

Committee against Sexual Harassment

With regard to the Supreme Court Judgement and guidelines issued in 1997 (Vishakha & others vs. the state of Rajasthan & others) an anti-sexual harassment committee has been established by JNGEC Sundernagar to provide healthy and congenial atmosphere to the staff and students of college. The Chairperson, Member Secretary and Members of anti-sexual harassment committee are as follows:

S. No.	Name	Designation in committee	Email	Contact No.
1	Dr. Champa Verma, AP(Chemistry)	Chairperson	champaverma25@gmail.com	9459850050
2	Dr. Ritesh Kaundal, AP (Mech. Engg.)	Member Secretary	riteshkaundal@gmail.com	9418620206
3	Smt. Anita Jaswal, Librarian	Member	anitajaswal@25gmail.com	9418671387
4	Ms. Preeti Gautam, AP (Text. Engg.)	Member	Preetigautam33@gmail.com	9459040102

What is Sexual Harassment?

Sexual harassment is a form of discrimination, it is behaviour that is not welcome, is personally offensive, destroys morale and interferes with institutional effectiveness. Sexual harassment is an unlawful employment practice as per the Guidelines and norms laid down by the Hon'ble Supreme Court in case of Vishaka and Others vs. State of Rajasthan and Others (JT 1997 (7) SC 384). In the judgment, the Hon'ble Supreme Court has held that each incident of sexual harassment results in the violation of the fundamental rights of Gender Equality and the Right to Life and Liberty. Sexual harassment is a clear violation of woman's right to gender equality as guaranteed under Articles 14 and 15, her right to live with dignity under Article 21, and her right to work with dignity in a safe environment under Article 19(1) (g) of the Constitution of India. Consistent with the definition of sexual harassment, given by the Hon'ble Supreme Court, the Institute has adapted it to its academic environment as under:

Sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication), between members of the same or opposite sex, as:

- Unwelcome physical contact and advances (molestation, stalking)
- Demand or request for sexual favours (either explicitly or implicitly), in return for (or a term or condition of) employment or a promotion, or for awarding higher marks in

examination (or for other academic advancement), or in case of evaluation of a person towards any Institute

- Sexually coloured remarks (including through letters, phone calls, e-mail, etc.)
- Displaying/showing/communicating pornography, obscene letters
- Sexual or indecent gestures and indication (including display of pictures, contraceptives, signs, verbal or non-verbal communication with sexual overtones – which offends the individual's sensibilities and affects her performance)
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature (including eve teasing, innuendos and taunts, physical confinement against one's will and which is likely to intrude upon one's privacy)
- Entry into private place marked for female employees and students, with the intent to commit mischief and harassment
- Taking of photographs of female workers/ staff without permission and converting it in to pornographic material and circulating the same by means of electronic media
- Harassment through telephone calls or email, uninvited following, blackmailing in or outside the campus and
- All such acts and conducts against women employees and students, which amount to commission offence defined in the Indian Penal Code.

An Act of Sexual Harassment shall be deemed to have been committed, when any of the above acts is committed within the workplace, classroom or within the campus or outside in the circumstances where the victim of such an act and conduct has a reasonable apprehension that in relation to the victim's employment or work or study (whether she is drawing salary, or honorarium, or voluntary) – such conduct is humiliating, hurts the dignity, causes mental torture, fear and anxiety – and which constitute health and safety problem, causing restricted movement, fearful living and discrimination in service or recruitment or promotion in the event of raising any objection and not obliging or consenting to such conduct.

Objectives:

- To create a secure physical and social environment which will deter acts of sexual harassment
- To maintain gender equality and gender justice in all of its interventions and practices
- To look into any complaints filed by staff and students about sexual harassment at the institute.

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at JNGEC Sundernagar. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim. A written complaint may be addressed to the Member Secretary of Committee.