



**STUDENT HANDBOOK
ON
SEXUAL HARASSMENT**

INTERNAL COMPLAINT COMMITTEE

Yogoda Satsanga Palpara Mahavidyalaya

Palpara, Purba Medinipur, West Bengal, PIN - 721458

Sexual Harassment is not...

- A “women’s thing”
- A passing fad
- Something to joke about
- Something to be ignored
- A cause for paranoia and fear
- It’s a legal requirement to prevent, prohibit and address this issue at “Workplace or any Educational Institution”



Bhanwari Devi
Indian Dalit Woman
Village Bhatari, Rajasthan

Winner of "***Neerja Bhanot Memorial Award***" for her "extraordinary courage, conviction and commitment

HER STORY

"Bhanwari Devi continues to be ostracized by her village. She lives on the outskirts of the village Bhatari, just 55 kms from Jaipur, with her husband who's supported her fight throughout. She now runs a self-help group with other women from her community and works with an NGO to support her family."

Vishakha Guidelines

Supreme Court of India Judgement 1997 (Ref: *Vishakha and Ors. V State of Rajasthan*)

*In the absence of enacted law to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, we **lay down the guidelines and norms specified hereinafter for due observance at all work places or other institutions, until a legislation is enacted for this purpose.** ...and it is further emphasized that this would be treated as the law declared by this Court under Art. 141 of the Constitution."*

The judgment of August 1997 provided the basic definitions of Sexual Harassment at the workplace and provided guidelines to deal with it. It is seen as a significant legal victory for women's groups in India.

Established that "**Sexual Harassment violates a woman's right in the workplace and is thus not just a matter of personal injury**".



Delhi Gang Rape Case 2012

- The central government appointed a judicial committee headed by [J. S. Verma](#), a former [Judge of Supreme Court](#), to suggest amendments to criminal law to sternly deal with [sexual assault](#) cases.
- The [Cabinet Ministers](#) on 1 February 2013 approved for bringing an ordinance, for giving effect to the changes in law as suggested by the Verma Committee Report.
- **The Criminal Law (Amendment) Ordinance, 2013 passed.**

ADVENT OF LAW

By adopting the Vishakha Guidelines and recommendations of Justice Verma Committee, the Parliament enacted **the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act in 2013** read with **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013** (effective Dec, 2013)

- This statute supersedes the Vishakha Guidelines for prevention of sexual harassment introduced by the Supreme Court of India.
- The Statute extends to the “Whole of India”
- It is only for the protection of “Women at Workplace”.

Sexual Harassment

Sexual harassment is bullying or coercion of a sexual nature, or the unwelcome or inappropriate promise of rewards in exchange for sexual favors. In most modern legal contexts, sexual harassment is illegal.

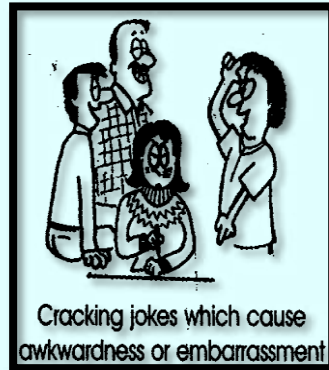
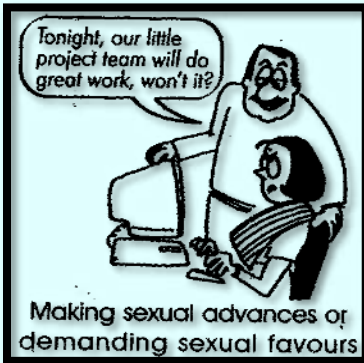
Sexual harassment is gross violation of women's right to equality and dignity.

Sec 3(2) of the Act

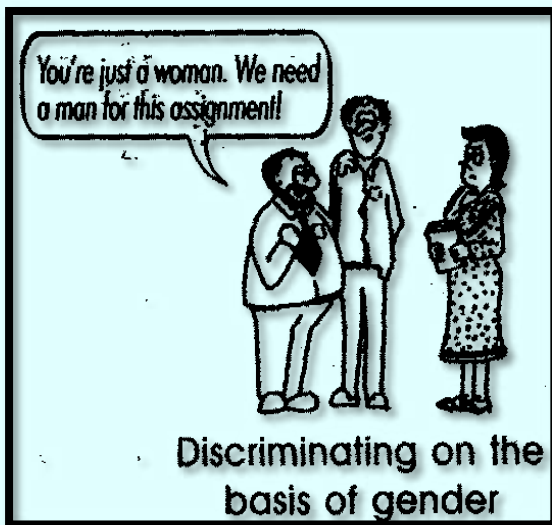
Following acts when in relation to behaviour of Sexual Harassment may amount to sexual harassment

- i. implied or explicit promise of preferential treatment in her employment; or
- ii. implied or explicit threat of detrimental treatment in her employment: or
- iii. implied or explicit threat about her present or future employment status; or
- iv. interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- v. Humiliating treatment likely to affect her health or safety.

