

# Kalpna Chawla College of Education

14<sup>th</sup> K.M stone Sirsa Road, Chikanwas, Hisar

APPROVED BY NCTE, AFFILIATED TO C.R.S.U JIND

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## WOMEN AND SEXUAL HARASSMENT CELL

Kalpna Chawla college of Education is a co-Education institution where ratio of male and female B.Ed. trainee is approximately 20:80. Because of the impact of T.V. serial, media and freedom, any of the student may develop their behavior which may not be acceptable to the society. Sometime teacher and educands behave in an abnormal way.

Women empowerment organization felt the need of establishing women and sexual harassment cell in every organization where opposite sex work together.

The cell has been since 2011 and has grown to become an important part of the extra-curricular activities of the students.

### **OBJETIVES OF THE CELL:**

- To create awareness among students about the problems faced by women of all strata due to gender issues.
- To create an environment of gender justice where men and women work together with a sense of personal security and dignity.
- To disseminate knowledge about rights and laws related to women.
- To enhance the self esteem and self confidence of girl students, women faculty and staff in the college.
- To develop critical thinking ability of women students.
- To take actions against sexist portrayed of women in the audio visual media and cyber crime.
- To deal with the case of sexual harassment.
- To empower women in rural community.
- To develop awareness about health profile of women.

The Government of India issued directions to this effect. These are like this:

### **The rights of female employees/ students and the responsibilities of employees to prevent and redress sexual harassment in the workplace.**

The women's cell of Kalpna Chawla College of Education was established in 2011 in accordance with the Supreme Court ruling of 1997 on the issue of sexual harassment in the workplace.

### **The law on sexual harassment:**

The issue of sexual harassment in the workplace has formed a part of the legal discourse in India, following the 1997 case of the *Vishaka and others vs. the state of Rajasthan*.

The government of India's international (apart from its constitutional) obligations, such as its commitment to CEDAW (convention on the elimination of all the forms of Discrimination Against Women), reinforce the legal discourse of sexual harassment.

### **Sexual harassment is illegal, and is a violation of human rights:**

The ruling of the Supreme Court on sexual harassment as a violation of human rights is a recognition of this kind of harassment as systematic discrimination against women, rather than crime against individuals.

The Supreme Court has issued guideline to prevent, as well as punish, perpetrators of sexual harassment, and has made it legally mandatory for employees to deploy measures for combating and redressing incidents in the workplace.

### **Duties and responsibilities of the employer:**

The Vishaka judgment of Supreme Court has placed the responsibility of addressing and redressing sexual harassment on the employer.

Failure on the part of the employer to create organizational mechanism to prevent and redress sexual harassment is tantamount to contempt of court.

The principal mechanism for redress as required by the Vishaka judgment is the setting up of a complaints committee, headed by a woman and with women constituting more than fifty percent of its members, the committee must also have a third-party member. This external member can be any individual/NGO representative independent from the organization, and familiar with the issue of sexual harassment.

The employers may draft and make accessible to everyone in the organization, a policy that describe sexual harassment to include, beside the Vishaka guideline(see next section) unwelcome physical advance, demands for sexual favors , display of pornographic material, dissemination of pornographic emails, text message etc.

### **Sexual harassment defined:**

According to the Vishaka guideline of the Supreme Court, sexual harassment is defined as unwelcome sexually determined behavior such as:

- Physical contact, gestures, or stalking
- A request or demand for sexual favors
- Sexually oriented remarks

- Showing pornography
- Use of electronic media (phone, internet) for perpetrating offensive acts.
- Any other unwelcome physical, verbal, or nonverbal conduct of sexual nature.

It is important to note here that what constitutes sexual harassments defined by the victim, and not by the perpetrator

**Recognizing sexual harassment:**

Sexual harassment could be difficult to identify due to prevailing and pervasive myths such as

- Decently dressed women are not sexually harassed.
- Women who object to sexual harassment are over-reaction.
- Women keep quiet when harassed because they like eve-teasing and sexist attitudes such as.
- Provocatively dressed women ask to be sexually harassed and have no right to complaints.

The above instances are examples of further victimizing and traumatizing victims of sexual harassment.

Attempts to influence/intimate by linking professional advancement with sexual favors, or creating a hostile work environment through (for instance) sexually colored conversations, letters, telephones calls and text messages, or making demeaning comments about women's roles in society are all cases of sexual harassment.

In short, the definition of sexual harassment is broad enough to include all kinds of offence, hostile, intimidating, humiliating and exploitative language, gestures and conduct.

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## **Women and Sexual Harassment Cell**

The very first meeting (2023-24) of Women and Sexual Harassment Cell Was held on 26 Nov ,2023 at 3:00 p.m. in Principal's office to formulate the organizing committee of the cell. They are as following:

Coordinator: Mrs. Mukesh Arya

Cell Members: Mrs. Poonam

Mrs. Kirti

**Principal**

Kalpana Chawla College Of Education

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**Session 2023-24**

**Date 28-11-2023**

## **NOTICE**

All the students are hereby informed that a Women and Sexual Harassment Cell is functioning in the college.

Any complaints regarding this may be submitted to the following cell members

Coordinator: Mrs. Mukesh Arya

Cell Members: Mrs. Poonam

Mrs. Kirti

**PRINCIPAL**

# **Kalpana Chawla College of Education**

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**Session 2023-24**

The Principal, Kalpana Chawla Collage of Education, Hisar. Convened the first meeting on 05 Jan, 2024 at 3:00 pm with her staff members to strengthen and the already existing women cell and sexual harassmt committee and constituted the committee with following members on board.

Name of the cell: women and sexual harassmt cell

Coordinator: Mrs. Mukesh Arya

Cell Members: Mrs. Poonam

Mrs. Kirti

Pupil Teachers: Anjali, Asha, Nancy

Under the Chairmanship of the Principal, the members of cell discussed the following agenda:

- Proper washroom facility for girls.
- Proper facility in girls' common room.
- To extend the transportation facility in late hours.
- Due respect to females.
- Availability of sanitary napkins in case of emergency.
- To educate the students about the fundamental rights of women.
- To create an awareness of the salient provisions of the consumers act which protect women consumers