

**SANT LONGOWAL INSTITUTE OF ENGINEERING & TECHNOLOGY
(DEEMED-TO-BE-UNIVERSITY)
LONGOWAL
INTERNAL COMPLAINTS COMMITTEE (ICC)**

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CIRCULAR

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

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, the notion of bodily integrity as explicated in the Verma Committee's **Bill of Rights for Women** has been given legal sanctity. 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 a 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 and enactment of "**Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**", the Internal Complaints Committee (ICC) in SLIET, Longowal was constituted, 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 and to provide the procedures for the resolution, settlement or prosecution 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.

Purpose of the ICC is to provide protection against sexual harassment of female employees and students at the Institute and the prevention and redressal of complaints of sexual harassment and matters related to it.

"Sexual Harassment" includes any one or more of the following unwelcome acts of behavior (whether directly or by implication):

- A. Any unwelcome sexually determined behavior or pattern of conduct that would cause discomfort and/or humiliate a person at whom the behavior or conduct was directed namely -
- (i) Physical contact and advances;
 - (ii) Demand or request for sexual favours;
 - iii) making sexually coloured remarks or remarks of sexual nature about a person's clothing or body;

- (iv) showing pornography;
- (v) Any other unwelcome physical, visual, verbal or non-verbal conduct of sexual nature including but not limited to cat-call, wolf/finger whistle, vulgar/indecent jokes, letters, phone calls, text messages, e-mails, gestures etc.

Sexual harassment can involve a series of incidents or it can be a one-off occurrence.

B. The following circumstances, among other circumstances, if it occurs or is present in relation to connected with any act or behavior of sexual harassment may amount to sexual harassment: -

- Implied or explicit promise of preferential treatment in employment; or
- Implied or explicit threat of detrimental treatment in employment; or
- Implied or explicit threat about the present or future employment status; or
- Interference with work or creating an intimidating or offensive or hostile work environment for the person; or
- Humiliating treatment affecting any person's health or safety.

Often such behaviour goes unpunished mostly because of hesitation on the part of women/girl to report such behaviour out of a sense of shame or fear or both. It is important for the female employees/ students to protest against any behaviour 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 about any unwelcome behaviour.

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

- Don't feel a sense of shame. Tell the harasser very clearly that you find his behaviour offensive.
- Don't 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 proven 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 Internal Complaints Committee:

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

Signature

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

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 Presiding Officer and all the Members of ICC is available on Institute website (www.sliet.ac.in). For further assistance, kindly contact at email: jkbhangu@gmail.com.



(Dr. JapPreet Kaur Bhangu)
Presiding Officer, ICC

Copy to:-

1. Director... for kind information, please.
2. All Deans/ HODs/ Section Incharges.... For wide circulation amongst all faculty/ staff members and.
3. Chief Warden (BH/GH)... with a request to circulate amongst students/Notice Boards.
4. FI, ACSS- with a request to upload the Circular on Institute's website.
5. File Copy.