5. Showing pornography.
- B. Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones:
1. implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 2. implied or explicit threat of detrimental treatment in the conduct of work;
 3. implied or explicit threat about the present or future status of the person concerned;
 4. creating an intimidating offensive or hostile learning environment;
 5. humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

Objectives

- To prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees
- To lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employee;
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.

Procedure for Approaching Internal Complaints Committee (ICC)

An aggrieved person is required to submit a written complaint to the Internal Complaints Committee (ICC) within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Chairperson or any member of the ICC shall render all reasonable assistance to the person for making the complaint in writing.

Provided further that the Internal Complain Committee (ICC) may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co-students, psychologist or any other associate of the victim may file the complaint in situation where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

Responsibilities of Internal Complaints Committee (ICC)

- a) to provide assistance if an employee or a student chooses to file a complaint with the police;
- b) to provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- c) to protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- d) ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment; and
- e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

View Government of India's Handbook on Sexual Harassment

Link as given below <https://wcd.nic.in/act/handbook-sexual-harassment-women-workplace>

