

GENDER SENSITIZATION

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SEXUAL HARRASEMENT

- ✘ Sexual harassment is an act of gender discrimination. It violates the right of the women students to a comfortable, secure and hostile free environment in the campus
- ✘ sexual harassment is illegal and a punishable offense
- ✘ The guidelines of Hon'ble Supreme Court based on the Vishakha vs State of Rajasthan judgment, prohibit sexual harassment at Educational Institutions/ workplaces

WHY SEXUAL HARASSMENT IS A SERIOUS ISSUE?

- ✘ it is a form of violence, quite often perpetrated against and faced by women in our socio-cultural setting.
- ✘ . In most cases the victim feels guilty and fearful to report in the first instance and therefore ignore the harassment they faced.
- ✘ Sexual harassment is a taboo subject. Therefore even educated women avoid discussing this issue out of fear of ill reputation

EFFECTS OF SEXUAL HARRASEMENTS

- ✘ A person who is subjected to sexual harassment experience a wide range of psychological trauma and even physical problems.
- ✘ It has adverse impact on the victim's mental well being, work efficiency, mobility, productivity, work ethics etc.
- ✘ Hence it is also an issue of equality and dignity, and occupational safety and health.

ZERO TOLERANCE FOR SEXUAL HARRASEMENT

Therefore, there is a need to work towards understanding that in any civilized society, especially in a place like University Campus which is supposed to be a place of knowledge creation, research and teaching aimed at developing students/scholars as responsible citizens, it is the fundamental right of citizens to be able to lead their lives with dignity, free from fear, mental or physical torture and distress

GOVERNMENT INITIATIVES

- ✘ Government of India has taken steps to combat sexual harassment in educational institutions/workplaces, as a step towards ensuring women's independence, equality of opportunity and the right to work with dignity.
- ✘ Hon'ble Supreme Court Judgment on sexual harassment made it mandatory for every institution to implement policy against sexual harassment at work place.

AT DOON UNIVERSITY

- ✘ As required by the Judgment of Hon'ble Supreme Court, Doon University is also formulating a very strong and comprehensive policy against sexual harassment with components of gender sensitization and orientation.
- ✘ At Doon University we strive for zero tolerance towards sexual harassment

WHAT IS SEXUAL HARASSMENT?

- ✘ Any unwelcome sexual advances both verbal and non-verbal.
- ✘ Physical conduct such as loaded comments, slander, remarks or jokes, letters, phone calls, sms or e-mail, gestures, showing of pornography.
- ✘ Lurid stares, physical contact or molestation, stalking.
- ✘ Sounds or display of a derogatory nature
- ✘ teasing

WHAT TO DO IF YOU ARE BEING HARASSED?

- ✘ **Know your rights** – Sexual harassment is illegal; both the law of the land and Doon University prohibit sexual harassment.
- ✘ **Speak -up** – If you can, tell the person to stop. State clearly and firmly that you want particular behavior to cease.
- ✘ **Get information and support** – If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the committee/ University authority.
- ✘ **Keep records-** that might be useful for pursuing the case.

WHAT NOT TO DO?

- ✘ **Do not blame yourself.** Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to live with dignity.
- ✘ **Do not ignore it.** Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack of response as approval of the behavior.
- ✘ **Do not delay.** Delay in action increases the probability that unwanted behavior will continue or escalate.
- ✘ **Do not hesitate to ask for help.** Speaking up may prevent others from being harmed as well.

DISCIPLINARY ACTION

- ✘ Warning ,Written apology
- ✘ Debarring entry into hostel/campus
- ✘ Suspension for a particular period of time
- ✘ Withholding scholarship/fellowship
- ✘ With holding result
- ✘ Black dot in the Mark sheet indicating bad conduct
- ✘ Fine and Imprisonment

ROLE OF STUDENT COMMUNITY

- ✘ Students are the most active people within a university campus. They are also the ones who are most vulnerable to sexual harassment. This exploitation could take many forms: students vs. students, staff (teaching or non-teaching) vs. students, Road Romeos vs. students and the like.
- ✘ Students are also the ones who are most vigilant against sexual harassment. Only if the student community is awake and keeps guard, a solid mechanism for prevention and prohibition of sexual harassment can be devised and implemented.

COMMITTEE FOR REDRESSAL OF GENDER ISSUES (CRGI)

- ✘ Committee for Redressal of Gender Issues (CRGI) is an institution of the University which works for gender sensitization, crisis management and complaint redressal.
- ✘ CGRI solicits the cooperation of campus community in its various efforts for making the campus environment free from gender discrimination, harassment, hostility and violence
- ✘ . The Committee urges the students and the university community to feel free to approach us at any time:-

COMMITTEE COMPOSITION

- ✘ Dr. Kusum Arunachalam, Room No 105, Faculty Office Mobile No. 9411113894 (Chairperson)
- ✘ Dr. Rajesh Kumar Room No 201 , Faculty Office, Mobile No.8126301529
- ✘ Ms. Rashi Mishra, Room No 203 , Faculty Office, Mobile No.-----9455716372
- ✘ Ms. Udit Negi, Library Room No. 102, Mobile No.-----9837150045

External Members

- ✘ Dr. Indu Singh, Principal MKP Girls College, Dehradun
- ✘ Mr. Om Prakash Sati, Advocate, Dehradun Court