

Sakus Mission College

Anti-Sexual Harassment Cell

(Established- 2018)

As per the guidelines of UGC, NAAC and the Supreme Court, an Anti Harassment Cell has been established by Sakus Mission to provide a healthy and congenial atmosphere to the staff and students of the college.

The recent judgment of the Supreme Court of India, Vishaka versus the state of Rajasthan, dated August 13, 1997, stated that ever in stance of sexual harassment is a violation of 'Fundamental Rights' under Articles 14, 15 and 21 of the Constitution of India, and amounts to a violation of the 'Right to Freedom' under Article 19(I)(g). Another Supreme Court judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that "sexually harassing behavior needs to be eliminated as there is no compromise on such violations".

The Supreme Court judgment of 1997 makes it obligatory for every employer to follow the guidelines laid down by the court and to evolve a specific policy to combat sexual harassment in the workplace. Accordingly, the University Grants Commission (UGC) has taken the matter seriously and has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and Committee to develop guidelines to combat sexual harassment.

Keeping the above guidelines in view, Sakus Mission College has constituted a cell to meet the five basic objectives against sexual harassment.

1. To develop guidelines and procedures to combat sexual harassment.
2. To provide a congenial and healthy atmosphere free from sexual harassment to the students, teachers and non-teaching staff.
3. To provide an environment free of gender-based discrimination.
4. To ensure equal access of all facilities and participation in activities of the college.
5. To create and promote healthy physical and social environment which will deter acts of sexual harassment.

Understanding sexual harassment.

Below is an overview of the different types of sexual violence:

1. Sexual Harassment

This is defined as any unwanted sexual attention or advance from any individual or group and can be verbal or physical.

2. Stalking

Stalking is defined as repeated and unwanted attention, contact or harassment, particularly when it causes an individual to feel unsafe or fearful. Examples include following a person, watching from a distance, waiting for someone at a certain location, or contacting a person's family and friends without permission. Stalking can also be done via repeated phone calls, social media messages, texts and unwanted gifts.

3. Coercion

Any type of significant pressure used to force an individual to freely and willingly give consent. This often includes behavior such as threats or blackmail.

4. Sexual Assault

Sexual Assault is any form of sexual contact or behavior that occurs without freely given consent of the recipient.

Jurisdiction

The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:

1. By a member of the institution against any other member irrespective of whether the harassment is alleged to have taken place within or outside the campus.
2. By an outsider against a member of the college or by member of the college against an outsider if the sexual harassment is alleged to have taken place within the campus.

Composition of the Anti-Sexual Harassment Cell is as follows:

Chairperson: Dr. Arenla Aier, Principal, SMC

Members:

1. Mrs. Bendangnaro, Asst. Prof., Dept. of Sociology– Secretary
2. Miss. Naro Jamir, Warden, SMC Girls Hostel– Member
3. Mr. Bendang, Warden, SMC Boys Hostel– Member
4. Mr. Kakugha Sumi, General Secretary, SMCSU– Student member
5. Ms. Jerina, B.A 3rd Semester, SMC- Student member
6. P.T Aienla Lemtur, Director of NCHD-IT Center, Dimapur- Representative of NGO
7. L. Sashimongla Jamir, Advocate, DC Court Dimapur- Legal Advisor

The Committee members of the cell shall have the following functions and responsibilities:

Preventive Steps:

1. Promote measures aimed at achieving gender equality, removal of gender bias or discrimination.
2. Organize awareness programs and campaigns for the benefit of all members of the college on sexual harassment and gender based discrimination.
3. Fulfill the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment.
4. To take cognizance of complaints about sexual harassment, conduct enquires, provide assistance to the victims, recommended penalties and take action against the harasser, if necessary.
5. To advise the competent authority to issue warnings or take the help of the law to stop the harasser, if the complainant consents.
6. To seek medical, police and legal intervention with the consent of the complainant.
7. To make arrangement for appropriate psychological, emotional and physical support (in the form of counseling, security and other assistance) to the victims if so desires.

How matters are decided:

All the decisions shall be taken by a single majority.

In the event of any conflict the matter shall be referred to the principal and management whose decision on the matter shall be final.

Record keeping

The secretary of the committee shall maintain all the minutes and other relevant documents relates to the functioning of the committee and shall make these available to any authorized officer/authority for inspection.