

Members of Internal Committee



**OFFICE OF THE PRINCIPAL
DAKSHIN KAMRUP COLLEGE, MIRZA**

P.O.: MIRZA-781125 :: KAMRUP DISTRICT:: ASSAM
E-mail: dkcollege_mirza@rediffmail.com::Website: www.dkcollegeonline.in
Telephone: 03623-230123

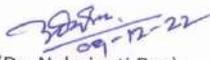
Ref. No. _____

Date: 09/12/2022

From: Dr. Nabajyoti Das, M.Sc., and Ph.D.
Principal & Secretary

The following members are appointed for the Internal Committee

1. Dr. Jilmil Bora, Chairperson
2. Ellora Choudhury, Member Secretary
3. Ashim ranjan Sarma, Member
4. Rinku Thakuria, Lawyer
5. Dr. Anjana kakati Mahanta, External Member
6. Himadrimayee Bora, Non-teaching Staff Member
7. President, DKCSU, SU student Member


09-12-22

(Dr. Nabajyoti Das)
Principal

Dakshin Kamrup College Mirza

Principal
Dakshin Kamrup College
Mirza-781125

Members of Grievance Redressal Cell



**OFFICE OF THE PRINCIPAL
DAKSHIN KAMRUP COLLEGE, MIRZA**

P.O.: MIRZA-781125 :: KAMRUP DISTRICT:: ASSAM
E-mail: dkcollege_mirza@rediffmail.com:: Website: www.dkcollegeonline.in
Telephone: 03623-230123

Ref. No. _____

Date: 20-06-2022

From: Dr. Nabajyoti Das, M.Sc., and Ph.D.
Principal & Secretary

The following members are appointed for the Grievance Redressal Committee-2022-
23

1. Principal
2. Academic-In-Charge
3. Manash Pratim Baruah
4. Dr. Niva Thakuria
5. Adward S. N. Sangma
6. Anuj Kalita
7. Dhiraj Ch. Das
8. Jayanta K Baishya


Dr. Nabajyoti Das
Principal
Dakshin Kamrup College
Mirza
781125

Student Grievance Redressal Policy

Dakshin Kamrup College has an effective mechanism for addressing student grievances, the special features of which are mentioned below

Objectives

- Provide a conducive environment for maintaining student-student and student-teacher relationship.
- Creation of an environment where students get to freely express their grievances without any fear of discrimination.

The student in the college are entitled to express their grievances related to any of the following areas

- Academic issues relating to classes and library.
- Canteen facilities.
- Hostel facilities.
- Medical facilities.
- Sports facilities.
- Ragging and Sexual Harassment.
- Sanitation and Hygiene

Mechanism of expressing Grievance

Students can express their grievance by using any one of the mechanism expressed below

- **Complaint Box:** Students can express their grievance through the complaint box installed in the College campus. The student has the liberty to express their grievance anonymously.
- **Through email:** The College maintains an email id through which the students can express their grievances. The email id is icc.dkc@gmail.com

Monitoring and Implementation

The College has a Grievance Redressal Cell that is constituted by the Principal to monitor and address the complaints. Grievances received from students (online/offline) are accepted on all working hours of the College. The Cell regularly checks for the grievances at an interval of 10 days and if any complaints are received, they are taken up for mitigation.



Institute regulations on curbing the menace of ragging

Dakshin Kamrup College is a constituent College under Gauhati University and therefore follows the guidelines laid out by UGC. The following are the UGC guidelines for creating a ragging free campus.

