

## V. S. Patel College of Arts & Science, Bilimora.

### Committee for Sexual Harassment Complaints

#### Academic Year 2014-2015

The present members of the Complaints Committee for the year 2014-15 to deal with the complaints of sexual harassment in accordance with the guidelines laid down by the Supreme Court of India relating to sexual harassment of women workers at work places and students are as follows;

Sr. No.	Name	Designation
1	Dr. M. N. Vashi	Principal
2	Dr. Ashaben B. Bhatt	Asso. Prof.
3	Miss. Minaxiben M. Panwala	Asso. Prof.
4	Dr. Sabihabanu F. Shaikh	Asso. Prof.
5	Smt. Bhavnaben T. Naik	Asso. Prof.
6	Mr. Jayant R. Patel	Asso. Prof.
7	Smt. Sudhaben N. Solanki	Part Time

#### **Women in Work Place : To Work Without Harassment**

On 13th August 1997, the Supreme Court of India held that sexual harassment of women is a violation of the fundamental right of women to work in a safe environment. The Supreme Court has defined 'sexual harassment' to include

- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks
- Display of pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Often such behavior goes unpunished because of hesitation on the part of women to report such behavior out of a sense of shame or fear or both. It is important for women to protest against any behavior that they feel is unwanted and unacceptable. The Complaint Committee has been set up with the aim of providing women an appropriate complaint mechanism against unwelcome sexually determined behavior whether directly or by implication.

What should you do if you are sexually harassed?

- Do not feel ashamed. Tell the harasser very clearly that you find his behavior offensive.
- Do not ignore the harassment in the hope that it will stop on its own. Come forward and complain to the Complaint Committee.
- Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations to come forward and complain.
- Keep a record of all incidents of sexual harassment. If you feel the need to register a formal complaint later, this record will be helpful.

**What action can be taken against the offender?**

The Complaint Committee is an Inquiry committee and the report of the Complaint Committee is deemed to be an Inquiry Report. After it has been proved that the offender has indulged in sexual harassment in the work place, appropriate disciplinary action would be taken against him irrespective of his status in the Institute (staff, faculty, student). Care shall be taken by the committee to ensure that the victims of sexual harassment and the witnesses shall not be victimized while dealing with the complaint. The victims also have the option to seek transfer of the perpetrator or their own transfer.

The Role of the Committee:

- To act as Inquiry authority on a complaint of sexual harassment.
- To ensure that victims and witnesses are not victimized or discriminated because of their complaint.
- To take proactive measures towards sensitization of the staff, students and faculty members on gender issues.

**Note:- Female student/employee can contact any one of above member for her complaint. Name of complainant will be kept secret.**