



Sexual Harassment Redressal Committee

Introduction

Under University Grant Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 -

“Sexual harassment means –

- i. An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:
 - a. Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
 - b. Demand or request for sexual favours;
 - c. Making sexually coloured remarks;
 - d. Physical contact and advances; or
 - e. Showing pornography”
- ii. Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones –
 - a. Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - b. Implied or explicit threat of detrimental treatment in the conduct of work;
 - c. Implied or explicit threat about the present or future status of the person concerned;
 - d. Creating an intimidating offensive or hostile learning environment;
 - e. Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned.



Objective:

To address complaints related to sexual harassments.

Composition of the Committee

In adherence to the directives of the National Commission for Women and the guidelines set forth in the implementation of the Hon'ble Supreme Court Judgment dated August 13, 1997, concerning sexual harassment of women in the workplace, our organisation has appropriately formed an Internal Complaint Committee (ICC) to address complaints related to sexual harassment.

The composition of the committee is as follows:

Internal Complaint Committee

Sl.No	Designation	Role
1.	Head of the Institution/Sr. Professor	Chairperson
2.	Professor	Convenor
3.	Professor	Member
4.	Non-Teaching Staff	Member
5.	Counsellor	Member
6.	Advocate	External Member

Responsibilities of Internal Complaint Committee (ICC) - The Internal Complaints Committee shall include the following:

- a. Provide assistance if an employee or student chooses to file a complaint with the police;
- b. Provide mechanism of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complaint's rights, and minimise the need for purely punitive approaches that lead to further resentment, alienated or violence;
- c. Protect the safety of the complainant by not divulging the person's identity and provide the mandatory relief by way of sanctioned leave or relaxation of attendance



requirement or transfer to another department or supervisor as required during the pendency of the complaint or also provide for the transfer of the offender;

- d. Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- e. Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Process of making complaint of sexual harassment

Aggrieved woman can file the complaint of sexual harassment at our institution to the ICC within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. In case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

The aggrieved student can fill the Students Grievance Form which is available in the institution's website (<https://www.nsb.edu.in/compliances.php>). The image of "Student Grievance Redressal Form" is provided as under:

Student Grievance Form

Program & Year

MBA - First Year MBA - Second Year

Type of Grievance



The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.

Punishment and Compensation

To follow the Punishment and Compensation regulations of “University Grant Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015”, as under:

1. Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of a Higher Educational Institution (HEI) if the vendor is an employee.
2. Where the respondent is a student depending upon the severity of the offence the HEI may –
 - a. Withhold privileges of the students such as access to library, auditoria, halls of residence, transportation, scholarships, allowances and identity card;
 - b. Suspend or restrict entry into the campus for a specific period;
 - c. Expel and strike off name from the rolls of the institution including denial of readmission if the offence so warrants;
 - d. Award reformatory punishments like mandatory counselling and, or, performance of community services;
3. Aggrieved person is entitled to the payment of compensation the HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of:
 - a. mental trauma, pain, suffering and distress caused to the aggrieved person;
 - b. the loss of career opportunity due to the incident of sexual harassment;
 - c. the medical expenses incurred by the victim for physical, psychiatric treatment;
 - d. the income and status of the alleged perpetrator and victim; and
 - e. the feasibility of such payment in lump sum or instalments.