



POLICY ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN PREAMBLE:

WHEREAS in view of the right to dignity and protection of women against sexual harassment, and its recognition as Universal Human Right under various international conventions, instruments and protocols like United Nation's Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) as ratified by the Government of India

AND

WHEREAS as per guidelines laid by the Hon'ble Supreme Court of India in Vishakha V. State of Rajasthan [1997 (7) SCC 323] & Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Rishihood University, Sonapat is committed to developing an environment free of violence, harassment, exploitation in which the students, faculty and non-teaching staff can work together with dignity in an environment free from all forms of sexual harassment. As such, Rishihood University shall follow below guidelines for the prevention of sexual harassment of women at Rishihood University and for the establishment of a grievance redressal mechanism in this regard.

OBJECTIVE:

In order to ensure that women on the University campus are free, fearless, secure and empowered and students, teachers, researchers, and non-teaching staff can work together in an environment free of all forms of sexual harassment on the University campus, this policy is laid down with following objectives:

1. To evolve a permanent mechanism for prevention and redressal of sexual harassment cases.
2. To develop an environment in the university that shall deter acts of sexual harassment and other acts of gender-based violence.
3. To create awareness about the various forms of sexual harassment.
4. To ensure implementation of policy in letter and spirit through proper reporting of complaints and their follow up procedures.
5. To fulfil the directive of Hon'ble Supreme Court of India enjoining that all employers develop and implement a policy against sexual harassment of women at workplace.

SEXUAL HARASSMENT AT WORKPLACE SHALL MEAN:

No women on the campus of Rishihood University shall be subjected to sexual harassment, including unwelcome sexually determined behavior, physical touch, advances, sexually loaded remarks, showing pornography, sexual demand, request for sexual favors or any other unwelcome conduct of sexual

nature whether verbal, textual, physical, graphic or electronic, sexually colored language or any other action, which may include and is not limited to:

1. Implied or overt preferential treatment in education, examination or employment.
2. The implied or overt threat of detrimental treatment in education, examination or employment.
3. The implied or overt threat about the present or future educational, examination or employment status.
4. Conduct which with work or creates an intimidating or hostile work environment.
5. Humiliating conduct constituting health and problems.

INTERNAL COMPLAINTS COMMITTEE:

An Internal Complaints Committee (ICC) has been constituted to provide redressal of complaints related to sexual harassment and for matters connected therewith or incidental thereto.

COMPLAINT MECHANISM

Reporting of complaint:

Any non-teaching or student may submit a written complaint of sexual harassment to the Chairperson or a member of the Complaints Committee or Dean/ Head/In-charge of the respective or Registrar of the University. The complaint received shall be immediately forwarded to the of the ICC to initiate the process of inquiry, who in tum shall call a meeting of the Committee.

Hearing of complaint:

ICC shall conduct a hearing of the complaint about sexual harassment. The quorum of the committee hearing a complaint shall be one half of the total membership. ICC may constitute an inquiry committee if it deems Strict of the matter has to be maintained by all during pendency as well as after the conclusion of the case.

During an inquiry and/or till final disposal of the matter, some interim measures may also be adopted to ensure that complainant is not or coerced to her disadvantage by the accused or any of his accomplices.

Disposal of complaint:

Chairperson of the ICC can cause to convene meeting or consultation amongst members of the committee ensuring the required quorum. After the Chairperson is satisfied that all the proceedings pertaining to the particular complaint have been completed, she shall prepare a report on the matter along with recommendations of ICC, and submit the same to the Vice-Chancellor within fifteen days of the receipt of a complaint.

REDRESSAL

(i) Actions pertaining to the employees of Rishihood University:

In case the complaint is proved against the accused, who is a research associate/faculty/other employees of the university, ICC shall have following options to suggest an action according to the gravity of conduct of the offender pertaining to sexual harassment in question:

- Warning, reprimand, or censure
- Denial of membership of statutory bodies
- Written apology
- Stopping increments/ promotions
- Bond of good behaviour
- Demotion/reduction in rank
- Adverse remarks in a confidential report
- Suspension for a specific period
- Removal or debarring from supervisory duties
- Dismissal

(ii) Action pertaining to students/research scholars of Rishikood University:

In case the complaint is proved against the accused, who is a student/research scholar of the university, ICC shall have following options to suggest an action according to the gravity of conduct of the offender pertaining to sexual harassment in question:

- Warning, reprimand, or censure
- Written apology
- Bond of good behaviour
- Debarring entry into the hostel
- Debarring entry into university
- Suspension for a specific period
- Withholding examination results

Debarring from Examination

- Denial of admission for further studies in university Stopping of any scholarship/fellowship or an intended award/prize
- Withdrawal of any award/prize/title/position won Expulsion from University or any other relevant mechanism under University rules

(iii) Action pertaining to persons not covered above (e.g. contract workers, service providers, suppliers, or other persons not in direct/indirect employment of University) ICC shall have following options to suggest an action according to the gravity of conduct of the offender pertaining to sexual harassment in question:

- Warning, reprimand, or censure
- Written apology
- Bond of good behaviour
- Information to actual employer communicating the misconduct

- Barring entry to the University campus
- Barring to run/manage/work in any commercial enterprise or to provide services on the University campus
- Any other mechanism prescribed under relevant government laws

The Vice-Chancellor shall be the sole arbiter to take action on the basis of recommendations of ICC in all of the above cases.

FALSE COMPLAINT

If ICC does not find merit in a complaint or finds the complaint to be false, it shall cause a special meeting to discuss the findings and to decide whether a show-cause notice is to be issued to the complainant to explain, within seven days (in writing), as to why disciplinary action should not be taken against the complainant for wrongly setting in motion the ICC machinery. Within one week of receipt of any explanation from the complainant to this notice, or after the expiry of the time specified for such explanation, ICC shall again convene a special meeting to consider the explanation or a lack thereof. In event of no, insufficient, or unconvincing explanation, ICC shall forward its findings to Vice Chancellor for his/her action which may include warning/suspension/imposition of fine/ termination of service/admission.