

Tirpude College of Social Work, Nagpur

Internal Committee (Committee against sexual Harassment)

With regard to the supreme court Judgment and guidelines and issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants commission UGC has issued circulars since 1998 to all the universities advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised the universities to be proactive by development a favorable atmosphere in the campus where the status of women is respected and they are treated with respect and dignity keeping the above guidelines in view Tirpude College of Social Work, (Autonomous) Nagpur has constituted a Committee against Harassment under women Development center of the college.203-24

Composition

The Committee consists of members of the faculty, administration service staff and student representatives and expert in the field

This committee will act as a Grievance Redhrasal committee against sexual harassment at work place

Objectives : The objectives of the committee are:

- 1) To Prevent discrimination and sexual harassment against women, by promoting gender amity among student and employees:

2½ To Make recommendations to the head of the institution 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 student and the employees.

3½ To Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and terminations of the harassment

4½ To recommend appropriate punitive action against the guilty party to the Principal

5½ To organize seminar, talk by the experts on the issues related with sexual harassment against women

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at the Tirpude College of Social Work, Civil Line Nagpur It is applicable to all students, staff and faculty A complaint

discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Principal of the college, Convener of the committee, members of the committee. If the complaint is made to the Principal or any of the committee members, they may forward it to the Convener of the Internal committee against sexual harassment, It is important to note that, as per the guidelines Internal Committee. Hon'ble supreme court, sexual harassment can be defined as unwelcome sexually determined behavior (whether directly or by implication) as:

Physical contact and advances:

Demand or request for sexual favours :

Sexually colored remark:

Showing pornography, and

Other unwelcome physical, verbal or non verbal conduct of sexual Nature. ¹/₄Vishaka judgment by Supreme Court ¹/₂

The following are also be considered as the act of sexual harassment and is covered in the preview of the committee:

- 1) Eve-teasing ,
- 2) Unpleasant remarks jokes causing or likely to cause awkwardness or embarrassment
- 3) Innuendos and taunts
- 4) Gender based insults or sexist remarks,
- 5) Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- 6) Touching or brushing against any part of the body and the like
- 7) Displaying pornographic or other offensive or derogatory pictures cartoons, pamphlets or sayings,
- 8) Forcible physical touch or molestation and
- 9) Physical confinement against one's will and any other act likely to violate one's privacy

Note In case of staff grievances students representatives of this committee will not be involve in the meetings