

Anti-sexual Harassment Committee/Internal Complaints Committee

The college has constituted a committee as per the direction of honorable Supreme Court of India and is known as 'anti-Sexual Harassment Committee'. The following are the members for the previous three years.

The committee took contingency of the definitions of behavior on sexual harassment, preventive steps, criminal proceedings and legal procedures to be followed by the committee. The miscellaneous provisions are understood for the full implementation of the Act.

The committee meets **once in three months** and deliberates on the issues and document the minutes of the meeting. With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equity and guarantee against sexual harassment and abuse, more particularly against harassment at work place.

The University Grants Commission (UGC) has issued circulars since 1998 to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised the universities to be proactive and they are treated with. Keeping the above guidelines in view, St. Pauls College of Pharmacy has constituted a committee against sexual harassment since 2013.

The sexual harassment includes the

1. Physical contact and advances.
2. A demand or request for sexual favours.
3. Sexually coloured remarks.
4. Showing pornography.
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Where any of these acts committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work, whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise, such conduct can be humiliating and may constitute a health and safety problem.

Role of the committee:

1. The committee shall decide whether the facts contained in the complaint make out a case of "sexual harassment" in light of the definition contained in the policy.
2. The committee shall recommend the penalties/action to be taken against any person found guilty of having sexually harassed the complainant, up to and including termination, from of job.
3. The committee shall recommend the penalties/action to be taken against any person found guilty of having retaliated against/victimized the complainant or any other person assisting her as a result of such complaint having been made or such assistance having been offered.
4. The committee shall monitor the follow-up action to be taken by the organization on receipt of the report of committee.