Sexual Advances



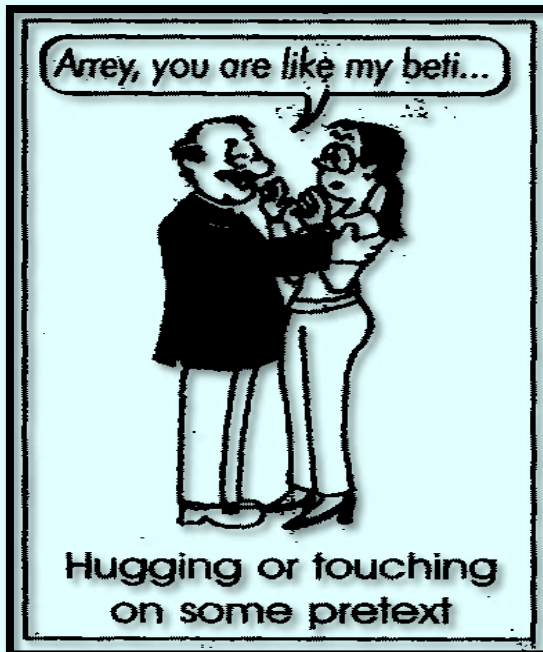
Innuendos and taunts



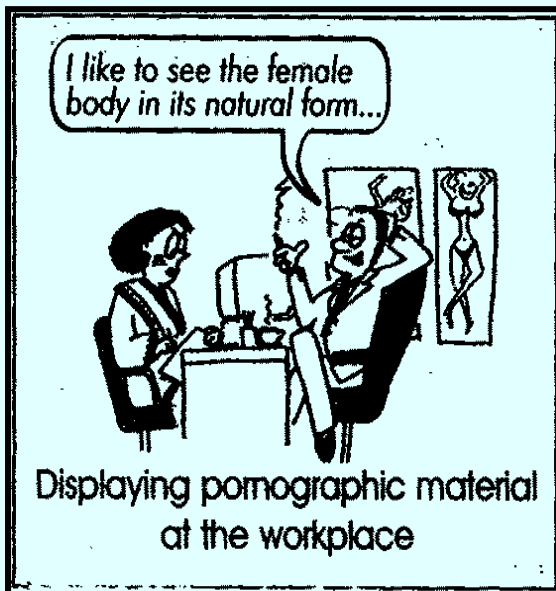
Gender based insults or sexist remarks



Touching or brushing against any part of the body and the like



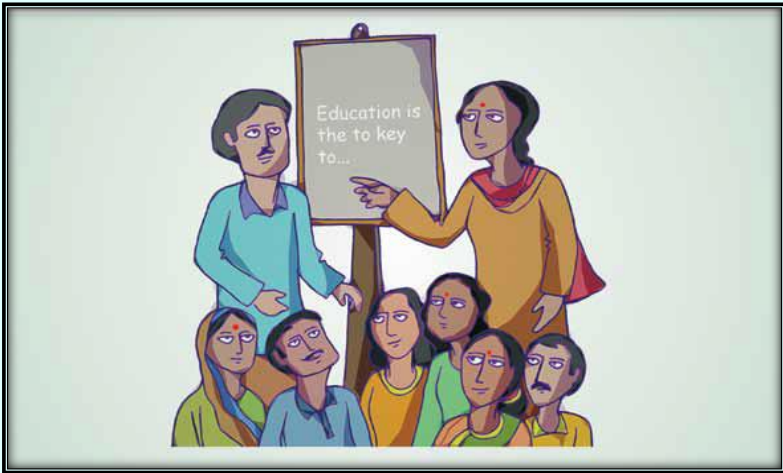
Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings



**Physical confinement against
one's will and any other act likely
to violate one's privacy**



Education and Awareness is the key



**Sexual Harassment is
a serious
criminal offense!!!**

Members of Internal Complaint Committee (ICC)

Chairperson

Prof. (Dr.) Pradipta Kumar Mishra,
Principal, Yogoda Satsanga Palpara Mahavidyalaya

Convener

Dr. Pragna Bhattacharya, Associate Prof. and Head, Dept. of Geography.

Members

Dr. Aniruddha Sinha, IQAC Co-ordinator.

Dr. Mrinal Kanti Dey, Associate Prof. and Head, Dept. of Philosophy.

Smt. Sova Pal, Associate Prof. and Head, Dept. of Computer Science.

Smt. Arundhuti Bhattacharya, Assistant Prof., Dept. of History.

Mr. Sujit Mondal, Assistant Prof., Dept. of English.

Mr. Suman Mondal, Assistant Prof., Dept. of Computer Science.

Mr. Sudipta Das, State Aided College Teacher, Dept. of Geography.

Mrs. Sakuntala Ghorai, NGO Member

Three Student Representatives nominated from amongst the Students.

INTERNAL COMPLAINT COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT



Yogoda Satsanga Palpara Mahavidyalaya



SILENCE HIDES VIOLENCE

SPEAK UP AGAINST SEXUAL HARASSMENT.
YOUR IDENTITY WILL BE KEPT CONFIDENTIAL. DO NOT HESITATE.



Complaint can be lodged in the complaint box.
Complaint lodging email id iccyspm@gmail.com