

Memo No: NIT/PRIN/Circular/16/628

Dated: 24/07/16

OFFICE ORDER

With reference to the notification of MHRD (AICTE) notification dated 10th June 2016, Anti Sexual Harassment Cell is reconstituted with immediate effect with the following objectives and members.

Objective

The objectives of the cell are:

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To advise complainants of the informal and formal means of resolution as specified by the Cell.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- Recommend appropriate punitive action against the guilty party.
- To provide information regarding counseling and support services on our campus.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
- To promote awareness about sexual harassment through educational initiatives those encourages and foster a respectful and safe campus environment.

Procedure for Approaching Cell

The Cell deals with issues relating to sexual harassment at the Narula Institute of Technology. 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 Convener of the Committee. If the complaint is made to the Principal, or any of the Committee members, they may forward it to the Convener of the Committee Against Sexual Harassment.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances; Demand or request for sexual favours;
- Sexually coloured remarks; Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

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

- Eve-teasing, Unsavoury remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts, Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,

- Forcible physical touch or molestation and physical confinement against one's will and any other act likely to violate one's privacy.

What to do if you feel you are being sexually harassed

- Know your rights – Sexual harassment is illegal, the law of the land prohibits sexual harassment.
- Speak up – try telling the person to stop. State clearly and firmly that you want a 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 College authorities without further loss of time.
- 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 work and 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 behaviour.
- Do not delay. Delay in action increases the probability that unwanted behaviour will continue or escalate.
- Do not hesitate to ask for help. Speaking up may also prevent others from being harassed.

Composition

The Committee consists of members of the faculty, administration and students' representatives. The members of the committee for the current academic year are:

- Dr Sarbani Ganguly – Faculty, BSSHU- Presiding Officer
- Mr C Sen Majumdar –Sr. Faculty, CP
- Mr Soumen Ghosh – Faculty, IT
- Ms Rupa Dasgupta– TA, EE
- Mr Ratan Das- Office Assistant
- Ms. Samrta Das, Advocate, High Court, Kolkata,
- Ms Tamasa Das, Final year Student
- Ms Ankita Deb, Final year student
- Mr Animesh Nayank, Pre final year Student.

Term of office of the member shall be period of 3 years. Where one third members may change every year.



Prof Dr M R Kanjilal

Principal