



MAULANA ABUL KALAM AZAD UNIVERSITY OF TECHNOLOGY, WEST BENGAL
(Formerly WEST BENGAL UNIVERSITY OF TECHNOLOGY)
BF-142, SECTOR-I, SALT LAKE, KOLKATA-700 064

The Internal Complaints Committee for addressing the issues of sexual harassment of women at workplace has been framed in compliance with the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places. The University Grants Commission (UGC) has issued circulars insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 to all the universities, advising them to establish a permanent cell /committee and to frame guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges.

It has further advised the universities to be proactive by developing a conducive atmosphere on the campus, where the women are respected and they are treated with dignity. As per the guidelines of UGC and the Supreme Court, a Committee against Sexual Harassment/ (ICC) Internal Complaints Committee (SH) has been established to provide a healthy and congenial atmosphere to the staff and students of the University.

The ICC (SH) is committed to:

- Observing the law on Sexual Harassment
- Sensitizing the campus community on gender issues
- Addressing complaints from victims

The objectives of ICC (SH)

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Develop the guidelines and norms for a policy against sexual harassment. Work out procedures for combating sexual harassment and implementation of the policy
- Make recommendations to Honorable Vice Chancellor for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just.
- Lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, students and the employees
- Deal with cases of discrimination and sexual harassment against women in a time bound manner aiming at ensuring support services to the victim.
- Recommend appropriate punitive action against the guilty
- Prepare a detailed plan of action, both short and long term

Members of ICC (SH):

- Prof. Sreeparna Banerjee – Presiding Officer; (M) 9830496271; Email: sreeparnab@hotmail.com
- Prof. Sudakshina Gupta (Calcutta University, Department of Economics)
- Dr. Madhumita Manna -Principal, Bidhannagar College
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The Laws on Sexual Harassment

The Supreme Court, which regards sexual harassment as a violation of human rights and as a form of systematic discrimination against women, has issued guidelines to prevent, as well as punish, perpetrators of sexual harassment. It is legally mandatory for employers and administrators to deploy measures for combating and redressing incidents of sexual harassment in their organizations.

The committee is set to deal with instances of sexual harassment within its precincts. Aggrieved women can submit written complaints or send by post or email.

Sexual Harassment-Definition

According to the Supreme Court, sexual harassment is defined as “unwelcome sexually determined behavior such as” • Physical contact, and making advances • A demand or request for sexual favors • Sexually oriented remarks • Showing pornography • Use of electronic media (phone, internet, intranet) for perpetrating any of the above • Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature In short, the definition of sexual harassment is broad enough to include all kinds of offensive, hostile, intimidating, humiliating and exploitative language, gestures and conduct.

The following is also sexual harassment and is covered by the committee:

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