



- ii. Violation of the status, dignity and honor of students;
 - iii. Expose students to ridicule or contempt or commit an act which may lower their self-esteem;
 - iv. Verbal abuse, mental or physical torture, aggression, corporal punishment, harassment, trauma, indecent gesture and obscene behavior.
4. Notwithstanding anything contained above, the Director of School or Registrar may suo moto inquire into an incident of ragging or likelihood of such an incident and make a report, to the Vice Chancellor.

6.12. Sexual Harassment Policy

1. ADYPU, is committed to creating and maintaining a gender-sensitive and congenial democratic working environment in which students, teachers and non-teaching staff can work together in a community free of violence, harassment, exploitation, intimidation and stress.
2. The University is averse to all forms of gender violence, sexual harassment and discrimination on the basis of sex/gender or amongst the same sex members. Every member of the University should be aware that while the University is committed to the right to freedom of expression and association, it strongly support gender equality and opposes any form of gender discrimination and violence.
3. ADYPU is committed to follow the directions given by the Hon'ble Supreme Court of India in 1997 in the case of Vishaka & Others versus State of Rajasthan as well as the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Article 11 of the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) ratified by India 1993.





Objectives of the Policy

1. To fulfil the directive of the Hon'ble Supreme Court of India enjoining all employers to develop and implement a policy against sexual harassment at the work places.
2. To evolve a permanent mechanism for the prevention and redress of sexual harassment cases and other acts of gender based violence at ADYPU.
3. To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of any member
4. To ensure the implementation of the policy in letter and spirit through proper reporting of complaints and their follow-up procedures.
5. To ensure that ADYPU upholds the commitment to ensure an environment without gender based discrimination and violence against any member.
6. To generate public opinion against sexual harassment of any member at the workplaces.

Preliminary Details

1. The policy is called the Rules against Sexual Harassment of Women at the ADYPU (Prevention, Prohibition and Redress)
2. The policy is applicable to the entire ADYPU community

Definitions

Sexual harassment as stated in the Vishaka Guidelines includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely

1. Physical contacts or advances or
2. A demand or request for sexual favours or
3. Making sexually coloured remarks or



4. Showing pornography or
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Determining what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment may take many forms – subtle and indirect, or blatant and overt. For instance,

1. It may be conduct towards an individual of the opposite sex or the same sex.
2. It may occur between peers or between individuals in a hierarchical relationship.
3. It may be aimed at coercing an individual to participate in an unwanted sexual relationship or it may have the effect of causing an individual to change behavior or work performance.
4. It may consist of repeated actions or may even arise from a single incident.

Constitution of Local Complaints Committee

1. The complaints of sexual harassment at ADYPU campus against teaching, non-teaching, allied staff working on contract basis and students enrolled in the ADYPU shall be referred to the Local Complaints Committee constituted by the Vice Chancellor of the University in accordance with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
2. The Contact details of the Local Complaints Committee shall be available with the Office of the Registrar of ADYPU.
3. On enquiry in the matter, the Committee shall submit its report to the Vice Chancellor of the University.

