

GOVT. COLLEGE BICHHUA

DISTRICT-CHHINDWARA(M.P.)-480111

SEXUAL HARASSMENT REDRESSAL POLICY

After consideration of the proposed draft of Sexual Harassment Redressal Policy formulated & forwarded by IQAC to the Principal vide its Note Sheet No. 04/IQAC, dated 02/07/2019 & in compliance of the Letter No. 579/373/Commissioner Higher Education/SHA-1/2021, Bhopal Dated-19/03/2021 regarding implementation of **Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013** and after consideration of the directions given by the Govt., the Sexual Harassment Redressal Policy of the college is hereby approved as under:-

The Government College Bichhua is committed to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

BACKGROUND:

DEFINITION OF SEXUAL HARASSMENT:

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. 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 enrolment in the institution whether she is drawing salary, or honorarium or otherwise, such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work or studentship including recruiting or promotion or academics when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

SUPREME COURT'S JUDGMENT

The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of “Fundamental Rights” under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the “Right to Freedom” under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that sexually harassing behavior “needs to be eliminated as there is no compromise on such violations”. The Supreme Court further reiterated that sexual harassment “is a violation of the fundamental right to gender equality and the right to life and liberty”.

OBJECTIVES OF THE POLICY:

1. To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
2. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
3. To provide an environment free of gender-based discrimination.
4. To ensure equal access of all facilities and participation in activities of the college.
5. To create a secure physical and social environment which will deter acts of sexual harassment.

6. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

SEXUAL HARASSMENT GRIEVANCE REDRESSAL MECHANISM

In respect of Complaints of Sexual Harassment, the Committee shall follow the procedure as per the provisions of **Sexual** Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013.

COMPOSITION OF INTERNAL COMMITTEE

1. The Committee shall be headed by a senior woman faculty of the college and shall be designated as the "Chairperson"/"Presiding Officer"
2. The committee shall have two women teaching faculty members and one male teaching faculty member.
3. The committee shall have one Non-Governmental Woman Member.

POWERS & FUNCTIONS OF THE COMMITTEE

The Committee shall have the powers and perform such functions as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013.

PROCEDURE TO BE FOLLOWED BY THE COMMITTEE

The Committee shall follow the procedure as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & Rules 2013.



Principal
Government College Bichhua
Chhindwara (M.P.) 480111