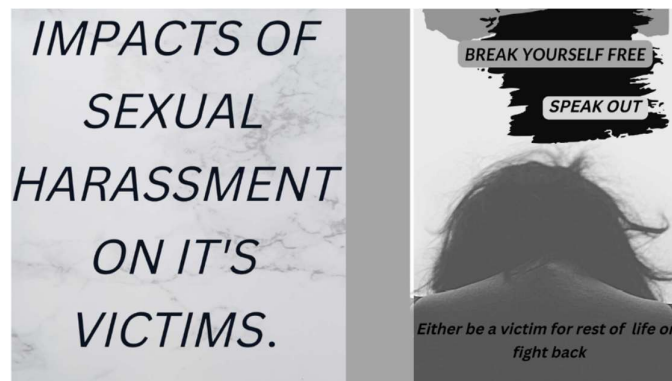


As a part of the “**Discrimination against Women Pakhwada (25th Nov, 2022 – 10 Dec, 2022)**” an activity to sensitize a set of B. Tech students towards discrimination against women and also to inculcate the correct institutional attitude towards evils such as Sexual Harassment in the campus, was planned and executed. The detailed plan of the activity was as listed below:

Topics for Value Education

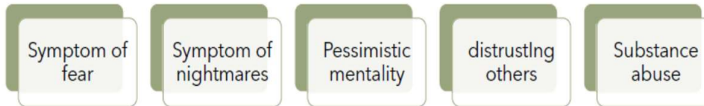
- 1) What is meant by Sexual Harassment at work place? Give a very detailed account of the legal and civil remedies available to tackle the problem of Sexual Harassment at Higher Educational Institutes.
Design 3 posters that can be used for campaign against the practice of Sexual Harassment.
- 2) Give a detailed account of the Psychological, Physiological and Sociological impact on the victim of the offence of Sexual Harassment. Design an appropriate poster and submit soft copy.
The report submitted by the students relating to the above program are as follows

Report 1:

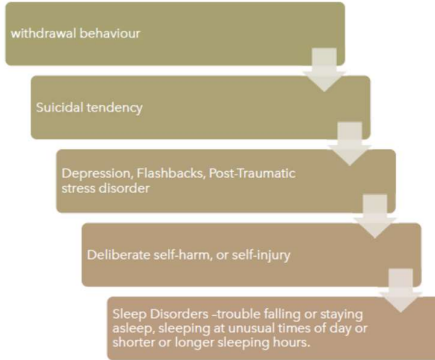


Sexual violence can have psychological, emotional, and physical effects on a survivor. These effects aren't always easy to deal with, but with the right help and support they can be managed.

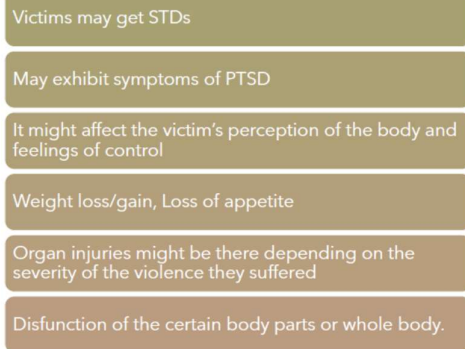
Signs and Symptoms of Sexual Harassment



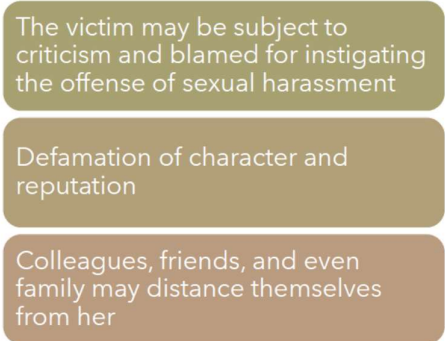
PSYCHOLOGICAL IMPACT



PHYSICAL IMPACT



SOCIAL IMPACT



Danger of retaliation from the harasser or colleagues/friends of the harasser when the victim tries to complain

It may have an impact on the victim's career and their financial situation.

HOW TO OVERCOME?

1

Accept what happened

2

Talk to someone close to you about the harassment

3

Stop self blame

4

Find a counselor or therapist

HOW PEOPLE SHOULD TREAT VICTIMS?

