

UNIVERSITY OF JAMMU

NOTIFICATION

In anticipation of the approval of the competent bodies, it is hereby notified for the information of all concerned that the guidelines for the Jammu University Internal Complaints Committee Against Sexual Harassment (JUICCASH), University of Jammu are hereby notified as given in annexure.

Meena Sharma
REGISTRAR
9/1/18

No.Estab/18/18086-19085

Date: 09/01/2018

Copy to:-

1. Special Secretary to the Vice-Chancellor, University of Jammu for the kind information of the Worthy Vice-Chancellor please
2. Sr.P.A. to the Dean Academic Affairs/Dean Research Studies
3. Sr.P.A.to the Registrar/Controller of Examinations
4. Director,DDE/CDC/DIQA/DLL/Computer Centre/Physical Education/HRDC/Centre for Studies in Museology & Sheikh Noor-ud-Din-Noorani Museum of Heritage/DSRS/Centre for History of Culture of Jammu & Ladakh Region/SHTM/ICCR&HRM/SVAPADA/ Centre for IT enabled Services & Management/*Convener, Website monitoring & Updation Committee.*
5. All Rectors/Directors of the various Campuses of the University
6. Dean Students Placement Cell
7. Prof. Meena Sharma, Chairperson(CASH)
8. Dean Students Welfare
9. Provost Boys/Girls Hostels
10. All Heads of the Teaching Departments of the University
11. I/c Administrator, General Zorawar Singh Auditorium
12. Chair Professor,General Zorawar Singh Auditorium
13. I/c Librarian, Dhanvantri Library
14. All Joint Registrars
15. Programme Coordinator,NSS
16. Chief Medical Officer
17. All Wardens of University Hostels
18. All Dy.Registrars/Assistant Registrars
19. Executive Engineer/Manager Guest House
20. President,JUTA//JUOWA/JUNTEU/JUNGEA
21. Security Officer
22. Concerned

UNIVERSITY OF JAMMU JAMMU



Jammu University Policy against Sexual Harassment

**Jammu University Internal Complaints Committee
Against Sexual Harassment (JUICCASH)**

INTRODUCTION

University of Jammu constituted a Committee against Sexual Harassment-CASH (Vide Notification No. Etab/09/19492-591 dated 24.12.2009), following the guidelines on the prevention and deterrence of Sexual Harassment at the workplace laid down by the Hon'ble Supreme Court of India, in its ruling on the Writ Petition (Criminal) Vishaka vs. State of Rajasthan on 13 August 1997. The rules and regulations of the CASH were approved by the Council, University of Jammu vide Council Resolution no. 68.68 Dated 27.03.2009.

In pursuance to the Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013 and University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, the earlier Jammu University Policy on Sexual Harassment and Rules and Regulations of the Committee Against Sexual Harassment (CASH) are hereby modified in compliance with the provisions of the said Act and UGC Regulation -2015. Further the Jammu University Committee Against Sexual Harassment shall now be called as the Jammu University Internal Complaints Committee Against Sexual Harassment. The Regulations for the same shall be called as the JU Internal Complaints Committee Against Sexual Harassment (Prevention, Prohibition and Redressal) Regulations.

University of Jammu is committed to ensure safe working and study spaces for women and to facilitate conducive work environments that respect women's right to equality of status and opportunity. All the employees of the University (Teaching/ Officers/Non-Teaching/ Non-Gazetted) including those who are in temporary or short term positions, Research Scholars (including the Project staff), students and the visitors to the University are subject to this Policy. Anyone violating this Policy is liable to disciplinary action.

University of Jammu follows the Zero-Tolerance policy towards the sexual harassment and deals all the complaints of sexual harassment very seriously and promptly. The University respects and maintains the confidentiality and privacy of individuals complaining or accused of sexual harassment to the extent reasonably possible. The false, malicious and misleading complaints shall be liable for disciplinary action as per the provisions of these Regulations.

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JAMMU UNIVERSITY INTERNAL COMPLAINTS COMMITTEE AGAINST SEXUAL HARASSMENT (PREVENTION, PROHIBITION AND REDRESSAL) REGULATION

1. Short title, extent and commencement -

- (1) These regulations may be called Jammu University Internal Complaints Committee against Sexual Harassment (Prevention, Prohibition and Redressal) Regulations 2017.
- (2) These shall apply to all the campuses (Main and Offsite Campuses) and Constituent Colleges of the University of Jammu, Jammu.
- (3) These shall come into force on the date of their approval and notification from the competent bodies.

2. Definitions -

In these regulations, unless the context otherwise requires:-

- (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
- (b) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
- (c) "campus" means the location or the land on which University of Jammu (including off site Campuses and Constituent Colleges) and its related institutional facilities like administration, examination, libraries, laboratories, lecture halls, residences, seminar/examination halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters etc., are situated; and also includes extended campus and covers within its scope places visited as an employee or as a student of the University including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, place used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the University of Jammu;
- (d) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment complaint, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the complainant;

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(e) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations persons employed on Ad-hoc/ contractual/ temporary/guest faculty, trainee, apprentice (or called by any other name), interns, volunteers, teaching assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;

(f) "Executive Authority" means the Vice Chancellor of the University of Jammu,;

(g) "Internal Complaints Committee (ICC)" means Jammu University Internal Complaints Committee Against Sexual Harassment (JUICCASH) constituted under these regulations.

(h) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;

(i) "Sexual harassment" includes

i. any one or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:-

(a) physical contact and advances; or

(b) a demand or request for sexual favours; or

(c) making sexually coloured remarks; or

(d) showing pornography; or

(e) any unwelcome physical, verbal or non verbal conduct of sexual nature;

ii. any one (or more than one or all) of the following circumstances, if it occurs or is present in relation to or connected with any behaviour that has explicit or implicit sexual overtures:-

(a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;

(b) implied or explicit threat of detrimental treatment in the conduct of work;

(c) implied or explicit threat about the present or future status of the person concerned;

(d) creating an intimidating, offensive or hostile working/ learning environment;

(e) humiliating treatment likely to affect the health, safety, dignity or physical integrity of the person concerned.

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(j) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in the University of Jammu;

Provided that a student who is in the process of taking admission in the University campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of the University, where any incident of sexual harassment takes place against such student;

Provided that a student who is a participant in any of the activities in the University other than the university where such student is enrolled, shall be treated, for the purpose of these regulations, as a student of that University where any incident of sexual harassment takes place against such student;

(k) "Third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the University, but a visitor to the University in some other capacity or for some other purpose or reason;

(l) "University" means University of Jammu, Jammu.

(m) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;

(n) "Workplace" means the campuses of the University including:-

- (a) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the University;
- (b) any cultural or sports institute, stadium, cultural or sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in the University;
- (c) any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the University for undertaking such journey for working/study in the University.

3. Duties of the University -

The University shall:-

- (a) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (b) organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report

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