

Grievance Redressal Mechanism



Banasthali Vidyapith

PO. Banasthali Vidyapith (Rajasthan)

Pin Code- 304022

www.banasthali.org

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**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013
(No. 14 of 2013)**

CHAPTER-II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee";

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

- (2) The Internal Committee shall consist of the following members to be nominated by the employer, namely

- (a) A Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees,

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1)

Provided further that in case the other offices of administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;

- (b) Not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;
- (c) One Member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment;

Provided that at least one-half of the total Members so nominated shall be women.

- (3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

- (4) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer as may be prescribed.
- (5) Where the Presiding Officer or any Member of the Internal Committee-
- (a) Contravenes the provisions of section 16; or
 - (b) has been convicted for any offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

Such presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.



15 July, 2019.

Internal Complaints Committee

"Internal Complaints Committee" (ICC) means Internal Complaints Committee constituted under sub regulation (1) of regulation 4 of University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employee and students in higher educational institutions) Regulations, 2015.

Vidyapith ever since its inception has maintained a 'zero tolerance' policy towards sexual harassment.

"Sexual harassment" means-

- (i) "An unwanted conduct with sexual undertones if it occurs of which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more for all of the following unwelcome acts or behavior (whether directly or by implication), namely:
 - (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
 - (b) demand or request for sexual favours;
 - (c) making sexually coloured remarks;
 - (d) physical contact and advances; or
 - (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation to connected with any behavior that has explicit or implicit sexual undertones-
 - (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (b) implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) implied or explicit threat about the present or future status of the person concerned;
 - (d) creating an intimidating offensive or hostile learning environment;
 - (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the persons concerned.

If you ever encounter any behaviour which may fall into any of the above category howsoever remotely, please contact any of the following members of the Internal Complaints Committee (ICC) immediately:

- | | |
|------------------------|------------|
| 1. Prof. Manju Singh | 9352141463 |
| 3. Dr. Rashmi Sharma | 9352878375 |
| 5. Dr. Kamal Thakur | 9352803197 |
| 7. Ms. Deeksha Sahu | 8233192014 |
| 9. Ms. Vibha Upadhyaya | 9829293300 |

- | | |
|-----------------------|------------|
| 2. Ms. Shailly Sharma | 9887051809 |
| 4. Smt. Vibha Pareek | 9352803196 |
| 6. Ms. Anusha Sharma | 9540058137 |
| 8. Ms. Poonam Sharma | 7231815482 |

You may also contact directly Chitrajiji (228371/ 228340), Aditya Bhaiyya (228787/ 228817) or Ina Bhabhi (228987).

Authorized Signatory



15 July, 2019

Curbing the menace of Ragging in Higher Educational Institutions

In UGC Regulations on Curbing the menace of Ragging in Higher Educational Institutions, Ragging constitutes one or more of any of the following acts:

- any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
- indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
- asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
- any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
- exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students;
- any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, fording obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student;
- any act that affects the mental health and self-confidence of a fresher or any other student.
- Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

It is a matter of pleasure that no new student faces such type of problem in Banasthali as new student's faces in other places.

The Vice-Chancellor has been pleased to reconstitute the "Anti Ragging Committee" consisting of the following members:

1. Prof. Preeti Sharma	9352141462	2. Dr. Rashmi Sharma	9352878375
3. Dr. Jaya Dwivedi	9352879806	4. Dr. Suphiya Khan	9829926646
5. Dr. Shalini Chandra	7891434849	6. Ms. Shailly Sharma	9887051809
7. Prof. Tamil Selvi Moses	9928993304	8. Prof. Manju Singh	9352141463
9. Ms. Deep Kiran	9887281020	10. Ms. Yakshita Verma	7737330891
11. Smt. Vibha Pareek	9352803196	12. Dr. Kamal Thakur	9352803197

If any student encounters any behaviour which may fall into above category, please contact any of the above members.

The students may also contact directly Chitrajiji (228371/ 228340), Aditya Bhaiyya (228787/ 228817) or Ina Bhabhi (9352803155).

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