

Office Of The Principal Government Mata Shabari Naveen Girls PG College
Bilaspur (C.G.)

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No.374

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Policy on Sexual Harassment

With due respect to the guidelines and norms issued by the Hon'ble Supreme Court in 1997 to provide for effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, particularly sexual harassment at workplaces and as per circulars issued by University Grants Commission since 1998 advising educational institution to establish a permanent cell to combat sexual harassment at work place, Government Mata Shabari Naveen Girls PG College, Bilaspur Chhattisgarh has constituted a committee against sexual Harassment. The college is committed to provide a healthy, safe and congenial environment to all its students, teaching staff and non-teaching staff which is free from any form of sexual harassment gender inequality, violence and any form of discrimination.

Declaration of Policy:- The Institution commits itself to zero tolerance policy towards sexual harassment and reinforces its commitment to create its campus free from discrimination harassment, retaliation or sexual assault at all places. The institution will value the dignity of each and every individual at workplace by ensuring the enforcement of fundamental rights provided in constitution of India under article 14.15.19(1)(g) and 21

Objective of the Policy will be to provide a healthy and secure environment to all its students and staff free from any form of Sexual Harassment and gender discrimination. It shall be the duty of the Head of the Institution to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required. The college is committed to Zero Tolerance Policy against any form of sexual Harassment.

Definition of Sexual Harassment:- Definition of sexual Harassment[as per Vishaka Guidelines] will be:- For this purpose, sexual harassment includes such unwelcome sexually determined behaviour(whether directly or by implication) as:

- A) Physical contact and advances;
- B) A demand or request for sexual favours;
- C) Sexually coloured remarks;
- D) Showing pornography;

E) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
Where any of these acts is committed in circumstances where – under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be,

humiliating and may constitute a health and safety problem. It is discriminatory for instance when the women has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not constant to the conduct in question or raises any objection hereto.

Composition of Anti-Sexual Harassment Committee:- 1. A presiding officer who shall be a woman faculty member employed at a senior level at the educational institution.

2. Two teaching faculty members and one non-teaching employee, preferably committed to the cause of women or who have had experience in social work or have legal knowledge:
3. One or two students (If matter involves students)
4. One member from amongst non-government organisation or association committed to the cause of women or a person familiar with issues relating to sexual harassment or parent or ex-student of the college dedicated to social work.

Provided that at least one- half of the total members so nominated will be women.

Responsibility of Anti Sexual Harassment committee will be to ensure an environment free from any form of sexual harassment by taking all reasonable steps to prevent the harassment from occurring, circulating notice about the cell, organising lectures displaying anti-sexual harassment posters on notice board and motivating students and staff to share their problems with the cell. The college is committed to Zero tolerance policy against any form of sexual Harassment.

Procedure of filing complain-The complaint can be submitted directly to the Head of the institution or Anti-Sexual Harassment Committee on all working days during office hours. The complain if it falls within college jurisdiction, will be resolved within 15 days. On other complains action will be taken as per Government procedures.

Procedure to be followed by committee:- The committee shall meet as and when any complaint is received. The meeting will be called by the Head of the Institution and convenor of the committee. The committee will look into the matter and then take steps as per government guidelines. All minutes will be recorded in a register.

Annual Report:- The committee will submit its annual report to the Head of the Institution at the end of the academic year. A copy of the report may be sent to the Government of Chhattisgarh, Department of Higher Education.

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