

Committee against Sexual Harassment

With regards to the “The SEXUAL HARASSMENT” of women at work place (PREVENTION, PROHIBITION AND REDRESSAL) Act, 2013, to provide for the effective enforcement of the basic human right of gender equality and guarantee against Sexual Harassment and Violence at work place. The Director women and child Development Dept. Haryana and University Grant Commission (UGC) and M.D U respectively, issued circulars to all Colleges advising them to constitute “Internal Complaints Committee” (ICC) for hearing the complaints of Sexual Harassment at work place. The Copy of Act and Rules is available on www.wcdhry.gov.in. Keeping the above guidelines in view CRCOE has constituted a committee against Sexual Harassment.

Composition

The Committee consists of members of the faculty, administration, service staff and students' representatives. The members of the committee for the current academic year are:

Sr.No.	Name	Phone No.	E-mail
1.	Dr. Seema Sirohi (Convenor)	9416522236	Sirohi.seema678@gmail.com
2.	Mrs. Sunita Sharma (Faculty Member)	9729067055	47sunita.sharma@gmail.com
3.	Dr. Susheela Sangwan (Faculty Member)	9896110636	-----
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5.	Ramrati (Service staff Representative)	9467071917	-----
6.	Mr. Pawan (B.Ed. Student) Roll No.-16	8053565677	Pawan8053565677@gmail.com
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Objective

The objectives of the Committee are:

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees;
- Make recommendations to the Director for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and 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 employees;

- 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;
- Recommend appropriate punitive action against the guilty party to the Director.

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at the Tata Institute of Social Sciences. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Director, Deputy Director or any of the Committee members, they may forward it to the Convener of the Committee Against Sexual Harassment.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) as:

- Physical contact and advances;
- Demand or request for sexual favours;
- Sexually coloured remarks;
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

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

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