

## **Anti-Sexual Harassment Committee**

Rajendra Academy For Teacher Education, 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.

Rajendra Academy for Teachers’ Education has committed itself to provide a congenial and conducive working 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, gender bias and workplace violence.

With regard to the Supreme Court’s Judgment 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 Rajendra Academy For Teachers’ Education Durgapur West Bengal has constituted a Committee against Sexual Harassment.

The Supreme Court of India, in a landmark judgment in August 1997 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 has stated that sexually harassing behavior “needs to be eliminated as there is no compromise on such violations”. The Supreme Court further reiterated that sexual harassment “is a violation of the fundamental right to gender equality and the right to life and liberty”.

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 and also evolve a machinery to curb the violence in the Educational Institutions. .

The Parliament of India passed the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act,” in the year 2013. The Act provides Protection against sexual harassment of women at workplace and for the Prevention and Redressal of complaints of sexual harassment and for the matters connected therewith or Incidental thereto.

The guidelines explicitly state the following:

“It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require.”

Educational Institutions are also bound by the Supreme Court’s Directive and the Acts. The College is committed to creating and maintaining an environment which is free of all forms of gender violence, sexual harassment, and discrimination on the basis of sex/gender. Following this, the institute is committed to uphold the Constitutional mandate ensuring the above mentioned human rights of all those

who fall within its jurisdiction. As directed by the act College has constituted an Anti Sexual Harassment Committee.

The University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015: This regulation describes the responsibilities of higher educational institutions in taking measures for prevention of sexual harassment at the workplace. UGC Regulations are statutory in nature, and hence all universities and colleges are bound by it.

### ***Objectives of The Policy***

- To fulfill the directive of the Supreme Court, as per UGC directives in respect of implementing a policy against sexual harassment in the institution.
- To evolve a mechanism for the prevention and Redressal of sexual harassment cases and other acts of gender based violence in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To provide an environment free of gender-based discrimination.
- To ensure equal access of all facilities and participation in activities of the college
- To create a secure physical and social environment which will deter acts of sexual harassment.
- 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:***

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

### **Anti-Sexual Harassment Committee**

<b>SL NO</b>	<b>Name</b>	<b>Designation</b>
1	Dr.Madhumita Baidy	Nodal Officer
2	Mr.Arnab Guha	IC, Kansa Police Station
3	Mrs.Jhuma Deb	Faculty Member
4	Mrs. Sushmita Ghosh	Faculty Member
5	Mrs..Sneha Dutta,	Faculty Member
6	Miss.Arпита Shyamal	Faculty Member
7	Mr.LK.Biswas	Non Teaching Member
8	Mr.Suprakash Pramanik	Librarian
9	Mrs. Dipanwita Ghosh	Student Representative