रजिस्ट्री सं० डी० एल०-33004/99	REGD. NO. D. L.-33004/99
 भारत का राजपत्र The Gazette of India	
असाधारण EXTRAORDINARY भाग III—खण्ड 4 PART III—Section 4 प्राधिकार से प्रकाशित PUBLISHED BY AUTHORITY	
सं. 269]	नई दिल्ली, बुधवार, जून 29, 2016/आषाढ़ 8, 1938
No. 269]	NEW DELHI, WEDNESDAY, JUNE 29, 2016/ASHADHA 8, 1938
विश्वविद्यालय अनुदान आयोग अधिसूचना नई दिल्ली, 29 जून, 2016	
<p>सं. फा. 1-15/2009(ए.आर.सी.).—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (3 का 1956) के अनुच्छेद 26 के उप-अनुच्छेद (1) की धारा (जी) के अन्तर्गत प्रदत्त अधिकारों के निष्पादन हेतु विश्वविद्यालय अनुदान आयोग निम्न विनियमों का सृजन करता है :—</p> <ol style="list-style-type: none">(1) ये विनियम 'उच्च शिक्षा संस्थानों में रैगिंग अपराध निषेध विनियम, 2016 (तृतीय संशोधन)' के नाम से जाने जाएं।(2) ये विनियम राजपत्र में प्रकाशन की तिथि से लागू माने जाएं।2. विश्वविद्यालय अनुदान आयोग के विनियम, 'उच्च शिक्षा संस्थानों में रैगिंग अपराध निषेध, 2009' (इसके उपरान्त प्रमुख विनियमों के सन्दर्भ में) के पैरा 3 के उप शीर्षक 'रैगिंग कैसे होती है' 3(क) के बाद निम्नलिखित को जोड़ा जाए :—<ol style="list-style-type: none">3(अ). किसी भी छात्र को (नवीन प्रविष्ट या अन्यथा) लक्षित करके रंग, प्रजाति, धर्म, जाति, जातिमूल, लिंग (उभय लिंगों सहित) लैंगिक प्रवृत्ति, बाह्य स्वरूप, राष्ट्रीयता, क्षेत्रीयमूल, भाषा वैशिष्ट्य, जन्म, निवास स्थान या आर्थिक पृष्ठभूमि के आधार पर शारीरिक अथवा मानसिक प्रताड़ना (दबंगई एवं बहिष्करण) का कृत्य।	
प्रोफेसर जसपाल एस. सन्धू, सचिव (यूजीसी)	
[विज्ञापन III/4/असा./149/(113)]	

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 29th June, 2016

No. F. 1-15-/2009 (ARC).—In exercise of powers conferred under clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby makes the following regulations namely:—

- (1) These regulations may be called “Curbing the menace of Ragging in Higher Educational Institutions (third amendment), Regulations, 2016.”
 - (2) They shall come into force on the date of their publications in the Official Gazette.
2. In UGC Regulations on Curbing the menace of Ragging in Higher Educational Institutions, 2009 (herein-after referred to as the Principal regulations), in Para 3 the following shall be added after 3(i) under heading what constitutes Ragging.—
- 3(j). Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

Prof. JASPAL S. SANDHU, Secy. (UGC)

[ADVT. III/4/Exty./149/(113)]

UGC letter to the HEIs



प्रो. रजनीश जैन
सचिव
Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph : 011-23236288/23239337
Fax : 011-2323 8858
E-mail : secy.ugc@ic.in

D. O. No. F. 3-2/2021 (ARC)

27 OCT 2021 October, 2021

'SPEED POST'

Subject: Revised procedure for students to file online Anti Ragging Affidavit.

Dear Madam/Sir,

As you are aware, in pursuance to the Judgment of the Hon'ble Supreme Court of India dated 8.5.2009 in Civil Appeal No. 887/2009, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009" and in compliance of the 2nd Amendment in UGC Regulations, it is compulsory for each student and his/her parent/Guardian to submit an online undertaking each academic year at either of the two designated web sites, namely, **www.antiragging.in** and **www.amanmovement.org**.

As part of UGC's initiative towards reduction of compliance burden of its stakeholders, UGC has revised the procedure for students to file online Anti Ragging Affidavit.

The revised procedure is as follows:

Step 1: A student will submit his/her details on the same web sites (**www.antiragging.in** and **www.amanmovement.org**) as before; read and confirm that he/she and his/her parents/Guardians have read and understood the regulations on curbing the menace of ragging. He/She will confirm & agree that he/she will not engage in ragging in any form. (Step 1 is the same like before).

