

# THE PATIDAR GIN SCIENCE COLLEGE, BARDOLI

## Committee for Sexual Harassment Complaints

The present members of Sexual Harassment Cell are as follows:

|          |                              |                     |
|----------|------------------------------|---------------------|
| <b>1</b> | <b>Dr. Bhavin R. Naik</b>    | <b>Chair Person</b> |
| <b>2</b> | <b>Ms. Premlata H. Patel</b> | <b>Member</b>       |
| <b>3</b> | <b>Ms. Vibhavari K. Vyas</b> | <b>Member</b>       |
| <b>4</b> | <b>Dr. Mona M. Shah</b>      | <b>Member</b>       |
| <b>5</b> | <b>Ms. Ansuya Patel</b>      | <b>Member</b>       |
| <b>6</b> | <b>Ms. Neela M Chaudhari</b> | <b>Member</b>       |
| <b>7</b> | <b>Ms. Nilima Patel</b>      | <b>Member</b>       |
| <b>8</b> | <b>Ms. Archana Mistry</b>    | <b>Member</b>       |

Above Committee deals 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 place as well as students of the college.

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

On 13<sup>th</sup> 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 and due to some social issue 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 emotionally and mentally 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 as soon as possible.
- Talk to your family member or to somebody you trust about 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 as well as any proof like message or written note if any. Which is helpful to register a formal complain letter against the harasser.
- Do not take any fear to give written complaint against harasser because in all the procedure of such committee, care shall be taken by the committee to ensure that the victims of sexual harassment and the witness shall not be victimized.

### **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 witness 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 students/ employee can contact any one of above members for her complaint. Name of complainant will be kept secret.**