Don't be

Don't be Judgemental

Encourage

Encourage them to stay connected

Respect

Respect their boundaries

Allow

Allow them to heal at their own pace. Do not rush them or try to fix things

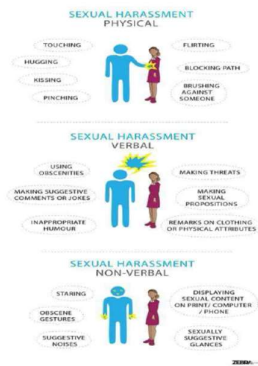
Do not try

Do not try to control them or tell them what to do. Support their decisions even if you do not agree with them

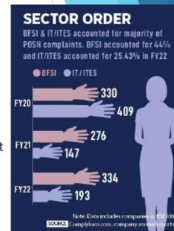
Report 2:

SEXUAL HARASSMENT

- ▶ According to International Labour Office(ILO), sexual harassment is sex-based behavior that is unwelcome and offensive to its recipient.
- ▶ The Supreme Court of India defines sexual harassment as any unwelcome, sexually determined physical, verbal, or non-verbal conduct
- ▶ But whether a case comes under sexual harassment or not is decided case by case.



- ▶ According to National Violence against Women Prevention Research Centers reports, 40 to 60% of female students and working women in educational institutions are victims of sexual harassment.
- ▶ The total number of sexual harassment complaints at workplaces climbed by 27 percent in the financial year ending March 2022 compared to the previous year
- ▶ “Work-from-home had considerably reduced sexual harassment complaints, but they have again begun to rise due to the opening of offices. The higher cases are due to the partial lifting of lockdowns compared to last year,” says Vishal Kedia, POSH expert, and founder, of Complykaro Services.
- ▶ Among sectors, banking, financial services and insurance (BFSI) and Information technology (IT) and IT-enabled services (ITes) accounted for 69.5 percent of all sexual harassment complaints in FY22.



POSH-2013

- ▶ Under the Indian Penal Code, sexual harassment is a serious offence which means a person charged with sexual harassment may be arrested without a warrant.
- ▶ As per the Posh Act, sexual harassment includes unwelcome sexually tinted behaviour, physical contact and advances, demand or request for sexual favours, making sexually coloured remarks, showing pornography, or any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

- 31.1% cases pending investigation in 2019 (the latest year for which data are available)
- 93.9% cases were pending in court
- 76 were categorised "cases true but insufficient evidence or untraced or no clue"

Investigation into sexual harassment cases

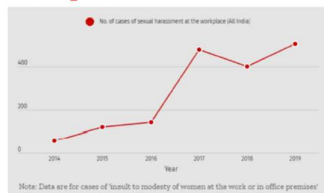
- 777 Total Cases for Investigation
- 76 Cases True But Insufficient Evidence or Untraced or No Clue
- 431 Total Cases Chargesheeted
- 31% Case Pendency

Court Outcomes of sexual harassment cases

- 3,074 Total Cases for Trial
- 44 Cases Convicted
- 20 Cases Discharged
- 83 Cases Acquitted
- 30% Conviction Rate
- 94% Pendency

Source: National Crime Records Bureau, 2019, 2018, 2017, Lok Sabha Starred Question No. 307, Information Public Unit

Sexual Harassment At The Workplace



- ▶ The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, has criminalized sexual harassment.
- ▶ It was a consequence of the Vishaka vs the state of Rajasthan case in 1991.
- ▶ According to a FICCI-EY November 2015 report, 36% of Indian companies and 25% of MNCs are not compliant with the Sexual Harassment Act, 2013. The government has threatened to take stern action against employers who fail to comply with this law.
- ▶ Manoj Mitta of The Times of India complained that Bill does not protect men, saying it "is based on the premise that only female employees needed to be safeguarded."

POSH-2015

- ▶ UGC (Prevention, Prohibition, and Redress of Sexual Harassment of Women Workers and Students in Higher Education Institutions) Regulation, 2015
- ▶ This is a federal law which prohibits sexual harassment of women employees and students in higher education institutions
- ▶ 'STUDENT' - an individual enrolled in a particular program in a higher educational institution - GENDER NEUTRAL
- ▶ INTERNAL COMPLAINTS COMMITTEES- To address the issue of sexual harassment and gender based violence

- ▶ Concern for the safety of women students cannot be used to impose discriminatory rules for women in hostels
- ▶ Campus safety policies should not result in securitization, such as over-monitoring, policing, or restricting the freedom of movement, particularly for women employees and students



Installation of drop box

Installation of drop boxes at three different locations: Ladies Hostel and Mega Ladies hostel, First year Boy's hostel (A) to receive complaints relating to sexual harassments in a confidential and an unobtrusive manner.