Step 2: The student will receive an E MAIL with his/her registration number and a web link. The student will forward the link to the E mail of the Nodal officer in his/her university/college. **(Please note that the student will not receive pdf affidavits and he/she is not required to print & sign it as used to be the case earlier).**

Step 3: The Nodal Officer in the university/college can click on the link of any forwarded e mails that he/she will receive from any student of his/her college to get the list of those students who have submitted Anti Ragging Affidavits/Undertakings in his/her college. The list will be updated every 24 hours.

Contd.../-

CONTINUATION SHEET

-02-

Universities and Colleges are requested to insert a **mandatory column** in your university/colleges admission form as per the given format:

Anti Ragging Undertaking Reference no:	<input type="text"/>
----------------------------------------	----------------------

You are also requested to display the email address and contact number of the Nodal Officer of Anti Ragging of your university/college in your website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities etc. to create awareness about the revised procedure for students to file online Anti Ragging Affidavit.

In addition to this, you are also requested to create E-admission booklet or brochure, E-leaflets giving details on guidance in case of ragging to admitted students instead of print/hard copy.

With kind regards,

Yours sincerely,



(Rajnish Jain)

The Vice-Chancellor of all Universities

The Principal of all Colleges

Step by step guidance to fill Anti-ragging Affidavit

Step by Step

Guide On

How To Fill An
Online Anti Ragging
Undertaking
on

<https://antiragging.in>

Follow the red cursor to guide

Click here to enter the form.

The screenshot shows the ANTI RAGGING website interface. At the top left is the logo 'ANTI RAGGING'. A navigation menu includes: Home, About Us, Information, Feedback, FAQ's, Links, Contact Us, Ragging Videos, Undertaking Reports, and Compliance. A red-bordered box at the top contains the text 'Click here to enter the form.' Below the navigation, there are two summary boxes: 'Total Complaints Status (18-Apr-2012 To 09-Sep-2021)' and 'Undertaking Uploaded'. The 'Total Complaints Status' box contains the following data:

Total Complaints Received:	5935
Complaints Closed:	5823
Complaints Active in Call Center:	90
Complaints Active in Monitoring Agency:	0
Complaints Active in UGC:	22

The 'Undertaking Uploaded' box contains the following data:

Antrragging.in	6390779
Amanmovement.org	4064773
Grand Total:	1045552

Below these boxes are social media icons for Facebook and Twitter with the text 'Follow us on'. The 'ABOUT US' section follows, containing text about ragging and a 'Know more' link. The 'Latest News' section features two main buttons: a blue button with a red 'X' over the word 'RAGGING' and the text 'Click here to Fill Your Anti-Ragging Undertaking', and an orange button with a magnifying glass icon and the text 'Track Complaint'. A red arrow points to the blue button, and a yellow arrow points to the orange button. To the right is a Facebook widget for 'Antrragging' with 15,604 likes and a 'Contact Us' button.

Click on Next button.



ANTI RAGGING

Home About Us Information Feedback FAQs Links Contact Us Ragging Videos Undertaking Reports Compliance

ANTI RAGGING UNDERTAKING BY STUDENTS AND PARENTS/GUARDIANS

TO BE FILLED BY A STUDENT

Fields marked with * are compulsory.

- If you do not have an E mail address please create one before you fill in this form.
- If your mother or father or guardian does not have a phone or a mobile phone or email then please give the numbers/ email of their friends or relations or neighbours.
- If you do not have a mobile number, then please give the mobile number of your friend in the college.

After filing this form successfully you will receive the Student's Anti Ragging Undertaking and the Parents Anti Ragging Undertaking in your Email. Please forward that Email to your college Authority.

