

SEXUAL HARASSMENT PREVENTION POLICY

1. INTRODUCTION

Sexual harassment affects all women in some form or the other. Lewd remarks, touching, wolf-whistle, staring looks are part of any woman's life, so much so that it is dismissed as normal. Sexual Harassment is a form of violence in everyday life and is discriminatory and exploitative creating an atmosphere of threat and terror.

Sexual harassment is the expression of male power over women that sustain patriarchal relations in our male dominant society. It is practiced to remind women of their vulnerability and subjugated status. These patriarchal values and attitude of both men and women pose the greatest challenge in resolution and prevention of sexual harassment.

Sexual harassment is also a form of human rights violation, and is an infringement on their life and liberty as defined in the Constitution of India. Such behavior is seen to transgress common dignity, gender equality, and fundamental rights. Sexual harassment is also contrary to anti discrimination laws of the land. *Article 15: "prohibition of discrimination on grounds of religion, race, caste, sex or place of birth" and Article 19(1)(g): Right to freedom which upholds a woman's right "to practice any profession or to carry on any occupation, trade or business."

Thus, combating sexual harassment involves developing understanding of what is sexual harassment and change of attitudes in all be it employees, colleagues, friends, administrators, employers or the law makers.

2. WHAT IS SEXUAL HARASSMENT

Sexual harassment consists of any unwanted verbal, nonverbal or physical attention, or contact that is sexual in nature. victims may be subjected to comments about their physical appearance, sex-based jokes, gender-specific put downs or other language meant to demean, intimidated or threaten. Spreading rumours about a person's appearance or sexual activity can also constitute harassment, as can texting or emailing pictures of an individual. Nonverbal instances of harassment may include staring at someone suggestively, showing a person sexual image or engaging in other behaviour intended to make someone feel uncomfortable. Physical manifestations of sexual harassment include hugging, patting or other bodily touching. Following someone or otherwise invading her or his personal space can also constitute harassment.

Harassment can occur between strangers or people who know one another very well, including couples or friends. The harasser and victim can be of any gender, and they need not be of the opposite sex. Also, the person who is the

victim of the abuse doesn't need to be the target of harassment - he or she need only be affected by it.

2.1 Sexual Harassment: The law

There is no law dealing with sexual harassment. But there are existing laws which contains provisions under which sexual harassment can be challenged. The Indian penal code, for example, has no specific provision dealing with sexual harassment, but it has section 354 (outraging modesty of a woman), section 375 dealing with Rape section 509 dealing with act intended to insult the modesty of a women etc. There are act such as Indecent Representation of women (prohibition) act 1987 or the Delhi Prohibition of Eve Teasing Act 1988.

Sexual harassment has been recognized globally as most intimidating, most violating forms of violence since long .Countries like U.K,USA and many others have not only taken note of how degrading experience of sexual harassment can be for women as well as employers but have adapted legislative measures to combat sexual harassment.

In India, it has been only more than ten years since sexual harassment was for the first time recognized by the supreme Court as human rights violation and gender based systematic discrimination that affect women's Right to Life and Livelihood .The court defined sexual harassment very clearly as well as provided guidelines for students to redress and prevent sexual harassment at college.

3. SEXUAL HARASSMENT PREVENTION POLICY

3.1 Objectives of the policy

Sexual Harassment Prevention Policy has been framed keeping the following objectives in view:-

1. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the college.
2. To ensure the implementation of the policy in letter and spirit through proper reporting of complaints and their follow-up procedures.
3. To promote a social and psychological environment this will raise awareness about sexual harassment in its various forms.
4. To generate public opinion against sexual harassment and all forms of gender-based violence.
5. To make the commitment to ensure an environment without gender bias or gender based discrimination in the college campus.