

Gender Sensitisation & Complaint Committee for Sexual Harassment



SILAPATHAR COLLEGE

SILAPATHAR – 787059

ASSAM

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Principal
Silapathar College
Silapathar, Dhemaji

Gender Sensitisation and Complaint Committee for Sexual Harassment
Silapathar College, Silapathar Dhemaji (Assam)

Rules /regulations/guidelines relating to composition:

The cell has been constituted with representations from all the sections of the college community as per the guidelines of the Honourable Supreme Court of India issued in 1997.

Function /Power/ responsibility:

To sensitize the students and employees on gender issues, make them aware of the social, moral, and legal implication of gender discrimination, encourage value education upholding gender equality, and at the same time to deal with instances of sexual harassment in the campus brought to its notice by any.

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|-----|---|-----------------|
| 1. | Dr. Lakhi Nath Pegu, Principal | Chairperson. |
| 2. | Dr. Malaya Gogoi, Head, Department of Philosophy | Coordinator. |
| 3. | Mr. Dinesh Chandra Pegu, Assistant Professor | Member |
| 4. | Mrs. Tultul Phukan, Assistant Professor | Member |
| 5. | Ms. Pabitra Bala Doley Pegu, LDA (Non Teaching) | Member |
| 6. | Ms. Kaleswar Pegu, Library Assistant (Non Teaching) | Member |
| 7. | Miss Jutika Kuli (2 nd Semester) | Student Member |
| 8. | Miss Meghna Gogoi (4 th Semester) | Student Member |
| 9. | Miss Junmoni Boro (6 th Semester) | Student Member |
| 10. | Mrs. Poteswari Kumbang | Member |
| 11. | Mrs. Radhika Mili | Advocate Member |


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**Rules /regulations/guidelines relating to composition of Gender Sensitisation
and Complaint Committee for Sexual Harassment:**

The Silapathar College, Silapathar is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of gender violence, sexual harassment, and discrimination on the basis of gender. Every member of the College community should be aware that the College is strongly supports gender equality and opposes any form of gender discrimination and violence. Constitution of India has widely condemned Sexual harassment as a form of human rights violation.

The Supreme Court of India, in a landmark judgment in August 1997 (*Vishaka & others vs. the State of Rajasthan & others*) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (*Apparel Export Promotion Council vs. Chopra*) has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the fundamental right to gender equality and the right to life and liberty".

These judgments confirm India's international commitment to the International Covenant on Economic, Social and Cultural Rights (acceded to in 1979) and the Convention for the Elimination of Discrimination Against Women (CEDAW, ratified 1993). The Government of India was also a signatory to the Resolutions of the Fourth World Conference on Women in Beijing in 1995.

The Supreme Court judgment of 1997 makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions are bound by the same directive. Following this, Silapathar College, Silapathar Dhemaji (Assam) is committed to uphold the Constitutional mandate


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ensuring the above mentioned human rights of all those who fall within its jurisdiction.

Objectives of the Committee:

- To evolve a permanent mechanism for the prevention of sexual harassment cases and other acts of gender based violence at the Silapathar College.
- To uphold the commitment of the Silapathar College to provide an environment free of gender-based discrimination.
- To create a secure physical and social environment which will detracts of sexual harassment.
- To promote a social and psychological environment which will raise awareness about sexual harassment in its various forms.
- To generate public opinion against sexual harassment and all forms of gender-based violence.

Definition of sexual harassment:

When unwelcome sexual advances, and verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, gestures, physical contact, stalking, sounds or display of a derogatory nature have the purpose and/or effect of interfering with an individual's performance or of creating an intimidating, hostile, or offensive environment.

The rules and regulations outlined in this committee shall be applicable to all complaints of sexual harassment made:

'Members of the College' include students, teachers and non-teaching staff of the Silapathar College.


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'Students' includes Regular Students as well as current Ex-students of the Silapathar College.

'Teachers' includes staff of the college, who is appointed to a teaching post, whether full time, temporary, part-time, visiting.

'Non-Teaching Staff' includes any person on the staff of the college. It shall also include contract workers and daily wagers.

'Campus' includes all places of work and residence in the college. It includes all places of administration, as well as hostel, sports grounds, canteen, etc. on the Silapathar College.

Gender sensitisation and college complaint committee for sexual harassment (GSCCCSH):

- The Chairperson to be the Principal of the College
- Two teacher representatives of the college teaching staff
- Two non-teaching Staff representatives of the College
- Student representatives of each class.
- Two persons with known contribution to women's issues, to be co-opted by the Committee from outside the College. One of these may preferably have a legal background
- At least 50% of the members in each of these categories should be women
- The term of each member (other than students) shall be two years. The previous Committee will continue till the new Committee is constituted
- All complaints must be brought by the complainant in person. Complaints can be given to any member of the Committee. It will be incumbent on the Principal or any teacher/head of the department to forward a complaint he/she receives to the committee immediately.