[Step By Step Guide On How To Fill An Online Anti Ragging Undertaking ?](#)

Next

National Anti Ragging Help Line (UGC Crisis Hotline)
24x7 Toll Free Number* 1800-180-5522
(helpline@antiragging.in)

Copyright 2012. Site Developed by  Follow us on   Total Visits: 10741335

Fill the Personal details here:

The screenshot shows the 'ANTI RAGGING' website with a navigation menu (Home, About Us, Information Pack, Feedback, FAQs, Useful Links, Contact Us) and a logo in the top right. The main heading is 'ANTI RAGGING UNDERTAKING BY STUDENTS AND PARENTS/GUARDIANS'. A note states 'Fields marked with red* are compulsory.' The 'Personal Details' section includes the following fields:

Student's Family Name *	<input type="text" value="Enter your Family Name"/>
Student's Middle Name	<input type="text" value="Enter your Middle Name"/>
Student's First Name *	<input type="text" value="Enter your First Name"/>
Gender *	<input checked="" type="radio"/> Male <input type="radio"/> Female
Nationality *	<input type="text" value="Enter your Nationality"/>
Student's Mobile Number*	<input type="text" value="+91 Enter your Mobile No."/>
Student's Parents Mobile number in case of an emergency) *	<input type="text" value="+91 Enter your Parents Mobile No."/>
Landline Number *	<input type="text" value="+91 Enter your Landline No."/>
Student's email ID *	<input type="text" value="Enter your Email ID"/>
Confirm student's email ID *	<input type="text" value="Enter your confirm Email ID"/>
Permanent Address 1 *	<input type="text" value="Enter your Address 1"/>
Address 2:	<input type="text" value="Enter your Address 2"/>
City *	<input type="text" value="Enter your City"/>
State *	<input type="text" value="State"/>

Fill the Parent or Guardian details here:

Parent/Guardian Details	
Parent/Guardian's name*	<input type="text" value="Enter your Parent/Guardian's Name"/>
Parent/Guardian Address 1*	<input type="text" value="Enter your Address 1"/>
Address 2	<input type="text" value="Enter your Address 2"/>
City *	<input type="text" value="Enter your City"/>
State *	<input type="text" value="State"/>
Residence Phone No *	+91 <input type="text" value="Enter your Phone No."/>
Mobile No of Parent/Guardian*	+91 <input type="text" value="Enter your Mobile No."/>
Parent/Guardian's Email ID *	<input type="text" value="Enter Email Address"/>

Fill the College details here:

College Details	
State in which the College is *	<input type="text" value="State"/>
Is it a Professional College or a General College *	<input type="text" value="Select"/>
Name of the College *	<input type="text" value="Enter your College Name"/>
AISHE Code of the College *	<input type="text" value=""/> Find AISHE Code
Name of Affiliated University *	<input type="text" value="Select"/>
It is Deemed University *	<input checked="" type="radio"/> Yes <input type="radio"/> No
Director/Principal Family Name *	<input type="text" value="Enter your Director/Principal Family Name"/>
Director/Principal First Name *	<input type="text" value="-"/> <input type="text" value="Enter your Director/Principal First Name"/>
Director/principal Gender *	<input checked="" type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Other
College Phone No. 1 *	<input type="text" value="+91"/> <input type="text" value="Enter College Phone No."/>
College Phone No. 2	<input type="text" value="+91"/> <input type="text" value="Enter College Phone No."/>
Nearest Police station Name and Address *	<input type="text" value="Enter your Police Station Name and Address"/>

Fill the Course details here:

The screenshot shows a web form titled "Course Details" with the following fields and annotations:

- Under Graduate or Post Graduate ***: A dropdown menu with "Select" as the current selection.
- Name of the Course ***: A text input field with the placeholder "Enter your Course Name".
- Your Registration/Enrolment Number***: A text input field with the placeholder "Enter your Registration No.". A yellow arrow points to this field.
- How many students are in your Class ***: A text input field with the placeholder "Enter Total Students in Your Class".
- Year of Study***: A dropdown menu with "Select" as the current selection. The dropdown is open, showing options: "1", "2", "3", "4", "5", and "Other". A red arrow points to the "Next" button below this dropdown.

Below the form, there is a blue banner with the text: "National Anti Ragging Help Line (UGC Crisis Helpline) 24x7 Toll Free Number* 1800-180-5522 (helpline@antiragging.in)". At the bottom, there is a footer with "Copyright 2012. Site Developed by [logos] & PECS", "Follow us on [Facebook, Twitter]", and "Total Visitors: 14381694".

After filled all required fields, you need to click on Next button.

You need to check all the checkboxes then click on Submit Button.

