



**Sardar Vallabhbhai
Global University**

Internal Complaint Committee - Sexual Harassment Cell

The Parliament of India passed the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act,” in the year 2013. The ACT provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected therewith or incidental thereto.

The guidelines explicitly state the following: “It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment by taking all steps required.”

According to “THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013”, sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

1. Physical contact and advances; or
2. A demand or request for sexual favours; or
3. Making sexually coloured remarks; or
4. Showing pornography; or
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Educational institutions are also bound by the Supreme Court’s directive and the Act. Sardar Vallabhbhai Global University – SVGU is committed to create and maintain an environment which is free of all forms of gender violence, sexual harassment, and discrimination based on sex/gender. As per the guidelines of Supreme Court, UGC, Gujarat University and Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Anti-Sexual Harassment Cell has been constituted at the Institute with the following objectives:



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Objectives

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

1. To develop a policy against sexual harassment of women at the Institute.
2. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
5. To create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Any act falling under the purview of following cases will be considered as an incident of sexual harassment (Clarification of Unwelcome acts or behavior):

- a) When submission to unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of teaching/guidance, employment, participation, or evaluation of a person's engagement in any activity.
- b) When unwelcome sexual advances, and verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls, chats or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature.
- c) Interfering with her work or creating an intimidating, offensive, or hostile environment for her.



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d) When a person uses the body or any part of it or any object as an extension of the body with a sexual purpose in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.

e) When deprecatory comments, conduct or any such behaviour is based on the gender identity/sexual orientation of the person and/or when the premises or any public forum of the institute is used to denigrate/discriminate against person(s), or create a hostile environment based on a person's gender identity/sexual orientation.

f) When a person shows any humiliating treatment to woman that is likely to affect her health and safety.

Members of the Cell

The Committee consists of members of the faculty, administration, service staff representatives.

The members of the committee are:

Composition of the Committee

Sr. No	Name	Programme	Position
1	Dr. Vishal Dahiya	Director - I MCA	Chairperson
2	Dr. Anu Gupta	Associate Professor - MBA	Member
3	Ms. Nehal Adhvaryu	Assistant Professor - BCA	Member
4	Ms. Rajsi Thaker	Clerk - MBA	Member
5	Ms. Usha Chettiar	Clerk - MCA	Member
6	Alpavi U. Patel	One Member - NGO/Association committed to cause of Women	Member - Akhand Jyot Foundation, Fatehpura, Ahmedabad

Procedure for Approaching Committee and Remedial

- The Committee deals with issues relating to sexual harassment at Sardar Vallabhbhai Global University. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Chair of the Committee. If the complaint is



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made to any Head of Institute, they may forward it to the Committee Against Sexual Harassment.

- A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Management, Director or any of the Committee members, they may forward it to the Committee against Sexual Harassment.
- The chairperson will also work as counselor in this regard.
- The mechanism for registering complaints should be safe, accessible, and sensitive.
- The complainant shall be afforded full secrecy at each stage.
- The name, address, identity or any other particulars calculated to lead to identification of the COMPLAINANT shall be kept confidential and will not be disclosed even to the Committee, till the meeting in this regard is convened.
- Committee should take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend punitive action or take immediate action against the harasser, if necessary.
- Committee should recommend disciplinary action for any complaint registered with the Committee after the enquiry to the Director/administration/or concerned authorities and to follow up action and monitor the same.

Recommendation and Redressal

Based on its findings, the Complaints Committee shall then make appropriate recommendations which may include:

1. Where the Complaints Committee is unable to uphold the complaint, it shall recommend no action.
2. Where the Complaints Committee upholds the Complaint, it may recommend such action which may include:
 - A warning to terminate.
 - Disciplinary action, including a written apology, reprimand, warning, censure.
 - Withholding promotion/ pay raise/ increment.
 - Termination.
 - Counselling.
3. The Complaints Committee may also recommend financial damages to the complainant, while –
 - deciding the amount they shall take into consideration:
 - Mental trauma, pain, suffering, and emotional distress are caused.
 - Medical expenses incurred.
 - Loss of career opportunity.
 - Income and financial status of the respondent.