

SANT LONGOWAL INSTITUTE OF ENGINEERING & TECHNOLOGY
LONGOWAL (DISTRICT SANGRUR) PUNJAB
(DEEMED UNIVERSITY)
OFFICE OF THE DEAN (ACADEMICS) AND
PRESIDING OFFICER, ICC, SLIET

Ref. No. SLIET/DEAN(A)/2015/ 399

Dated : 11th June, 2015

CIRCULAR

Reference : UGC D.O. No. F.1-1/2013 (CM) dated 1st January, 2013
MHRD, Gol letter No. 1-1/2013-GBC (Vol.III) dated 26th May, 2015

To work in an environment free from harassment is your fundamental right

Attention of all the SLIETians is invited to the subject cited above.

In the context of the above, it is brought out herein that according to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment.

With the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Sexual Harassment Act) in April, 2013, the notion of bodily integrity as explicated in the Verma Committee's Bill of Rights for Women has been given legal sanctity. The sexual harassment is now considered as a violation of the fundamental right of a woman to equality as guaranteed under Article 14 and 15 of the Constitution of India and her right to life and to live with dignity as per Article 21 of the Constitution. It has also been considered as a violation of the right to practice or to carry out any occupation, trade or business under Article 19 (1) (g) of the Constitution which includes a right to a safe environment free from harassment.

Following the 1997 Supreme Court judgment in the case of Vishakha and others versus the State of Rajasthan, the "Women Grievance Redressal Cell" (WGRC) now "Internal Complaints Committee" (ICC) has been re-constituted in SLIET, Longowal, in accordance with the mandate that it shall be the duty of the Employer to prevent or deter the commission of acts of sexual harassment by taking all steps required, and to be proactive by developing a conducive atmosphere on the campus, where women can work safely with dignity.

On 13th 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 guidelines define sexual harassment to include :-

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- Physical contact and advances ;
- Demand or request for sexual favours ;
- Sexually coloured remarks ;
- Display of pornography ;
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

Often such behavior goes unpunished mostly because of hesitation on the part of women / girls to report such behavior out of a sense of shame or fear or both. It is important for the female employees / students to protest against any behavior that they feel is unwanted and unacceptable. The Internal Complaints Committee (ICC) at SLIET, Longowal, has been set up with the aim of providing women a platform to complain against any unwelcome behavior.

If you are being harassed, this is what you can do :-

- Do not feel a sense of shame. 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.
- Talk to somebody you trust about the 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 in a notebook. If you feel the need to register a formal complaint later, this record will be helpful.

What action can be taken against the offender ?

After it has been proved that the offender has indulged in sexual harassment in the work place, an appropriate punitive action would be taken against him irrespective of his status in the Institute (faculty/staff/student). Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, a complaint will be made to the appropriate authority for punitive action in accordance with the law.

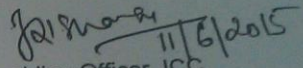
The role of the ICC

- To ensure that appropriate action is taken against the offender.
- To ensure that victims and witnesses are not victimized or discriminated against because of their complaint.

- To take proactive measures towards sensitization of SLIET, Longowal community on gender issues so that SLIET, Longowal may become an excellent work place for all the SLIETians.

The Internal Complaints Committee (ICC) at SLIET, Longowal, would like to request all the faculty members / staff members / students to participate in the confidence-building measures that will ensure the safety of women / girls in the campus. The contact information of the Presiding Officer and all the Members of the ICC, is available on the Institute website (www.sliet.ac.in). For further assistance, kindly contact at email : wgrc@sliet.ac.in.

Further, in compliance with the MHRD letter referred to above, this Institute has appointed Ms. Nancy Goyal (Registration Number : GIN/113504, Mobile Number : 98760-71585) as the Gender Champion amongst the students of SLIET, Longowal, who can be given a badge provided by the Ministry of Women and Child Development, Govt. of India.


11/6/2015
Presiding Officer, ICC.

Copy to :-

1. Director, SLIET – for his kind information please.
2. Registrar, SLIET – for his kind information please.
3. All the Deans / HODs / Sections Incharge – for information and with a request for wide circulation amongst faculty / staff members in their departments/sections, please.
4. Chief Wardens (Boys/Girls) – with a request for circulation amongst students, please.
5. FI (ACSS) – for uploading on the Institute's website.
6. Section Officer (Technical Section-VII), MHRD, New Delhi – for information and necessary action please, w.r.t. their letter referred to above.
7. File copy.