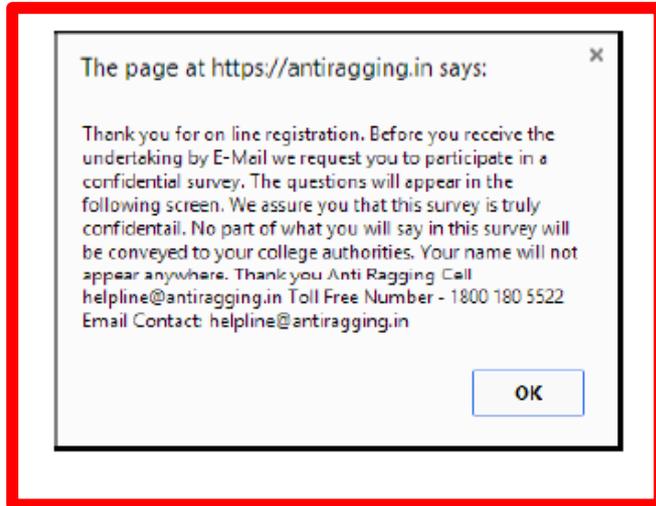
The screenshot shows the 'ANTI RAGGING' website interface. At the top left is the logo 'ANTI RAGGING' and at the top right is the UGC logo. Below the logo is a blue header with the text 'UGC REGULATIONS/UNDERTAKING'. The main content area contains a list of four checkboxes with corresponding text:

- I confirm that I have read UGC's regulations on Ragging. (To read, click on the link [ABSTRACT OF UGC REGULATIONS ON RAGGING](#))
- I confirm that I have read the Judgment of the Hon. Supreme Court on prevention of Ragging. (To read, click on the link [SUMMARY OF THE JUDGMENT OF THE HON. SUPREME COURT](#))
- I promise that I will not indulge in Ragging or any form of violent behaviour. Neither will I tolerate being ragged or subjected to violence.
- I understand that if I am accused of Ragging, the responsibility is on me to prove that I am not guilty.
- I will not remain a spectator to acts of Ragging. I will report the matter immediately to my Principal/Director and/or to the Anti Ragging Help Line at 1800 180 5522 or email to info@antiragging.in

Below the list is a blue 'Submit' button. At the bottom of the form is a blue banner with the text: 'National Anti Ragging Help Line (UGC Crisis Hotline) 24x7 Toll Free Number* 1800-180-5522 (helpline@antiragging.in)'. The footer contains copyright information, logos for IIT and PECS, social media icons for Facebook and Twitter, and a visitor count of 14309271.

Thereafter, you need to click on Submit button.

This pop-up confirms that you have on line registered successfully and you have to fill the Confidential Survey also. Click on OK button, this will redirect on Confidential Survey form.



This is Confidential Survey. Please select one option for each question.

CONFIDENTIAL SURVEY

TO BE FILLED BY ALL STUDENTS.

Please answer the questions honestly and truthfully because no part of this survey will be made public and certainly no part of this survey will be conveyed to your college. This is absolutely confidential. Your college will only know whether you have participated in this survey or not?

All fields are compulsory.

1. Were you ever Ragged? *

Yes No

2. Did you ever rag any body? *

Yes No

3. What is the phone number of National Anti Ragging Helpline? *

4. Does ragging happens in your college? *

None Mild Severe Very Severe

Please enter the string shown in the image

SSQKV6

Submit

This Page confirms that you have successfully submitted the form. Click Home button this will return the homepage of Anti-Ragging web portal (<https://antiragging.in>)

**ANTI
RAGGING**



Home

About Us

Information

Feedback

FAQ's

Links

Contact Us

Ragging Videos

Undertaking Reports

Compliance

You are successfully register with following Detail

Your Reference No.	2843112
Your Name	Abc
Your Email Id	abc@abc.com
Your Mobile No.	9999999999

Please note your details correctly. These details will used further for duplicate Undertaking/Affidavits

(Please note that the student will not receive pdf affidavits & he/she is not required to print & sign it as used to be the case earlier).

