



SINGHANIA UNIVERSITY

PACHERI BARI, JHUNJHUNU, RAJASTHAN- 333515

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SINGHANIA UNIVERSITY COMMITTEE AGAINST SEXUAL HARASSMENT (SUCASH)

Introduction

Singhania University is committed to providing a place of work and study free of sexual harassment, intimidation or exploitation.

SUCASH is the University's instrument for addressing issues/grievances/cases of sexual harassment and recommending their redressal. All members of the University, including those who are in temporary or short term positions are subject to this policy. Anyone violating this policy is subject to disciplinary action.

SUCASH has two major functions:-

1. Crisis Management, Mediation and Counseling.
2. Formal enquiry and redressal.

Policies and Guidelines

The Committee will take all complaints/reports of sexual harassment seriously and will deal with them promptly. The specific action taken in any particular case will depend upon the nature and gravity of the conduct reported.

The Committee is committed to the principles of free inquiry and free expression. Free and frank discussion and debate carried out in a democratic manner are fundamental to the pursuit of knowledge and sensitive addressing of issues. This policy is not intended to stifle teaching methods or freedom of expression. Sexual Harassment, however, is not the proper exercise of academic freedom, nor can it be protected as freedom of expression. It comprises the integrity of the University and its traditions of intellectual freedom, and it also violates the principle of the equality and dignity of all its members. Hence CASH will consider all incidents of misdemeanor as violation of University's principles and will treat them as exploitative and harassing.

The Committee will report the action taken on very serious matters to the University's Administrative Authority.

Issues of Confidentiality

The University and The Committee recognizes that confidentiality is important especially for the victims of sexual exploitation and harassment. This constitutes a significant aspect of the sensitivity that the cases brought to the attention of The Committee demand. The Committee will respect the confidentiality and privacy of individuals reporting or accused of sexual harassment to the extent reasonably possible.

Reprisals against an individual who in good faith reports, or provides information in an investigation, about behaviour that may violate this policy, are against the law and will not be tolerated. Intentionally providing false information, however, is grounds for disciplinary action.

What is Sexual Harassment

After the Supreme Court judgment on the landmark case of Vishaka Vs. State of Rajasthan and others in 1997, sexual harassment was legally defined as an unwelcome sexual gesture or behaviour whether directly or indirectly as

1. Sexually coloured remarks
2. Physical contact and advances
3. Showing pornography
4. A demand or request for sexual favours
5. Any other unwelcome physical, verbal/non-verbal conduct being sexual in nature

The critical factor in sexual harassment is the ‘unwelcomeness’ of the behaviour, thereby making the impact of such actions on the recipient more relevant for consideration rather than the intent of the perpetrator. Unwelcome sexual advances, requests for sexual favours, and other visual, verbal or physical conduct of a sexual nature constitute sexual harassment when:

It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic or employment decisions or evaluations, or permission to participate in a University activity.

The conduct has the purpose or effect of unreasonably interfering with an individual’s academic or work performance or creating an intimidating or hostile academic work or living environment.

Determining what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment may take many forms – subtle and indirect, or blatant and overt. For example,

It may be conduct towards an individual of the opposite sex or the same sex.

It may occur between peers or between individuals in a hierarchical relationship.

It may be aimed at coercing an individual to participate in an unwanted sexual relationship or it may have the effect of causing an individual to change behaviour or work performance.

It may consist of repeated actions or may even arise from a single incident.

It may constitute indirect harassment using public or social forums.

What to do if you feel you are being sexually harassed

Know your rights – Sexual harassment is illegal.

Speak up – try telling the person to stop. State clearly and firmly that you want a particular behaviour to cease.

Get information and support – If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the University authorities or The Committee without further loss of time.

Keep records that might be useful for pursuing the case.

What not to do

Do not blame yourself. Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work and live with dignity.

Do not ignore it. Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack of response as approval of the behaviour.

Do not delay. Delay in action increases the probability that unwanted behaviour will continue or escalate.

Do not hesitate to ask for help. Speaking up may also prevent others from being harmed.

Procedure for filing complaints

Contact **SUCASH** at the earliest.

Carry a written complaint providing as much information possible, e.g. names, dates, time.

SUCASH will have following members

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| 1. | Dr. Chitra Singh | Chairperson |
| 2. | Ms. Pooja Kulshreshta | Member |
| 3. | Ms. Saroj Chaudhary | Member |
| 4. | Dr. Pawan Tripathi | Member |
| 5. | Mr. DR Yadav | Member |
| 6. | Ms. Usha | Member (parent representative) |
| 7. | Ms. Sharmila | Member (parent representative) |