

## **University Initiative on Sexual Harassment of Women at workplace**

- Sexual Harassment at workplace, as observed by the Hon'ble Supreme Court, is a form of discrimination against women and it violates the Constitution Right to Equality. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 as was passed by the Indian Parliament defines sexual harassment at workplace and creates a mechanism for the redress of complaints.
- The University has constituted a committee named as "INTERNAL COMPLAINT COMMITTEE" according to the guidelines of the Hon'ble Supreme Court of India on sexual harassment (known as Vishakha guidelines) and also at par with "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- University Guidelines on Prevention, Prohibition and Redressal of Sexual Harassment of Women at workplace for its employees and students:

***"Sexual Harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:-***

- i) Physical contact and advances; or*
  - ii) A demand or request for sexual favours; or*
  - iii) Making sexually coloured remarks; or*
  - iv) Showing pornography; or*
  - v) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature*
- **Prevention of sexual harassment**
    - 1) No woman shall be subjected to sexual harassment at workplace*
    - 2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:*
      - i) Implied or explicit promise of preferential treatment in her employment; or*
      - ii) Implied or explicit threat of detrimental treatment in her employment; or*
      - iii) Implied or explicit threat about her present or future employment status; or*
      - iv) Interference with her work or creating an intimidating or offensive or hostile work environment for her; or*
      - v) Humiliating treatment likely to affect her health or safety.*
  - ***The disciplinary action will be commensurate with the nature of the violation. In the case of University employees, disciplinary action could be in the form of :***
    - i) Warning the offender*
    - ii) Written apology from him*
    - iii) Bond of good behaviour*
    - iv) Adverse remarks in the confidential Report*

- v) *Debarring from supervisory duties*
- vi) *Denial of membership of statutory bodies*
- vii) *Denial of re-employment*
- viii) *Stopping of increments/promotion*
- ix) *Reverting to a status of demotion*
- x) *Suspension*
- xi) *Dismissal*
- xii) *Any other relevant mechanism*
- xiii) *Compensation to be paid to the aggrieved woman*

- ***In the case of University Students, disciplinary action could be in the form of:***

- i) *Warning the offender*
- ii) *Written apology from him*
- iii) *Bond of good behavior*
- iv) *Debarring entry into a hostel/campus*
- v) *Suspension for a specific period of time*
- vi) *Withholding results*
- vii) *Debarring from examinations*
- viii) *Debarring from contesting elections*
- ix) *Debarring from holding posts such as member of committee of courses, membership of union etc.*

- **Contact for assistance & lodging complaints :**

1. Professor Rupa Gupta, *Presiding Officer, ICC*  
e-mail – [rupagupta25@gmail.com](mailto:rupagupta25@gmail.com)
2. Professor Syed Tanveer Nasreen, *Professor, Dept. of History and T-i-C,*  
*Dept of Women's Studies*  
e-mail – [tanveer.nasreen@gmail.com](mailto:tanveer.nasreen@gmail.com)
3. Dr. Bratati Bhattacharyya, *Asst. Professor, UGC-Human Resource*  
*Development Centre*  
e-mail – [bbhattacharyya@hrdc.buruniv.ac.in](mailto:bbhattacharyya@hrdc.buruniv.ac.in)

- **Steps taken:**

- The Guidelines along with the contacts for assistance & lodging complaints are displayed on the University website (url : <http://www.buruniv.ac.in/home/vishakha> ).
- Permanent Display Boards and Complaint Boxes have been erected at different prominent places of academic buildings, hostels and administrative buildings of our University.
- The relevant cases are sought to be resolved with utmost priority.