Antiragging Helpline Number : 18001805522

Antiragging Email ID : helpline@antiragging.in

Graffiti for prevention of ragging in the College Campus

Download
ANTI RAGGING
App

SAY NO TO RAGGING

YES TO JOYFUL CAMPUS

What is Ragging?
Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- Collective punishment when the persons committing or abetting the crime of ragging are not identified the institution shall resort to collective punishment as a deterrent to ensure community pressure on potential ragger.

Immediately call
UGC Anti-Ragging Helpline
1800-180-5522 (24x7 Toll Free)
or send an e-mail to helpline@antrragging.in

Download
ANTI RAGGING
App

Ministry of Education
Government of India

विश्वविद्यालय अनुदान आयोग
University Grants Commission
quality higher education for all

Download
ANTI RAGGING
App

Foolishly I ragged & got suspended

Will I get prosecuted?
What about my Job prospects?

MY FUTURE IS A BIG ?

Remember RAGGING is for LOSERS

Visit UGC Website i.e. www.ugc.ac.in & www.antrragging.in to see UGC Anti Ragging regulations.
Are You Being Ragged ?
Immediately call UGC Anti Ragging Helpline- 1800-180-5522 (24x7 Toll Free)
Or Send an E-mail to helpline@antrragging.in

Ministry of Education
Government of India

विश्वविद्यालय अनुदान आयोग
University Grants Commission
quality higher education for all

DON'T RAG, JUST INTERACT

RAGGING IN ANY FORM IS PUNISHABLE

Visit UGC website i.e. www.ugc.ac.in & www.antrragging.in to see UGC Anti Ragging Regulations

Are you being ragged ?
Immediately call UGC Anti Ragging Helpline 1800-180-5522 (24x7 Toll Free)
Or send an e-mail to helpline@antrragging.in

Issued to public interest for Ministry of Education, Government of India.

Download
ANTI RAGGING
App

Join hands to make your campus ragging free

Ministry of Education
Government of India

विश्वविद्यालय अनुदान आयोग
University Grants Commission
quality higher education for all

Download
ANTI RAGGING
App

BEFORE YOU EVEN THINK OF RAGGING

THINK OF

Humiliation

Suspension

Ruined Career

Blacklisting

Expulsion

Possible Prosecution

Don't just stand and watch. Stop Ragging! Show Character

Remember RAGGING is for LOSERS

Visit UGC Website i.e. www.ugc.ac.in & www.antrragging.in to see UGC Anti Ragging regulations.
Are You Being Ragged ?
Immediately call UGC Anti Ragging Helpline- 1800-180-5522 (24x7 Toll Free)
Or Send an E-mail to helpline@antrragging.in

Ministry of Education
Government of India

विश्वविद्यालय अनुदान आयोग
University Grants Commission
quality higher education for all

College Helpline for Anti-ragging related issues

- Please drop an email for ragging related issues: icc.dkc@gmail.com
- You can also drop a complaint by dropping letters in the **drop box** situated in the College office.
- College Website link for Grievance Redressal Cell:
<http://dkcollegeonline.in/grievance-redressal-cell.html>

Institute regulations on curbing Sexual Harassment

Dakshin Kamrup College is a constituent college under Gauhati University. It strictly follows guidelines of UGC for Sexual Harassment related issues in the College Campus. The rules laid down by UGC against Sexual harassment are as follows.


भारत का राजपत्र
The Gazette of India

असाधारण
EXTRAORDINARY
भाग III—खण्ड 4
PART III—Section 4
प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 1711	नई दिल्ली, सोमवार, मई 2, 2016/वैशाख 12, 1938
No. 1711	NEW DELHI, MONDAY, MAY 2, 2016/ VAISAKHA 12, 1938

मानव संसाधन विकास मंत्रालय
विश्वविद्यालय अनुदान आयोग
अधिसूचना
नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।
 - (2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
 - (3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।
2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अनारगत कुछ अन्यथा जरूरी है:-
 - (अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला-वाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिघादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है,
 - (ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14),
 - (स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केंद्र, छात्रावास, भोजन कक्षा, स्टेडियम, वाहन पड़ाव स्थल, उपरानों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केंद्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दीस किया जाता हो-जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय ग्रामण हेतु

