

**THE GANDHIGRAM RURAL INSTITUTE-DEEMED UNIVERSITY**  
(Estd. under Sec. 3 of the UGC ACT 1956 vide Notification No. 9/76-U.3/3rd August 1976 of GOI)  
(Re-Accrediated by NAAC with 'A' grade)

**Internal Complaints Committee (Sexual Harassment)**

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**Introduction**

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 since 1998 and insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act -Sexual Harassment Act in April 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) at GRI 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.

## Venue

The office of ICC (SH), GRI will function in room no: 2and 3, 1st floor,  
Basic facilities for Women, GRI

## Members of ICC (SH):

S.No	Member	Mail id	Mobile
1	Chairperson & Nodal officer	kumuthasekar@gmail.com	9486637102
2	Dean, Student Affairs	bpillaiagri@yahoo.co.in	9894360944
3	Dr.S.Ramasamy	srsmother@gmail.com	9443320662
4	Dr.D.Grace Nirmala	gracenirmala58@gmail.com	9442152685
5.	Dr.K.Velumani	drkvelumani@gmail.com	9443190572
6	Dr.S.Meenakshi	drsmeena@rediffmail.com	9443838121
7	Dr.M.Seethalakshmi	seethagri@gmail.com	9443001857
8	Mrs.Ramani Mathew, Advocate	ramanie06@yahoo.co.in	9443129792
9	Mrs.A.Mahalakshmi	mahalakshmi.a.gri@gmail.com	9003805381
10	Mr.S.Kannan	kannangru@gmail.com	9843656439
11	Miss.J.Preethi- Student	jpreethigri@gmail.com	9095761230
12	Mr.J.Arun Kumar - Student	arunjak010@gmail.com	9842624212

## 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 has decided that aggrieved women can send their complaints to it 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.

## **Do's and Do Not's**

- Don't feel a sense of shame. Tell the harasser very clearly that you find this behavior offensive.
- Don't ignore the harassment in the hope that it will stop on its own; come forward and complain.
- Talk to somebody you trust about the harassment. It will not only give you strength, but also help others to come forward and complain.
- Keep a detailed record of all incidents related to the sexual harassment. If you feel the need to register a formal complaint later, this record will be helpful.
- Most importantly, the victim must never blame herself for the harassment.

## **Action**

- If informal methods such as telling the perpetrator to stop harassing do not succeed, the victim can lodge a complaint through email or by a telephone call to any of the members of ICC (SH)
- The complainant's name and identity will be kept confidential

## **Activities of ICC (SH) in GRI**

- The ICC committee has been involved in awareness and sensitization campaigns via lectures ,one to one contact by committee members in each academic year
- International Women's Day is being celebrated in March each year with a program of content relevant to the community such as lectures by women role models, panel discussions; dramas; plays; skits; poster competition etc

## **Procedure for Registering Complaints**

- All complaints must be brought by the complainant in person to ICC. The exception for this will be in cases of forced confinement of the person. In such a case, brought by another person on behalf of the complainant, the committee will examine whether an investigation, intervention or some other assistance is needed. In exceptional cases, third party/ witness complaints may be entertained. In such cases, the committee will ascertain whether the person

alleged to have been harassed wishes to lodge a formal complaint. Once such a complaint is received the committee shall proceed to investigate it as per the procedure specified.

- If the complainant wishes the person can be accompanied by a representative.
- Employees can approach the ICC directly.
- A complainant can go directly to the Authorities of GRI. However, in such cases, which should be exceptional, the complainant should give reasons for doing so.
- The Vice-Chancellor can refer any complaint to ICC