

SEXUAL HARASSMENT CELL

Gender based violence is a form of discrimination which seriously inhibits women's ability to enjoy rights and freedom on the basis of equality with men. The National Policy for Empowerment of Women (2001), Government of India, had emphasized the elimination of discrimination and all forms of violence against women in both the public and the private sphere. Institutions and mechanisms /schemes for assistance are to be created and strengthened for prevention of such violence including sexual harassment at education sector and workplace. The college is committed to equal opportunities and to providing an environment in which all faculties, staff and students are treated with dignity and respect and in which they can work and study free from any type of discrimination, harassment, or victimization. All members of College are responsible for upholding this policy and should act in accordance with the policy guidance in the course of their day-to-day work. Offensive behavior will not be tolerated. Harassment is a serious offence which is punishable under the College's disciplinary procedures.

Harassment is unwanted conduct on the grounds of sex, marital status, gender reassignment, race, disability, religion/belief, sexual orientation or age that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. Harassment on grounds of sex, race, religion, disability, sexual orientation or age may amount to unlawful discrimination. Harassment may also breach other legislation and may in some circumstances be a criminal offence. Harassment may occur through the use of internet, email, or telephone.

Sexual Harassment Cell assures all the complaints of the students, teaching and non-teaching staffs are treated with dignity and respect and the complaints should be maintained confidential.

Behaviour that may constitute harassment are:

- Verbal or Physical threats.
- Insulting, Abusive, Embarrassing or Patronizing behavior or Comments.
- Offensive gestures, Language, Rumors, Gossip or Jokes.
- Humiliating, Intimidating, Demeaning and/or Persistent criticism, Open hostility.
- Suggestive comments or Body language.
- Isolation or Exclusion from normal work or study place.
- Publishing, Circulating or Displaying Pornographic, Racist, Sexually suggestive or Otherwise offensive pictures or other materials.
- Unwanted physical contact ranging from an invasion of space to a serious assault (The above list is not intended to be exhaustive).

Actions that is covered by the committee

- Eve-teasing
- Unsavory remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like.
- Touching or brushing against any part of the body and the like.

- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
- Forcible physical touch or molestation.
- Physical confinement against one's will and any other act likely to violate one's privacy.

Members of the Sexual Harassment Cell

1. Dr. Sutapa Biswas – Presiding Officer
2. Dr. Sujit Samanta, Associate Professor – Member
3. Dr. Ranita Banerjee, Assistant Professor – Member
4. Sumit Shit, Head Clerk – Member
5. Uma Rani Das Choudhary–Lady Attendant-Member
6. Soumili Maity- Special Invitee-(Outside College)
7. Special Invitee (Student Representative)