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Silapathar, Jammu

Enquiry Procedures

- All complaints made to committee member must be received and recorded by the member, who shall then inform the Chairperson about the complaint, who in turn shall call a meeting of the committee.
 - All meetings of the committee will be called by the Co-ordinator in consultation with the Chairperson and a notice of at least 3 to 5 working days must be given.
 - The committee is bound to maintain confidentiality during the time of the enquiry.
 - After the report has been finalised, confidentiality should be maintained, if the complainant so desires, by withholding the complainant's name and other particulars that would identify her.
 - During an enquiry the committee meetings will be one-third of the total membership, and must include at least one member from the complainant's category as well as, one of the two members co-opted from outside.
 - The committee will, within ten days of the receipt of a complaint, establish a prima facie case of sexual harassment on the basis of the definition of sexual harassment as given.
 - During the enquiry procedure, the complainant and the accused will be called separately so as to ensure freedom of expression and an atmosphere free of intimidation.
 - The entire process of enquiry should be completed within 15 working days
 - **The disciplinary action will be commensurate with the nature of the violation.**
- A. In the case of College employees, disciplinary action could be in the form of:
- i. Warning
 - ii. Written apology


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- iii. Bond of good behaviour
- iv. Adverse remarks in the Confidential Report
- v. Debarring from supervisory duties
- vi. Stopping of increments/promotion
- vii. Suspension
- viii. Any other relevant mechanism.

B. In case of students, disciplinary action could be in the form of:

- i. Warning
- ii. Written apology
- iii. Bond of good behaviour
- iv. Debarring entry into a hostel/ campus
- v. Suspension for a specific period of time
- vi. Debarring from examinations
- vii. Debarring from contesting elections
- viii. Debarring from holding posts such as member of Committee of College, membership of college union, etc
- ix. Expulsion
- x. Denial of admission
- xi. Any other relevant mechanism.


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OFFICE OF THE PRINCIPAL
SILAPATHAR COLLEGE

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NAAC Accredited with CGPA of 2.62 on 15/11/2015 as 'B' Grade

Mobile(s): (+91) 9435534268, 9101241341

No. SPC/Gender Sensitization/2021-2022/371

Date: 31/12/2021

From:

Dr. L.N. Pegu
Principal
Silapathar College

To,

- 1) Dr. Nabanita Baruah, Assistant Professor, Dept. of Sociology, Coordinator.
- 2) Miss Madhusmita Devi, Assistant Professor, Dept. of Political Science, Teacher Representative.
- 3) Mrs. Pabitra Bala Doley, UDA, Non-Teaching Representative.
- 4) Mr. Kaleswar Pegu, UDA, Non-Teaching Representative
- 5) Mrs. Nepuli Pegu, Guardian Member (Women), Governing Body.
- 6) Mrs. Radhika Mili, Advocate.
- 7) Miss Priya Kumari Saha, B.A. 1st Semester, Dept. of Pol. Science.
- 8) Miss Leena Doley, B.Sc. 3rd Semester, Department of Zoology.
- 9) Miss Julie Gupta, B.A. 5th Semester, Department of English.

APPOINTMENT

I am pleased to appoint you as one of the members of "Gender Sensitization & Complaint Committee for Sexual Harassment Cell" Silapathar College to sensitize the students and employees on gender issues, make them aware of the social, moral and legal implication of gender discrimination, encourage value education upholding gender equality, and at the same time to deal with instances of sexual harassment in the campuses brought to its notices by any.

For smooth functioning of the cell, therefore, you are hereby asked to implement the suggestive measures as laid down rules/regulation/guidelines relating to composition of gender sensitization and complaint committee for sexual harassment.

(Dr. L.N. Pegu)

Principal,

Silapathar College, Silapathar

Date: 31/12/2021

Memo no. SPC/Gender Sensitization/2021-2022/371-A

Copy to:

- 1) Dr. Nabanita Baruah, Assistant Professor, Dept. of Sociology, Coordinator.
- 2) Miss Madhusmita Devi, Assistant Professor, Dept. of Political Science, Teacher Representative.
- 3) Mrs. Pabitra Bala Doley, UDA, Non-Teaching Representative.
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- 9) Miss Julie Gupta, B.A. 5th Semester, Department of English.
- ✓ 10) Guard file.

(Dr. L.N. Pegu)

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