

JAYA SAKTHI ENGINEERING COLLEGE

THIRUNINRAVUR – 602 024

Prevention of Women Sexual Harassment Committee

Date: 17.08.2017

Self care is not self indulgence. Self care is self respect. And also if we treat ourselves and others with respect, we develop more pride and self-esteem.

About Prevention of Women Sexual Harassment Committee:

Gender equity, including protection from sexual harassment and right to work with dignity is universally recognized basic human right. Eradication of social evils has been the prime aim of Constitution of India. Article 15 of the Constitution of India prohibits discrimination on grounds of religion, race, caste, sex, or place of birth. Article 42 makes provision for securing just and human conditions of work. Article 15 –A (e) makes it incumbent on every citizen to promote harmony and spirit of the common brotherhood amongst all the people of India transcending religious, linguistic, and regional or sectional diversities, to renounce practices derogatory to the dignity of women. India is also a signatory to the convention on the “Elimination forms of discrimination against women”.

The Prevention of Women Sexual Harassment Committee was established in 2007 in accordance with the directions issued by AICTE, UGC and MHRD, and Supreme Court ruling of 1997 on the issue of sexual harassment in the work place. Women’s Cell was formed to empower and uphold the dignity of Women at work. The college aims to provide and maintain a dignified, safe, congenial working and learning environment for women employees and students, free from gender discrimination and sexual harassment. It further cultivates the atmosphere where men and women work together towards the growth and prosperity of the institution in a safe and healthy academic environment.

Women's Grievance Redressal Committees have been reconstituted with the following members:

	Name	Contact No.	Email - ID
Convener	Mrs. J. Jesu Mejula	9710599461	jmejula@gmail.com
Secretary	Mrs. P. Jayasri Archana Devi	9444411456	jayasriarchana@yahoo.com
Counsellor	Mrs. S. Arumai Shiney	9884902626	arumaishiney@gmail.com
Member	Mrs. M. Sheela Pushpa Darlin	9003118984	sheelapushpadarlin@yahoo.co.in
Member	Mrs. M. Sarojini	8680088028	dharshusathi@gmail.com
Member	Mr. G. Anitha	9840698698	Gajedran_anitha@yahoo.co.in
Warden	Ms. N. Dhiviya	9626212213	Dhiviya07@gmail.com

If any woman faculty, staff or girl student has any grievance, including any kind of harassment, the same can be brought to the notice of the Convener or any of the Committee Members for necessary action and redressal.

What constitutes sexual harassment, as defined by the Hon'ble Supreme Court is given below:

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

- Physical contact and advances;
- A demand or request for sexual favours;
- Sexually coloured remarks;
- Showing pornography;
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

where any of these acts is committed in circumstances in relation to the victim's employment or work or course of study, whether he/she is drawing salary, or honorarium or voluntary or a Student pursuing Education, when the Employee/ Student has reasonable grounds to believe that his/her objection would disadvantage his/her in connection with his/her employment or work or disrupt the course of study in the University including when it creates a hostile environment, adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto – such conducts amount to sexual harassment.

Examples:

- ♣ Denial of payment or official approval in the absence of sexual favours
- ♣ Pornographic pictures/messages displayed on desks or sent by email
- ♣ Remarks made about personal appearance and dress
- ♣ Coloured jokes shared in the office that make others present feel uncomfortable.

Functions of the Cell:-

The office of the Cell is an educational resource as well as a complaint centre for the members of the faculty, staff members and students of the college. Its mandate is

- ❖ To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- ❖ To advise complainants of the informal and formal means of resolution as specified by the Cell.
- ❖ To ensure the fair and timely resolution of sexual harassment complaints.
- ❖ To provide information regarding counselling and support services on our campus.
- ❖ To ensure that students, faculty and staff members are provided with current and comprehensive materials on sexual harassment and assault.
- ❖ To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

The Cell seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do then we can create a campus that is free of sexual harassment. Simple respect for all on the campus community is thus the focus.

The Cell seeks to achieve these goals through:

Dissemination of Information – through production, distribution and circulation of printed materials, posters and handouts.

Awareness Workshops – about sexual harassment for faculty, non-teaching staff members and students. The aim is to develop non-threatening and non-intimidating atmosphere of mutual learning.

Counselling – Confidential counselling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported and is a sensitive issue.

The Complaint Mechanism to file/report a complaint:

- The complainant will have to submit a written and signed complaint addressed to the Secretary of the Cell.
- The counsellor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complainant will be informed about the same to the appropriate authority.
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest.

The Women Cell is following the guidelines of "Saksham" which is based on UGC policies.

UGC – SAKSHAM:

Principal