

Gender Sensitization Policy Document

Aligning with our vision to create a sensitive and inclusive space, Aryabhata college is committed to guarantee a gender-sensitive campus for students, staff and faculty. The institution endeavors to establish an educational space free from harassment or gender-based discrimination. In its approach to promote gender amity and manage issues related to interactions and relationships in the professional space, the college follows the UGC SakSham Book in letter and spirit.

OBJECTIVES OF THE POLICY

- The college is committed to address discrimination and harassment on the basis of gender with sensitivity and professionalism. Going beyond the domain of academic discourse, instilling humane values and awareness in students and staff alike shall remain a priority.
- As per the recommendations in chapter 6 of the SakSham Book, the college ensures the fulfilment of the “**mandatory requirements to end gender-based violence and harassment**” by establishing provisions for the safety of women students and employees on the campus.
- The institution understands the problems of protectionism stated in the Saksham Book and in this spirit follows the basic tenets of gender sensitization and equality. Therefore, the institution is careful that the concern for safety should not lead to infantilization of women leading to their disempowerment. As stated in section 6.2 of the SakSham Book the focus is on providing safer spaces, proper lighting and shuttle buses because “**the mentality of policing as a panacea for deep prejudice only spawns alternative forms of violence and subjugation**”.
- Aryabhata college shall create a safe space to counter gender discrimination and violence. It has a zero-tolerance policy towards any form of gender exploitation and takes preventive measures to ensure a respectful space for individuals across the gender spectrum.
- The harassment policy in the college shall be informative, preventive, corrective and rigorous. It is established with the intent of educating students and others about the presence of gender diversity in the campus.
- Through seminars and events on gender diversity the students will be engaged in an open discussion on various issues like sexuality, hygiene, violence, laws and rights related to different genders.
- Through intersectional approach the students shall be made aware of social inequalities so that they can develop a holistic and socially aware outlook towards gender issues.

Sexual Harassment in College: Role of Internal Complaints Committee (ICC)

- As per the recommendations of the Prevention of Sexual Harassment at Workplace Act 2013 and UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Act 2015, the college constitutes an Internal Complaints Committee as per statutory rules. As per the guidelines given in 6.4 section of the Saksham Book, the college avails of all possible resources to ensure functioning of the Internal Complaints Committee. The Gender Sensitization Committee works in tandem with the ICC to ensure healthy practices for preventing, sensitizing and combating issues related to sexual harassment at the workplace.
- The committee also comprises of three students who are enrolled at the undergraduate level. On matters pertaining to students, the student representatives are also involved in the process. The student members are elected through a transparent democratic procedure.
- The Internal Complaints Committee of the college responds to harassment complaints, if any, with promptness and the process of redressal maintains confidentiality to ensure the comfort and safety of the complainant.
- To meet its goal of gender amity the college conducts workshops and gender sensitization campaigns frequently to engage with the gender identity discourse and questions of alternative sexuality to bridge the gap between theory and praxis. This helps in creating awareness about vulnerability, exploitation and inequality and simultaneously formulating measures to counter the same.

SCOPE OF THE POLICY

The Supreme Court of India's Vishaka judgment and the 2013 Act defines sexual harassment as constituting 'such unwelcome sexually determined behavior, whether directly or by implication, such as:

- *physical contact and advances,*
- *a demand or request for sexual favors,*
- *sexually colored remarks,*
- *showing pornography,*
- *any other unwelcome physical, verbal or non-verbal conduct of sexual nature.'*

Aryabhatta College's GSC and ICC acknowledge the above definition. Besides the stated indicators, the GSC includes the following as well to connote sexual harassment at workplace:

- Sexist remarks and gender-based insults



-
- Innuendos and taunts
 - Eve-teasing and unsavory remarks
 - Unwelcome sexual overtone or obnoxious telephone calls/chats
 - Displaying derogatory pictures, pornography and pamphlets
 - Jokes causing embarrassment
 - Touching or brushing against any body part
 - Forcible physical touch or molestation
 - Violation of one's privacy
 - Physical confinement against one's will
 - Intimidating someone for sexual favors

The college has zero tolerance for sexual harassment and follows all the mandatory rules and guidelines rigorously to ensure a harassment and discrimination free campus. It stands committed to take strict action against those indulging in sexual violence or harassment of any kind towards its stakeholders.