

# Gender committee at IMSc

- Sanoli Gun (faculty, chair of committee)
- Rajesh Ravindran (faculty)
- Sushmita Venugopalan (faculty)
- R Indra (administrative officer)
- S Vishnu Prasad (registrar)
- V Geetha (external member, from Tara Books)
- Ajjath A H (student member)

# Why this committee?

  
**भारत का राजपत्र**  
**The Gazette of India**

असाधारण

EXTRAORDINARY

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।  
Separate paging is given to this Part in order that it may be filed as a separate compilation.

## MINISTRY OF LAW AND JUSTICE

(Legislative Department)

*New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)*

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:—

**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE  
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**

(No. 14 OF 2013)

[22nd April, 2013.]

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(From the Handbook on Sexual Harassment written by the Ministry of Women and Child Development : )

Key word: consent

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- Threats, intimidation or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.
- Unwelcome social invitations, with sexual overtones commonly understood as flirting.
- Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit.

# Is it only for women?

- 3. Responsibilities of the Higher Educational Institution- (1)** Every HEI shall,-
- (a) 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;
  - (b) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
  - (c) 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;
  - (d) 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;
  - (e) publicly commit itself to a zero tolerance policy towards sexual harassment;

UGC regulations 2015, from Gazette of India (Extraordinary), May 2, 2016

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- And, equally important about building respect and good behaviour



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- If the problem is not getting solved, complain to committee.

# Not sure it is harassment?

- There may be situations where you are not sure whether the behaviour you are facing constitutes harassment. In such a situation, if you are feeling harassed, talk to someone on either committee.
- Remember, it's about empowerment. We want you to be able to deal with the problem.

# Dealing with ongoing harassment

Say you have made a complaint but it is still being processed and you have to deal with the harasser meanwhile. (Or you haven't yet made a complaint but are getting very uncomfortable.)

- Communicate on email as far as possible
- Avoid meeting alone, ensure that a trusted third person (student or faculty) is always present
- Preserve all emails, sms's, facebook messages, etc.

## And if it escalates...

- The institute can in extreme cases dismiss the harasser. But can't take further action.
- However, the police can take action and the institute will support the victim in this.



*Thank you*