



PATNA WOMEN'S COLLEGE

Autonomous
PATNA UNIVERSITY

3rd Cycle NAAC Accredited at 'A' Grade with CGPA 3.58/4
'College with Potential for Excellence' (CPE) status accorded by UGC

POLICY ON PREVENTION OF SEXUAL HARASSMENT

Internal Complaints Committee (ICC)

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Introduction

In compliance with the Supreme Court Judgment and guidelines 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 and insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act-Sexual Harassment Act in April 2013) to all the universities, advising them to establish a permanent cell/committee and to frame 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 developing a conducive atmosphere on the campus, where the women are respected and they are treated with dignity.

The Supreme Court, which regards sexual harassment as a violation of human rights and as a form of systematic discrimination against women, has issued guidelines to prevent, as well as punish, perpetrators of sexual harassment.



- As per the guidelines of UGC and the Supreme Court, a Committee against Sexual Harassment (SH) / Internal Complaints Committee (ICC) at PWC has been established to provide a healthy and congenial atmosphere to the staff and students of the College.
- Patna Women's College is committed to uphold the dignity of all members of the College community. Sexual Harassment results in violation of the fundamental rights of a woman to equality, under articles 14 & 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.
- In view of this Act, Patna Women's College seeks to create and maintain an academic and work environment free of sexual harassment for students, academic and non-teaching staff of the College.

The ICC (SH) is committed to:

- Observing the law on Sexual Harassment
- Sensitizing the campus community on gender issues
- Addressing complaints from victims

The objectives of ICC (SH)

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Develop the guidelines and norms for a policy against sexual harassment. Work out procedures for combating sexual harassment and implementation of the policy.
- Make recommendations to the Principal, Patna Women's College for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just.
- Lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, 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 victim.
- Recommend appropriate punitive action against the guilty.
- Prepare a detailed plan of action, both short and long term.

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Sexual Harassment – Definition

According to the Supreme Court, sexual harassment is defined as “unwelcome sexually determined behavior” such as

- Physical contact, and making advances
- A demand or request for sexual favors
- Sexually oriented remarks
- Showing pornography
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

In short, the definition of sexual harassment is broad enough to include all kinds of offensive, hostile, intimidating, humiliating and exploitative language, gestures and conduct.

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
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls)
- Touching or brushing against any part of the body
- Displaying pornographic or other offensive or derogatory pictures cartoons, pamphlets or sayings
- Forcible physical touch or molestation
- Physical confinement against one’s will and any other act likely to violate one’s privacy.

Do’s and Do Not’s

- Don’t feel a sense of shame. Tell the harasser very clearly that you find this behavior offensive.
- Don’t ignore the harassment in the hope that it will stop on its own; come forward and complain.
- Talk to somebody you trust about the harassment. It will not only give you strength, but also help others to come forward and complain.



- Keep a detailed record of all incidents related to the sexual harassment. If you feel the need to register a formal complaint later, this record will be helpful.
- Most importantly, the victim must never blame herself for the harassment.

Procedure for Registering Complaints

- If informal methods such as telling the perpetrator to stop harassing do not succeed, the victim can lodge a complaint through email or by a telephone call to any of the members of ICC (SH).
- The complainant's name and identity will be kept confidential.
- On receiving a complaint of sexual harassment, if a prima facie case is established by the ICC (SH), then it shall set up an enquiry committee which will submit a report. The committee is bound to keep confidence during the time of the enquiry. After the report has been finalized, confidentiality will be maintained, if the complainant so desires, by withholding the complainant's name and other particulars that would identify him or her. On the basis of the report, appropriate disciplinary action will be taken against the offender.
- The Committee takes cognizance of complaints about sexual harassment, conducts enquiries, provides assistance and Redressal to the victims, recommends penalties and takes action against the harasser, if necessary.

Activities of ICC (SH) in Patna Women's College

- The ICC committee has been involved in awareness and sensitization campaigns via lectures, one to one contact by committee members in each academic year.
- International Women's Day is being celebrated in March each year with a program of content relevant to the community such as lectures by women role models, panel discussions; dramas; plays; skits; poster competition etc.
- At Patna Women's College, the Committee (ICC), comprising representatives of teachers, students, non-teaching staff, among others, is responsible for the implementation of the College policy against sexual harassment.

Procedure for Registering Complaints

- All complaints must be brought by the complainant in person to ICC.
- The exception for this will be in cases of forced confinement of the person. If the complainant wishes the person can be accompanied by a representative.
- Employees can approach the ICC directly.



- A complainant can go directly to the Authorities of PWC. However, in such cases, which should be exceptional, the complainant should give reasons for doing so.
- The Principal can refer any complaint to ICC.

Office of ICC (SH)

A committee is set to deal with instances of sexual harassment in the college campus

Members of ICC (SH):

Sl. No.	Name	Category
1.	Dr. Sister M. Rashmi A.C. Principal, Patna Women's College	Chairperson
2.	Prof. Shahla Yasmin Head, Department of Zoology	Member
3.	Dr. Sister M. Dipasha A.C. Head, Department of Economics	Member
4.	Dr. Shobha Shrivastava Assistant Professor, Department of Zoology	Member
5.	Dr. Sahar Rahman Head, Department of English	Member
6.	Dr. Shahla Rehana Associate Professor, Department of English	Member
7.	Dr. Aprajita Krishna Head, Department of Physics	Member
8.	Dr. Soofia Fatima Head, Department of Commerce	Member
9.	Dr. Ashish Kumar Assistant Professor, Department of Chemistry	Member
10.	Dr. Sister Celine Crasta A.C. Head, Department of History	Member
11.	Mr. A. K. Sinha Section Officer, Examination Cell	Member
12.	Student — Premier	Member
13.	Student — General Secretary	Member
14.	Dr. Sister M. Tanisha A.C. Head, Department of Home Science	Member Secretary

Date: 01.07.2019

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