2136 GI/2016(1)

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:—

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,—
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI; Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student; Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.
3. **Responsibilities of the Higher Educational Institution-** (1) Every HEI shall,-
- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
 - publicly notify the provisions against sexual harassment and ensure their wide dissemination;
 - organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
 - act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
 - publicly commit itself to a zero tolerance policy towards sexual harassment;
 - reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
 - create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
 - include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 Supportive measures.—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

4. Grievance redressal mechanism.—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;”

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- contravenes the provisions of section 16 of the Act; or
 - has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.”

5. **Responsibilities of Internal Complaints Committee (ICC) -** The Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. **The process for making complaint and conducting inquiry** – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. **Process of making complaint of sexual harassment** - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. **Process of conducting inquiry**- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the

case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. **Interim redressal-**The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. **Punishment and compensation-** (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
 - (b) suspend or restrict entry into the campus for a specific period;
 - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
 - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
 - (b) the loss of career opportunity due to the incident of sexual harassment;
 - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
 - (d) the income and status of the alleged perpetrator and victim; and
 - (e) the feasibility of such payment in lump sum or in instalments.

11. **Action against frivolous complaint.**—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. Consequences of non-compliance.—(1) The Commission shall, in respect of any institution that will fully contravene or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956;
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act;
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC

Graffiti for prevention of Sexual Harassment

STEPS TO TAKE AFTER A CASE OF SEXUAL HARASSMENT



- 01 Speak Up**
At times, speaking up might be challenging, especially if the accused is from your workspace. But most organizations have certain set rules to tackle cases of workplace harassment.
- 02 The Redressal Procedure for Harassment**
If you were assaulted outside of your workplace, then you should consider looking up the laws that address such issues. Sexual assault is a punishable offense as per section C-46 of Criminal Code.
- 03 Seek Legal Help**
Legal experts are well-versed with the laws that govern cases of sexual harassment in USA. Plus, with their experience and guidance you will be in a better position to decide the course of action you should be taking.

STOP SEXUAL HARASSMENT AT WORKPLACE

Live Law.

4 Types of Sexual Harassment

 <p>Verbal/ Written</p>	 <p>Physical</p>	 <p>Non-Verbal</p>	 <p>Visual</p>
<p>Remarks of a sexual nature about a person's clothing, personal behavior, or body. Sexually explicit statements, questions, jokes, or anecdotes. Requesting sexual favors or dates. Spreading rumors about a person's personal or sexual life. Coercion of sexual activity by threat of punishment. Excessive and unwelcomed flirting.</p>	<p>Impeding or blocking a person's physical movement. Inappropriate and unwanted touching of a person and/or their clothing. Other inappropriate touching including kissing, hugging, patting, stroking, or rubbing. Playing music with offensive or degrading language. Purposefully brushing up against another person.</p>	<p>Looking a person's body up and down. Making derogatory gestures or facial expressions of a sexual nature. Frequently following or standing too close to a person on purpose. Whistling or staring in a sexually suggestive or offensive manner.</p>	<p>Displaying sexually suggestive objects, pictures, cartoons, posters, calendars, or computer screens. Showing other people sexually suggestive text messages or emails. Sharing sexually inappropriate images or videos, such as pornography, with co-workers.</p>
<p>The law defines sexual harassment as unwelcome verbal, visual, non-verbal or physical conduct of a sexual nature or based on someone's sex that is severe or pervasive and affects working conditions or creates a hostile work environment.</p>			

College Helpline for Sexual Harassment related issues

- Please drop an email for ragging related issues: icc.dkc@gmail.com
- You can also drop a complaint by dropping letters in the **drop box** situated in the College office.
- College Website link for Grievance Redressal Cell and Internal Committee:
<http://dkcollegeonline.in/grievance-redressal-cell.html>
<http://dkcollegeonline.in/gs-cash.html>
- UGC SAKSHAM Report:
[Measures for ensuring the safety of Women and Programmes for Gender Sensitization on Campuses](#)