



**KLE SOCIETY'S
GUDLEPPA HALLIKERI ARTS, SCIENCE AND
COMMERCE COLLEGE**



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Standard Operating Procedure

Internal Complaint Committee

Preamble

With regard to the Supreme Court Judgement 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, to all the universities, advising them to establish a permanent cell and a committee; to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. Keeping the above guidelines in view K.L.E.S Gudleppa Hallikeri Degree College, Haveri, has constituted a Committee against Sexual Harassment. K.L.E's G.H.College has committed itself to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence. 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". Based on these, the college in adherence to the UGC guidelines, the committee is constituted accordingly as follows:

1. An anti – sexual harassment cell to be made functional with at least two senior women faculty on the committee.
2. An anti – sexual harassment policy to be adopted and publicized. 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, K.L.E.S G, College Haveri, being committed to uphold the Constitutional mandate ensuring the above mentioned human rights, adopted the following policy.

Declaration of Policy

K.L.E.S G,H, College Haveri shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, ensures the full enforcement of “Fundamental Rights” under articles 14, 15, 19(1) (g) and 21 of the Constitution of India, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

Objectives of the Policy

1. To fulfil the directive of the Supreme Court, as per UGC directives and in respect of implementing a policy against sexual harassment in the institution.
2. To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in the institution.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To provide an environment free of gender-based discrimination.
5. To ensure equal access of all facilities and participation in activities of the college.
6. To create a secure physical and social environment which will deter acts of sexual harassment
7. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

Definition of Sexual Harassment

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

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

Jurisdiction

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

1. By a member of the institution against any other member irrespective of whether the harassment is alleged to have taken place within or outside the campus.
2. By an outsider against a member of the college or by a member of the college against an outsider if the sexual harassment is alleged to have taken place within the campus.
3. By a member of the college against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases the Committee shall recommend that the college authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

Internal Complaint Committee (ICC)

- To facilitate a safe environment that is free of sexual harassment.
- Provide assistance if an employee or a student chooses to file a complaint.
- To promote behaviour that creates an atmosphere that ensures gender equality and equal opportunities.
- To ensure that the mechanism for registering complaints is safe, accessible and sensitive.
- To make arrangement for appropriate psychological, emotional and physical support (in form of counselling, security and assistance) to victim if so desires.

Composition of the Anti – Sexual Harassment Committee.

(a) A Presiding Officer who shall be a woman faculty member employed at a senior level at the educational institution;

(b) Not less than two teaching employees and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) Not less than three students, who shall be enrolled at the undergraduate and masters, respectively.

(d) One member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment. Provided that at least one-half of the total Members so nominated shall be women.



ज्ञान-विज्ञान विमुक्तये

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

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D.O.No.91-3/2020 (GS)

August, 2020

10 SEP 2020

Dear Sir/Madam

This is in continuation of earlier letter dated 14.05.2019 (available on UGC website i.e www.ugc.ac.in under Notices) requesting the Universities/Colleges to constitute an Internal Complaint Committee (ICC) and a Special cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme.

You are requested to ensure that ICC constituted in your esteemed university is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institution) Regulation, 2015.

You are, therefore, requested to fill an online compliance of Gender Audit on SAKSHAM Portal (i.e. saksham.ugc.ac.in) upto 15.09.2020 and also inform the same to your affiliated colleges.

An early action in this matter would be highly appreciated.

With kind regards,

Yours sincerely,

(Prof. Rajnish Jain)

The Vice-Chancellors of all Universities

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SAKSHAM

Measures for Ensuring
the
Safety of Women
and
Programmes for Gender Sensitization
on
Campuses



University Grants Commission
Bahadurshah Zafar Marg
New Delhi

SAKSHAM

