

**Christ University (Deemed to be University u/s.3 of UGC Act)  
Bangalore-29**

**COMMITTEE FOR PROMOTING GENDER EQUITY POLICY**

WHEREAS this institution has a sacred vision and mission;

WHEREAS this institution aims at the holistic development of every student who studies here;

WHEREAS the management, administration and every faculty member is committed to contribute to the well being of the student community;

WHEREAS the verdict of Vishakhav's State of Rajasthan mandates for the constitution of a committee against sexual harassment;

WHEREAS this institution mandates that no harassment against any woman, in any manner or any action degrading the honour of women will be tolerated;

WHEREAS this institution believes in strengthening and empowering women to safeguard their rights;

WHEREAS this institution believes in removing the cause of the malice and hence sensitising the men folk to respect the dignity of all women and not to discriminate them in any manner ;

This institution has decided to take pro-active steps to strengthen existing measures and implement new measures to ensure protection of every woman on the campus with the representation of management, faculty members, non teaching staff, counsellors, students and external experts

The Committee on Gender Sensitisation is constituted on this day of 8 Nov 2010 with the following objectives:

- To ensure safe, secure and women friendly environment on the campus
- To sensitise the students and staff to promote a harmonious environment
- To plan innovative methods to sensitise students about gender equality
- To conduct seminars, conferences and workshops on gender equity in collaboration with departments

- To ensure the system provided in the university is working towards strengthening the confidence of girl students and women staff members including faculty
- To make recommendations to the authorities to take appropriate steps to ensure a gender just environment and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women.
- To deal with any grievance against any kind of discrimination against girl students or women staff members
- To recommend appropriate action against the person who is found at fault as per the complaint

**Constitution of the Committee:**

<b>S.No</b>	<b>Name</b>	<b>Designation</b>
1	Dr Theresa Nithila Vincent	Presiding officer
2	DrFr Joseph C C	Member
3	DrFincyVinoj	Member
4	DrBindi Varghese	Member
5	DrSmithaNagouda	Member
6	DrRajeshwari U R	Member
7	Mr D M Sridhar (GRAMA)	Trustee of NGO
8	MrGlady Jacob	Member
9	MsPhinu Jose	Member
10	MsVijaya	Member
11	MsAshly George	Councillor
12	MsAkhila CJ	Student Representative
13	Ms Annie Vinod	Student Representative
14	MsNehaAanam A	Student Representative
15	MsSajinaBegam	External Expert

**Procedure:**

A complaint of discrimination or sexual harassment may be lodged by the sufferer or a third party. A written complaint may be addressed to the Chairperson of the Committee. If the complaint is given to the class teacher, HOD, Councillor or any officer higher in rank, the same shall be forwarded to the Chairperson of the committee

The Supreme Court guidelines against sexual harassment which can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) are:

- Physical contact and advances;
- Demand or request for sexual favours;
- Sexually coloured remarks;
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

**The following is also sexual harassment and is covered by the committee:**

- Eve-teasing,
- Unsavoury remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

This Committee is committed to ensure Gender Equity and safety and security to all women in the campus.